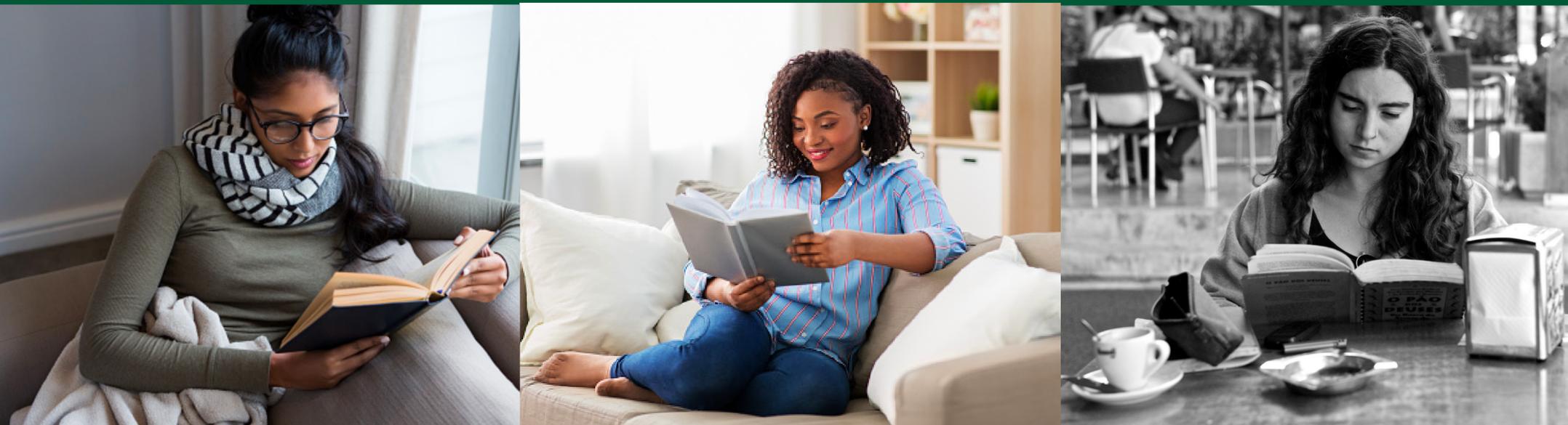




Simone Morris
ENTERPRISES LLC
ESTABLISHED 2015

Inclusive Leadership Book Recommendations



Let us help you soar as an inclusive leader!

A Message from Simone!



Dear Reader,

I'm delighted that you've committed to being an inclusive leader. We have compiled an impactful list of books that are sure to inspire you on your inclusive leadership journey.

I invite you to join our book club so you can have support while reading. I've found that discussions are so worthwhile.

If you have a favorite book that should be added to our list, please let us know.

~Simone

Join our Book Club!

The Power of Owning Your Career

Join



Top 20 Book Recommendations

Diversity, equity, and inclusion (DEI) are essential to building a successful workplace. But many managers and leaders who want to improve their DEI efforts don't know where to start.

I've picked ten books that offer clear strategies and resources for those on the inclusive leadership journey. You will gain more awareness and insights to show up and shine as an inclusive leader.



