



# MINORITY INCLUSION PROJECT

creating pathways. cultivating passion.

## DEI Resource Guide

### Objectives

1. Define diversity, inclusion, and equity.
  - Bolger, Meg. “What's the Difference Between Diversity, Inclusion, and Equity? - .” *GA Blog*, 24 Oct. 2017, [generalassemb.ly/blog/diversity-inclusion-equity-differences-in-meaning/](http://generalassemb.ly/blog/diversity-inclusion-equity-differences-in-meaning/).
  - Diversity, Equity and Inclusion Terms. University of Houston, [www.uh.edu/cdi/diversity\\_education/resources/pdf/terms.pdf](http://www.uh.edu/cdi/diversity_education/resources/pdf/terms.pdf).
  - Rashid, Laura SherbinRipa. “Diversity Doesn't Stick Without Inclusion.” *Harvard Business Review*, 1 Feb. 2017, [hbr.org/2017/02/diversity-doesnt-stick-without-inclusion](http://hbr.org/2017/02/diversity-doesnt-stick-without-inclusion).
2. Why diversity matters
  - “Cultural Competence: Why It Matters to Nonprofits.” *MissionBox*, MissionBox 9442 N Capital of Texas HWY, BLDG 1 - Suite 225 Austin, TX 78759-7262 United States, [www.missionbox.com/article/551/cultural-competence-why-it-matters-to-nonprofits](http://www.missionbox.com/article/551/cultural-competence-why-it-matters-to-nonprofits).
  - Rahman, Anika. “Diversity And Inclusion: Essential To All Non-Profits.” *The Huffington Post*, TheHuffingtonPost.com, 7 Aug. 2017, [www.huffingtonpost.com/entry/diversity-and-inclusion-essential-to-all-non-profits\\_us\\_5988c06ce4b0f25bdfb31ecb](http://www.huffingtonpost.com/entry/diversity-and-inclusion-essential-to-all-non-profits_us_5988c06ce4b0f25bdfb31ecb).
  - Sean Thomas-Breitfeld , Sean , and Frances Kunreuther. “Race to Lead: Confronting the Nonprofit Racial Leadership Gap.” *Building Movement Project*, [www.buildingmovement.org/reports/entry/race\\_to\\_lead](http://www.buildingmovement.org/reports/entry/race_to_lead).
3. Practical strategies for advancing DEI
  - Sidberry, Tyra . “Achieving Diversity in the Nonprofit Workplace: A Step-by-Step Guide.” *TSNE MissionWorks*, 2 Oct. 2017, [www.tsne.org/achieving-diversity-nonprofit-workplace-step-step-guide](http://www.tsne.org/achieving-diversity-nonprofit-workplace-step-step-guide).
4. How do you measure success?
  - Babcock, Pamela. “Diversity Accountability Requires More Than Numbers.” *Society for Human Resource Management (SHRM)*, 19 May 2017, [www.shrm.org/ResourcesAndTools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/Pages/MoreThanNumbers.aspx](http://www.shrm.org/ResourcesAndTools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/Pages/MoreThanNumbers.aspx).
  - Fernandez, Vice President for Latino Community Partnerships, Teach For America, Amanda. “Diversity and Community Engagement: Essential to Nonprofit Impact.” The Bridgespan Group, [www.bridgespan.org/insights/library/hiring/diversity-and-community-engagement](http://www.bridgespan.org/insights/library/hiring/diversity-and-community-engagement)