

Please be advised that the viewpoints expressed in this content solely represent those of the author and do not necessarily reflect the official stance of Vanderbilt University Medical Center, Health Equity and Inclusive Excellence, or the Office of Diversity and Inclusion. The inclusion of this content is for informational purposes only and does not constitute an endorsement by VUMC or its affiliated entities.

If you have heard or seen written slurs or jokes or negative comments about racial or ethnic groups in your workplace...			
Videos	Articles	Reference Sheets and Guides	Books
<p>Addressing Micro-behaviors in the Workplace Percipio Course Recognizing and Addressing Micro-behaviors in the Workplace</p>	<p>Bystander Intervention Strategies to Combat Workplace Harassment Bystander Intervention Strategies-Trailant</p> <p>Why It's So Hard To Talk To White People About Racism Why Is It So Hard To Talk About Race?</p> <p>Witnessing Bullying at Work Inactivity and the Risk of Becoming the Next Target (Research Study) Witnessing Bullying At Work</p> <p>Coping with Discrimination Guide Coping With Discrimination Guide</p>	<p>Inclusive Language Guide APA Inclusive Language Guide</p> <p>SPLC- Bystander Intervention Guide SPLC Bystander Intervention Guide</p> <p>Responding to Discrimination and Bias Responding to Discrimination and Bias</p> <p>Microaggressions Handout Microaggressions- Handout</p> <p>Psychological Safety Guidebook Psychological Safety Guidebook</p> <p>VUMC Compliance and Grievance Procedure VUMC Compliance & Grievances</p>	<p><i>So You Want to Talk About Race</i> by Ijeoma Oluo</p> <p><i>It's Time to Talk about Race at Work: Every Leader's Guide to Making Progress on Diversity, Equity, and Inclusion</i> by Kelly McDonald</p> <p><i>Caste</i> by Isabel Wilkerson</p> <p><i>Courageous Conversations About Race</i> by Glenn Singleton</p> <p>Book List- Race & Ethnicity</p>

If you have heard or seen written slurs or jokes or negative comments about lesbian, gay, bisexual, transgender and/or queer persons (LGBTQ+) in your workplace...

Videos	Articles	Reference Sheets	Books
<p>Micro-behaviors Are a Macro Problem Percipio Video Micro-behaviors Are a Macro Problem</p> <p>Addressing Micro-behaviors in the Workplace Percipio Course Recognizing and Addressing Micro-behaviors in the Workplace</p>	<p>Bystander Intervention Strategies to Combat Workplace Harassment Bystander Intervention Strategies-Trailant</p> <p>How To Interrupt Bias How to Interrupt Bias</p> <p>How to Recognize Transphobia — and What to Do Next How to Recognize Transphobia</p> <p>Personal Prejudice What To Do When You Have Prejudice</p> <p>Supporting the LGBTQ Community at Work How to Support LGBTQ at Work</p>	<p>Inclusive Language Guide APA Inclusive Language Guide</p> <p>SPLC- Bystander Intervention Guide SPLC Bystander Intervention Guide</p> <p>Responding to Discrimination and Bias Responding to Discrimination and Bias</p> <p>Microaggressions Handout Microaggressions- Handout</p> <p>Psychological Safety Guidebook Psychological Safety Guidebook</p> <p>VUMC Compliance and Grievance Procedure VUMC Compliance & Grievances</p>	<p><i>Allies at Work: Creating a Lesbian, Gay, Bisexual and Transgender Inclusive Work Environment</i> by Dr. David M. Hall</p> <p><i>Gender Diversity and Non-Binary Inclusion in the Workplace</i> by Sarah Gibson</p> <p><i>The Gay Revolution</i> by Lillian Faderman</p> <p>Book List- LGBTQ</p>

If you have heard or seen written slurs or jokes or negative comments about women in your workplace...

Videos	Articles	Reference Sheets	Books
<p>Women in Leadership: Moving Beyond Gender Roles https://share.percipio.com/cd/aE-zS3MTP</p> <p>Workplace Harassment https://share.percipio.com/cd/fW8T-OrTV</p> <p>Recognizing Gender Biases and Barriers https://share.percipio.com/cd/3yPuUHCgb</p> <p>Demonstrating Respect Percipio Video Demonstrating Respect</p>	<p>Coping with Discrimination Guide Coping With Discrimination</p> <p>10 Ways to Change Hurtful Habits 10 Ways to Change Hurtful Habits</p> <p>Tips for Being Culturally Effective Being Culturally Effective</p>	<p>Inclusive Language Guide APA Inclusive Language Guide</p> <p>SPLC- Bystander Intervention Guide SPLC Bystander Intervention Guide</p> <p>Responding to Discrimination and Bias Responding to Discrimination and Bias</p> <p>Microaggressions Handout Microaggressions- Handout</p> <p>Psychological Safety Guidebook Psychological Safety Guidebook</p> <p>VUMC Compliance and Grievance Procedure VUMC Compliance & Grievances</p>	<p><i>Breaking Through Bias</i> by Andrea S. Kramer, Alton B. Harris</p> <p><i>The Authority Gap</i> by Mary Anne Seighart</p> <p><i>What Works: Gender Equality by Design</i> by Iris Bohnet</p> <p><i>Women, Race & Class</i> by Angela Y. Davis</p> <p>Book List- Women/Gender</p>

If you have heard or seen written slurs or jokes or negative comments about persons with disabilities in your workplace....			
Videos	Articles	Reference Sheets	Books
<p>Creating an Open, Inclusive Dialogue about Disability https://vumc.percipio.com/videos/93e3fe3b-a107-47c9-9b87-c93bfcf58829</p> <p>Introduction to Disability and Accessibility https://share.percipio.com/cd/XF6jAu_Co</p> <p>Handling Manipulative or Bullying Individuals https://share.percipio.com/cd/ePVeoWh-E</p>	<p>Combating Disability Discrimination in the Workplace Combating Disability Discrimination in the Workplace</p> <p>How To Identify and Address Inappropriate Comments at Work How To Identify and Address Inappropriate Comments at Work</p> <p>How To Talk About Disability Sensitively And Avoid Ableist Tropes How To Talk About Disability Sensitively</p> <p>The Trauma of Workplace Bullying The Trauma of Workplace Bullying</p>	<p>Inclusive Language Guide APA Inclusive Language Guide</p> <p>SPLC- Bystander Intervention Guide SPLC Bystander Intervention Guide</p> <p>Responding to Discrimination and Bias Responding to Discrimination and Bias</p> <p>Microaggressions Handout Microaggressions- Handout</p> <p>Psychological Safety Guidebook Psychological Safety Guidebook</p> <p>VUMC Compliance and Grievance Procedure VUMC Compliance & Grievances</p>	<p><i>Disability Visibility: First-Person Stories from the Twenty-First Century</i> by Alice Wong</p> <p><i>Divergent Mind: Thriving in a World That Wasn't Designed for You</i> by Jenara Nerenberg</p> <p><i>The Power of Disability: 10 Lessons for Surviving, Thriving, and Changing the World</i> by Al Etmanski</p> <p><i>Demystifying Disability: What to Know, What to Say, and How to Be an Ally</i> by Emily Ladau</p> <p>Book List- Disability</p>