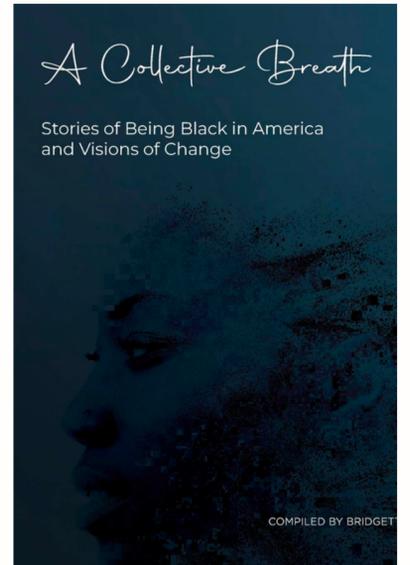
Top 20 Book Recommendations



1

A Collective Breath Bridgett McGowen-Hawkins

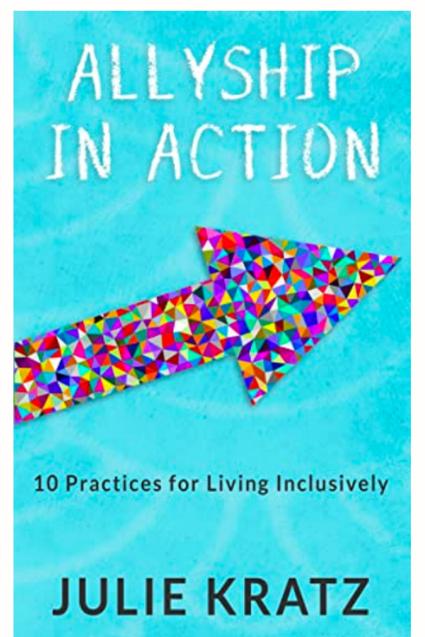
In *A Collective Breath*, the contributors do not hold back. They take a collective breath -- the breaths that George Floyd, Manuel Ellis, Javier Ambler, Eric Garner, and so many others could not take -- to document for the world how they feel in this moment; the lenses through which they, as blacks in America, view and live their lives; and what they believe needs to change today for a different tomorrow. **Be sure to look for Simone's chapter in the book.**



2

Allyship In Action Julie Kratz

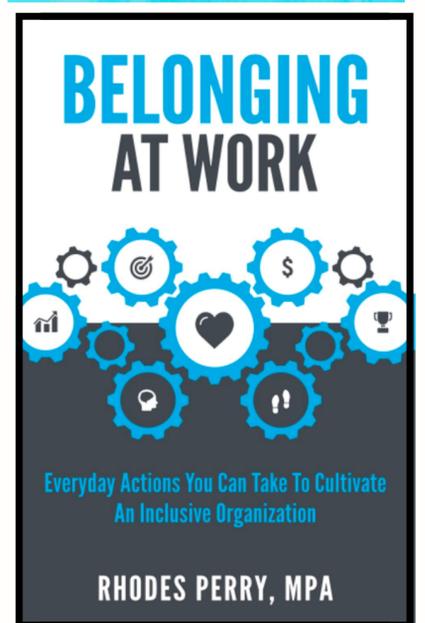
Everyday people are looking for ways to actively become an ally. *Allyship in Action* will help you practice allyship in all spaces--personally and professionally--because there is no on and off switch for allies. Julie Kratz, a leader in the DEI space, shares her personal journey while providing ten actionable skills to practice allyship in your everyday life. Each chapter ends with specific activities you can use right away with people you care about--friends, neighbors, your children and partners, family, team members, and more.



3

Belonging at Work Rhodes Perry

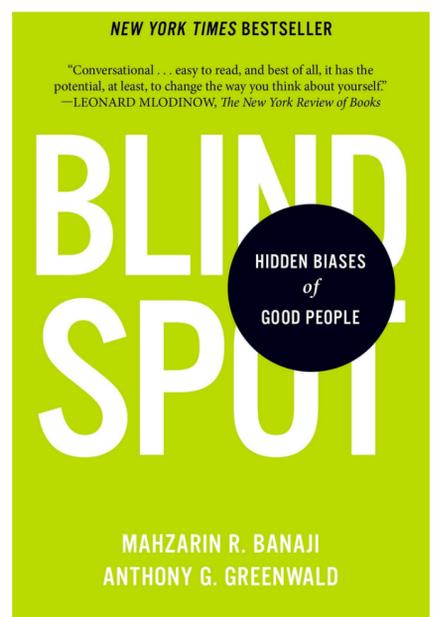
Belonging at Work empowers business leaders, change agents, visionaries, and those on their way to joining them with the knowledge, skills, and confidence to build inclusive organizations. The personal stories, case studies, and practical strategies featured in the book offer everything you need to cultivate workplace cultures where all of your stakeholders can show up authentically and feel valued and respected for their contributions. Rhodes Perry's visionary book serves as a blueprint for the future of work.



