**Inclusive/Diversity/Equity Coaching Resources**

**Talks and films**
**The danger of the single story**
Our lives, our cultures, are composed of many overlapping stories. Novelist Chimamanda Adichie tells the story of how she found her authentic cultural voice -- and warns that if we hear only a single story about another person or country, we risk a critical misunderstanding.  Chimamanda Ngozi Adichie: The danger of a single story | TED Talk

**I'm not your inspiration, thank you very much**
Stella Young is a comedian and journalist who happens to go about her day in a wheelchair — a fact that doesn't, she'd like to make clear, automatically turn her into a noble inspiration to all humanity. In this very funny talk, Young breaks down society's habit of turning disabled people into "inspiration porn."
https://www.ted.com/talks/stella_young_i_m_not_your_inspiration_thank_you_very_much

**The myth of bringing your full, authentic self to work**
Calls for authenticity at work ask for passionate people with diverse, fresh perspectives who challenge old ways of thinking. But too often workplace culture fails to support the authenticity of professionals of color and other underrepresented groups, leading instead to backlash and fewer opportunities. Writer Jodi-Ann Burey outlines steps toward exposing privilege and achieving true equity on the job -- and implores those in leadership positions to accept responsibility for change.
https://www.ted.com/talks/jodi_ann_burey_the_myth_of_bringing_your_full_authentic_self_to_work

**What if white people led the charge to end racism?**
Diversity fatigue is real: people of color are tired of leading the fight. White allies are tired of being told they're doing it wrong. No wonder we don't have equity yet! In this inspiring talk, Nita Mosby Tyler explains why we need "unlikely allies" in the fight for justice, and why people who are experiencing inequality firsthand must be willing to accept the help.
https://www.ted.com/talks/dwinita_mosby_tyler_what_if_white_people_led_the_charge_to_end_racism?language=en

**We need to talk about an injustice**
In an engaging and personal talk -- with cameo appearances from his grandmother and Rosa Parks -- human rights lawyer Bryan Stevenson shares some hard truths about America's justice system, starting with a massive imbalance along racial lines: a third of the country's black male population has been incarcerated at some point in their lives. These issues, which are wrapped up in America's unexamined history, are rarely talked about with this level of candor, insight and persuasiveness.
https://www.ted.com/talks/bryan_stevenson_we_need_to_talk_about_an_injustice

**Want to truly succeed? Lift others up while you climb**

It's up to all of us to create a more inclusive and diverse workplace. No matter where you are in your career journey, it's essential that you help others grow, even as you are growing yourself, says ACLU Chief Equity Officer Amber Hikes. She lays out three ways we can help each other succeed -- and empower and advance those who historically have been left behind
https://www.ted.com/talks/amber_hikes_want_to_truly_succeed_lift_others_up_while_you_climb

**The dolls test (new)**
The "doll test" is a psychological experiment designed in the 1940s in the USA to test the degree of marginalization felt by African American children caused by prejudice, discrimination and racial segregation. Given the considerable increase of the phenomenon of migration in Europe in recent years we decided to re-create the test with Italian children.

https://www.youtube.com/watch?v=QRZPw-9sJtQ

Original version of doll's test https://www.youtube.com/watch?v=tkpUyB2xgTM

**3 ways to be a better ally in the workplace**
We're taught to believe that hard work and dedication will lead to success, but that's not always the case. Gender, race, ethnicity, religion, disability, sexual orientation are among the many factors that affect our chances, says writer and advocate Melinda Briana Epler, and it's up to each of us to be allies for those who face discrimination. In this actionable talk, she shares three ways to support people who are underrepresented in the workplace. "There's no magic wand for correcting diversity and inclusion," she says. "Change happens one person at a time, one act at a time, one word at a time."

https://www.ted.com/talks/melinda_briana_epler_3_ways_to_be_a_better_ally_in_the_workplace

**Inclusive Coaching Articles**

Abbott, G. (2010). Cross-cultural coaching: A paradoxical perspective. *The complete handbook of coaching*, 324-340. link

Bernstein, A. F. (2019). *Race Matters in Coaching: An Examination of Coaches' Willingness to Have Difficult Conversations with Leaders of Color*. Columbia University. link

Cilliers, F., & Motsoaledi, L. (2012). Executive coaching in diversity from the systems psychodynamic perspective. [link](#)

Equity Filsinger, C. (2021). Diversity and coaching. In *Emerging Conversations in Coaching and Coaching Psychology* (pp. 95-113). Routledge. [link](#)
[link](#)
Favreau, M. A., & Meka, J. (2017). Coaching, diversity and change. [link](#)

Law, H. (2021). Coaching and diversity. In *Introduction to Coaching Psychology* (pp. 159-174). Routledge. [link](#)
Najibi, S., Carney, P., Thayer, E., & Deiorio, N. (2019). Differences in coaching needs among underrepresented minority medical students. *Family medicine*, *51*(6), 516-522. [link](#)