4

Blindspot Mahzarin R. R. Banaji, Anthony G. Greenwald

"Blindspot" is the authors' metaphor for the portion of the mind that houses hidden biases. Writing with simplicity and verve, Banaji and Greenwald question the extent to which our perceptions of social groups—without our awareness or conscious control—shape our likes and dislikes and our judgments about people's character, abilities, and potential. In *Blindspot*, the authors reveal hidden biases based on their experience with the Implicit Association Test, a method that has revolutionized the way scientists learn about the human mind and that gives us a glimpse into what lies within the metaphoric blindspot.



Top 20 Book Recommendations

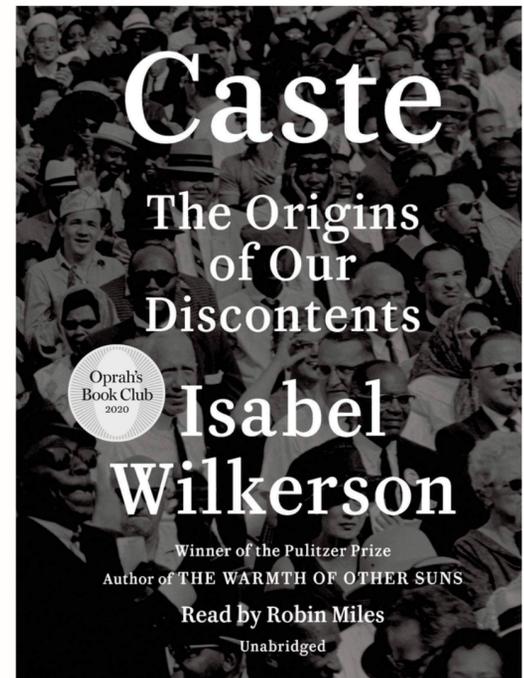


5

Caste

Isabel Wilkerson

In this brilliant book, Isabel Wilkerson gives us a masterful portrait of an unseen phenomenon in America as she explores, through an immersive, deeply researched narrative and stories about real people, how America today and throughout its history has been shaped by a hidden caste system, a rigid hierarchy of human rankings. Beyond race, class, or other factors, there is a powerful caste system that influences people's lives and behavior and the nation's fate. Linking the caste systems of America, India, and Nazi Germany, Wilkerson explores eight pillars that underlie caste systems across civilizations, including divine will, bloodlines, stigma, and more.

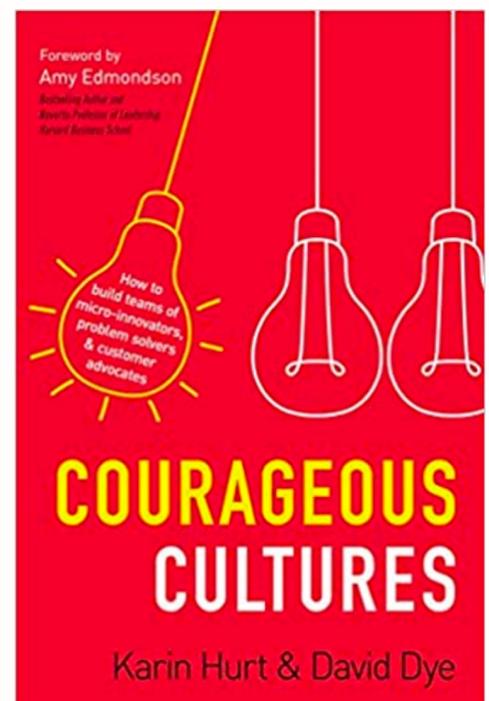


6

Courageous Cultures

Karin Hurt

Told from alternating perspectives, an evocative and riveting novel about the lifelong bond between two women, one Black and one white, whose friendship is indelibly altered by a tragic event—a powerful and poignant exploration of race in America today and its devastating impact on ordinary lives. Jen and Riley have been best friends since kindergarten. But the deep bond they share is severely tested when Jen's husband, a city police officer, is involved in the shooting of an unarmed Black teenager. Covering this career-making story, Riley wrestles with the implications of this tragic incident for her Black community, her ambitions, and her relationship with her lifelong friend.

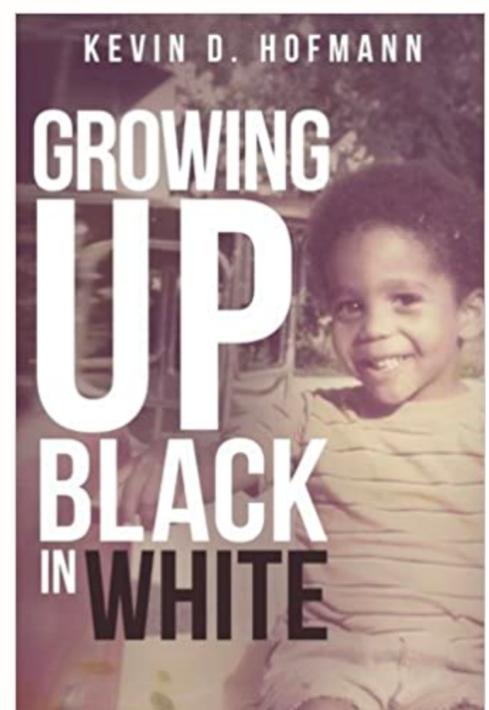


7

Growing Up Black in White

Kevin D. Hofmann

Growing Up Black in White by Kevin D. Hofmann is a moving and sometimes humorous look into the life of one man with a fascinating past. Born into the racially-charged Detroit of 1967 to a white mother and a black father, the author was placed into foster care and then adopted by a white minister and his wife, the parents of three biological children. Hofmann's memoir reveals the racial tensions, the difficulties of feeling neither black nor white, his family's loving support, and his struggles to define and embrace his own identity as he grew to be a man. This is a story of hope and promise, and how we are able to define ourselves not through the racism and judgments of a challenging society, but through our own sense of self-respect and personal identity.



Top 20 Book Recommendations

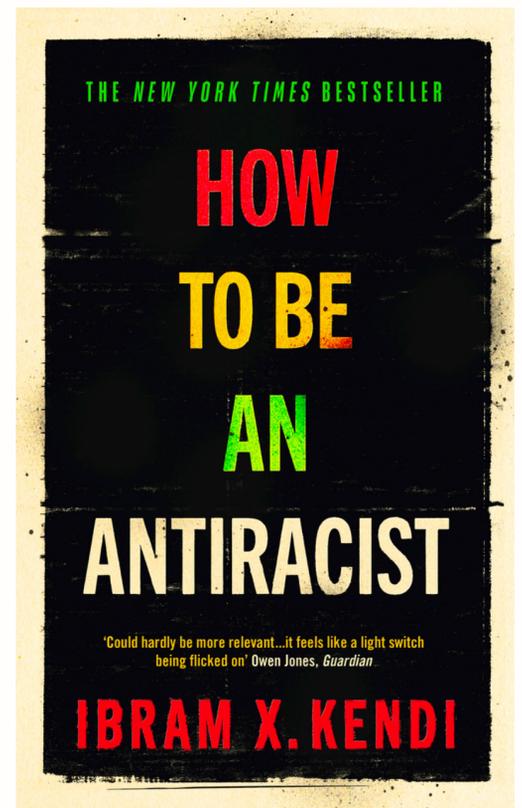


8

How to Be an Antiracist

Ibram X. Kendi

In *How to Be an Antiracist*, Kendi takes readers through a widening circle of antiracist ideas—from the most basic concepts to visionary possibilities—that will help readers see all forms of racism clearly, understand their poisonous consequences, and work to oppose them in our systems and in ourselves. Kendi weaves an electrifying combination of ethics, history, law, and science with his own personal story of awakening to antiracism. This is an essential work for anyone who wants to go beyond the awareness of racism to the next step: contributing to the formation of a just and equitable society.