Peterson, D. B. (2007). Executive coaching in a cross-cultural context. *Consulting Psychology Journal: Practice and Research*, *59*(4), 261. [link](#)

Raber, I., Corley, A. M., & York, M. (2021). A Call to Action: A Resident Coaching Program to Improve Gender Diversity in Cardiology. *Case Reports*, *3*(5), 839-841. [link](#)

Roche, C., & Passmore, J. (2021). Racial Justice, Equity and Belonging in Coaching. [link](#)

Rostron, S. S. Coaching for Transformation: Diversity, Power and Gender. [link](#)

Ruggiero, R., & Stevenson, S. *Advancing Diversity, Equity, and Inclusion Through Coaching and Navigation: Insights from Convening Panelists*. Mathematica Policy Research. [Link](#)

Shoukry, H. (2016). Coaching for emancipation: A framework for coaching in oppressive environments. *International Journal of Evidence Based Coaching and Mentoring*, *14*(2), 15-30. [link](#)

St Claire, B. A. (2005). Carrying Cultural Baggage: The Contribution of Socio-cultural Anthropology to Cross-cultural Coaching. [link](#)

Stelter, R. (2009). Coaching as a reflective space in a society of growing diversity-towards a narrative, postmodern paradigm. *International Coaching Psychology Review*, *4*(2), 207-217. [Link](#)

Stout-Rostron, S. (2017). Working with diversity in coaching. *The Sage handbook of coaching*, 486-504. link

Tennyson, V. G. (2021). Executive and Leadership Coaching for LGBTQ+ Populations in Corporations: Reviewing Literature to Inform Practice and Future Research. *Open Journal of Leadership*, *10*(4), 364-380. Link

Van der Horst, C. A., & Albertyn, R. M. (2018). The importance of metacognition and the experiential learning process within a cultural intelligence–based approach to cross-cultural coaching. *SA Journal of Human Resource Management*, *16*(1), 1-11. link

**Inclusive Coaching Books**

Aguilar, E. (2020). *Coaching for equity: Conversations that change practice*. John Wiley & Sons.

Barabino, A. (2017). *The Development of Global Leadership through Psychological Flexibility Using the Cultural Intelligence Framework in Executive Coaching*. Widener University.

Bollhöfer, G. (2017). Gender Coaching—A Critical Analysis. In *The Professionalization of Coaching* (pp. 319-327). Springer, Wiesbaden.

Booysen, L. A. (2015). Cross-Cultural Coaching. *The Center for Creative Leadership Handbook of Coaching in Organizations*, 241-287.

Bussman, M. A., & Louis, K. S. (2021). Peer equity coaching: Socially just, transformative adult learning. *Handbook of social justice interventions in education*, 163-187.

Leimon, A., Moscovici, F., & Goodier, H. (2010). *Coaching women to lead*. Routledge. Passmore, J. (Ed.). (2013). *Diversity in coaching: Working with gender, culture, race and age*. Kogan Page Publishers.

Passmore, J., & Law, H. (2009). Cross-cultural and diversity coaching. *Diversity in coaching: Working with gender, culture, race and age*, 4-16.

Plaister-Ten, J. (2018). *The cross-cultural coaching kaleidoscope: a systems approach to coaching amongst different cultural influences*. Routledge.

Stout-Rostron, S. (2013). Gender issues in business coaching.

Stout-Rostron, S. (2017). Working with diversity in coaching. *The Sage handbook of coaching*, 486-504.

Van Nieuwerburgh, C. (2016). Interculturally-sensitive coaching. *The Sage handbook of coaching*, 439-452.

**A Few Relevant Diversity, Inclusion and Equity Articles**

Alleyne, A. (2004). Black identity and workplace oppression. *Counselling and Psychotherapy Research*, *4*(1), 4-8. Link

Alleyne, A. (2009). Working therapeutically with hidden dimensions of racism. *Mental health in a multi-ethnic society: A multidisciplinary handbook*, 161-173. Link

Ang, S., Van Dyne, L., Koh, C., Ng, K. Y., Templer, K. J., Tay, C., & Chandrasekar, N. A. (2007). Cultural intelligence: Its measurement and effects on cultural judgment and decision making, cultural adaptation and task performance. *Management and organization review*, *3*(3), 335-371. link

Baglyos, G. (2017). The impact of racial equity coaching on white educators' personal growth and professional practice. link

Bennett, J. M., & Bennett, M. J. (2004). Developing intercultural sensitivity. In D. Landis, J. M. Bennett, & M. J. Bennett (Eds.), *Handbook of intercultural training* (3rd ed., pp. 147–165). Thousand Oaks: Sage. link

Bocala, C., Holman, R., & Malcolm, X. (2021). Coaching for Equity Demands Deeper Dialogue. *Association for Supervision and Curriculum Development*, *78*(6), 66-71. link

Buchanan, N. T., Rios, D., & Case, K. A. (2020). Intersectional cultural humility: Aligning critical inquiry with critical praxis in psychology. *Women & Therapy*, *43*(3-4), 235-243. Link