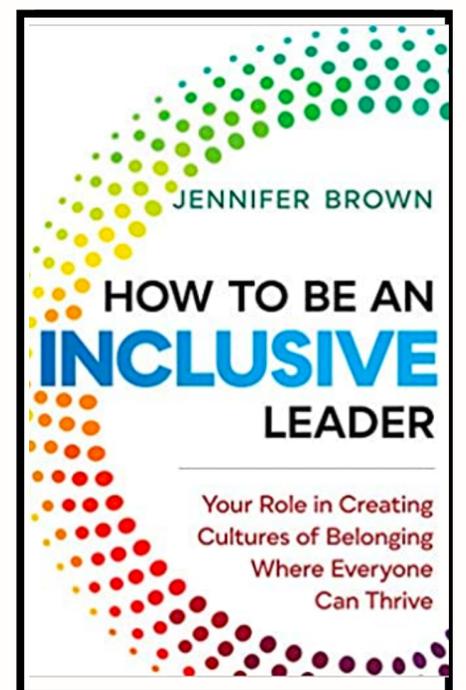


9

How to Be an Inclusive Leader

Jennifer Brown

Drawing on years of work with many leading organizations, Jennifer Brown shows what leaders at any level can do to spark real change. She guides readers through the Inclusive Leader Continuum, a set of four developmental stages: unaware, aware, active, and advocate. Brown describes the hallmarks of each stage, the behaviors and mindsets that inform it, and what readers can do to keep progressing. Brown lays out simple steps to help you understand your role, boost your self-awareness, take action, and become a better version of yourself in the process. This book will meet you where you are and provide a road map to create a workplace of greater mutual understanding where everyone's talents can shine.

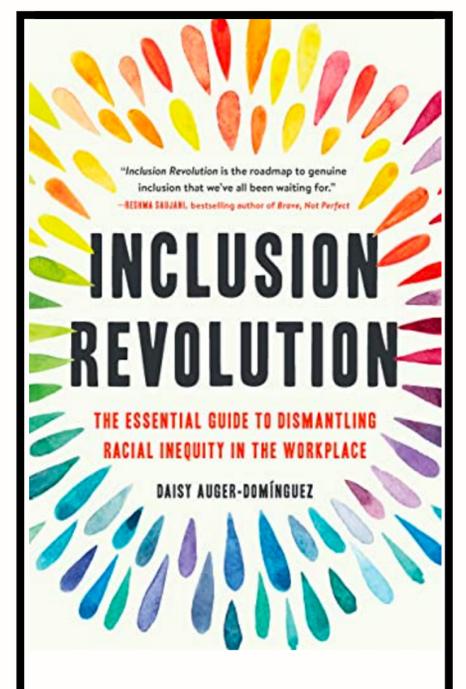


10

Inclusion Revolution

Daisy Auger-Domínguez

In *Inclusion Revolution*, Daisy Auger-Domínguez provides frank answers to why popular efforts fail. She then presents the definitive roadmap for revolution, through her dynamic step-by-step process: Reflect, Visualize, Act, and Persist. She offers proven, research-based strategies for racially inclusive management. Racial inequality in the workplace is a problem we can solve. *Inclusion Revolution* offers the necessary tools for managers to address issues of race, power, and exclusion, to build change that lasts. Because through the best teams, companies can finally create a stronger future.



Top 20 Book Recommendations

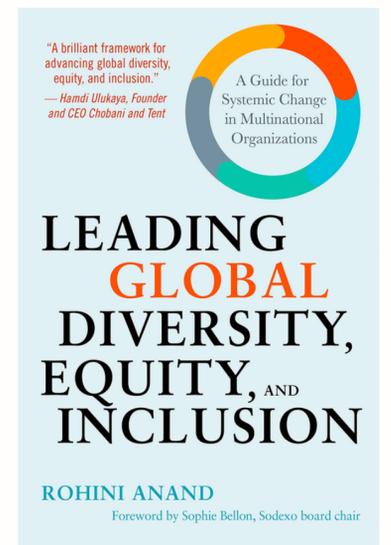


11

Leading Global Diversity

Rohini Anand

It's easy to fall into the trap of using a single-culture worldview when implementing global DEI in organizations. But what makes DEI change efforts successful in one country may have opposite, unintended consequences in another. This is the question at the heart of global DEI work. Along with practical advice and examples, Rohini Anand offers five overarching principles derived from her own experience leading global DEI transformation and interviews with more than sixty-five leaders to provide a through line for leading global DEI transformation in divergent cultures.