Came, H., & Griffith, D. (2018). Tackling racism as a "wicked" public health problem: enabling allies in anti-racism praxis. *Social Science & Medicine*, *199*, 181-188. Link

Chin, J. L., Desormeaux, L., & Sawyer, K. (2016). Making way for paradigms of diversity leadership. *Consulting Psychology Journal: Practice and Research*, *68*(1), 49. link

Christopher, J. C., & Hickinbottom, S. (2008). Positive psychology, ethnocentrism, and the disguised ideology of individualism. *Theory & psychology*, *18*(5), 563-589. link

DiAngelo, R. (2015). White fragility: Why it's so hard to talk to White people about racism. *The Good Men Project*, *9*. Link

Disability Microaggressions in Sue, D. W. (Ed.). (2010). *Microaggressions and marginality: Manifestation, dynamics, and impact*. John Wiley & Sons. Link

Fernando, S., & Moodley, R. (2018). Introduction to global psychologies: mental health and the global south. In *Global Psychologies* (pp. 1-17). Palgrave Macmillan, London. Link

Flood, M., Dragiewicz, M., & Pease, B. (2021). Resistance and backlash to gender equality. *Australian Journal of Social Issues*, *56*(3), 393-408. Link

Friedman, H. L., & Robbins, B. D. (2012). The negative shadow cast by positive psychology: Contrasting views and implications of humanistic and positive psychology on resiliency. *The Humanistic Psychologist*, *40*(1), 87-102. link
Furness, B. W., Goldhammer, H., Montalvo, W., Gagnon, K., Bifulco, L., Lentine, D., & Anderson, D. (2020). Transforming primary care for lesbian, gay, bisexual, and transgender people: a collaborative quality improvement initiative. *The Annals of Family Medicine*, *18*(4), 292-302. Link

Goodman, D. (2000). Motivating people from privileged groups to support social justice. *Teachers College Record*, *102*(6), 1061-1085. link

Hook, J. N., Davis, D. E., Owen, J., Worthington Jr, E. L., & Utsey, S. O. (2013). Cultural humility: measuring openness to culturally diverse clients. *Journal of counseling psychology*, *60*(3), 353. Link

Jeglic, E. L., Miranda, R., & Polanco-Roman, L. (2016). Positive psychology in the context of race and ethnicity. link

Lopez, S. J., Prosser, E. C., Edwards, L. M., Magyar-Moe, J. L., Neufeld, J. E., & Rasmussen, H. N. (2002). Putting positive psychology in a multicultural context. *Handbook of positive psychology*, 700-714. link

Norem, J. K., & Chang, E. C. (2002). The positive psychology of negative thinking. *Journal of clinical psychology*, *58*(9), 993-1001. Link

Pandey, S. (2011, November). Positive psychology: Blending strengths of western, eastern and other indigenous psychologies. In *1st International Conference on "Emerging Paradigms in Business & Social Sciences"(EPBSS-2011), organized by Middlesex University, Dubai*. Link

Raver, J. L., & Van Dyne, L. (2017). 18 Developing Cultural Intelligence. *The Cambridge handbook of workplace training and employee development*, 407. link

Sue, D. W., Capodilupo, C. M., Torino, G. C., Bucceri, J. M., Holder, A. M., Nadal, K. L., & Esquilin, M. (2007). Racial Microaggressions in Everyday Life. link

Tennyson, V. G. (2021). Executive and Leadership Coaching for LGBTQ+ Populations in Corporations: Reviewing Literature to Inform Practice and Future Research. *Open Journal of Leadership*, *10*(4), 364-380. Link

Walsh, K., & Mignolo, W. (2018). On decoloniality. *DW Mignolo, & EC Walsh, On Decoloniality Concepts, Analysis, Praxis*, 304. link

Warren, M. A., Donaldson, S. I., & Doiron, K. M. (2015). Positive psychology research in the Middle East and North Africa. *Middle East Journal of Positive Psychology*, *1*(1), 60. Link

Warren, M. A., Sekhon, T., & Waldrop, R. (2022). Highlighting strengths in response to discrimination: Developing and testing an allyship positive psychology intervention. *International Journal of Wellbeing*, *12*(1). Link
Watkins Jr, C. E., Hook, J. N., Owen, J., DeBlaere, C., Davis, D. E., & Van Tongeren, D. R. (2019). Multicultural orientation in psychotherapy supervision: Cultural humility, cultural comfort, and cultural opportunities. *American journal of psychotherapy*, *72*(2), 38-46. Link

Yeager, K. A., & Bauer-Wu, S. (2013). Cultural humility: Essential foundation for clinical researchers. *Applied Nursing Research*, *26*(4), 251-256. Link

**A Few Online Resources**

Equity minded coaching website link

Equity, diversity and inclusion know how link

JEDI toolkit link

Creative Equity tools  link

Racial equity toolkit link

The interventions initiative toolkit link

Social model of disability – link