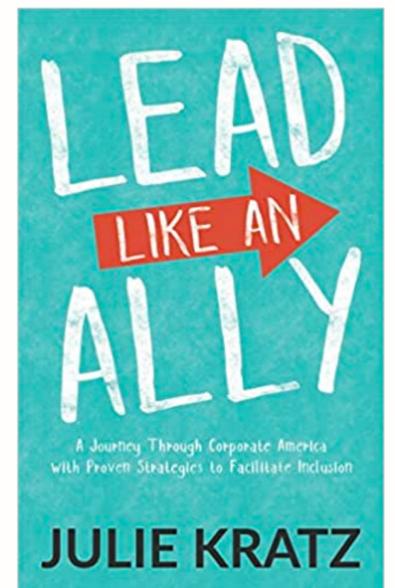


12

Lead Like An Ally

Julie Kratz

Lead Like an Ally facilitates positive change by including six leadership strategies, such as clean up the culture, stretch talent equally, establish ally networks, manage meeting behavior, promote belonging, and measure success. Lead Like an Ally provides proven strategies, teaching leaders how to be inclusive with its companion manager tool kit to facilitate sustained success.

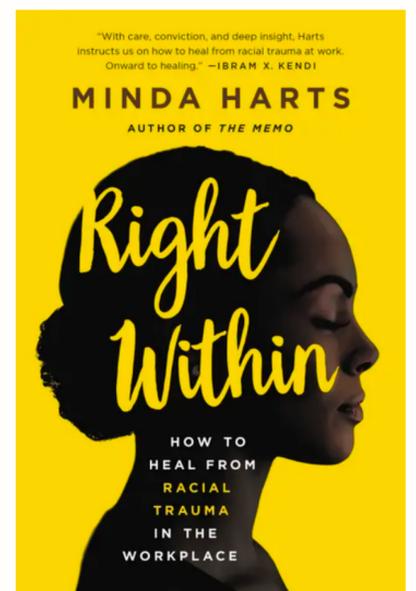


13

Right Within: How to Heal from Racial Trauma in the Workplace

Minda Harts

Right Within offers strategies for women of color to speak up during racialized moments with managers and clients, work through past triggers they may not even know still cause pain, and reframe past career disappointments as opportunities to grow into a new path. Through action points, exercises, and clear-eyed coaching, Harts encourages women to summon hidden reserves of strength and courage. She includes advice from therapists and faith leaders of color on a full range of ways to heal. Right Within will help women of color strengthen their resolve across corporate America, ensuring that we can all, finally, rise together.

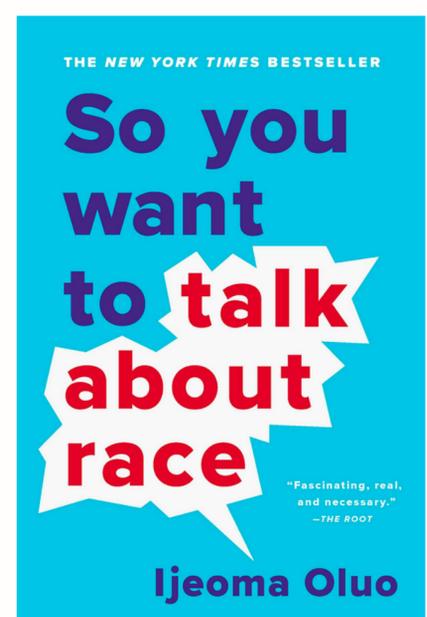


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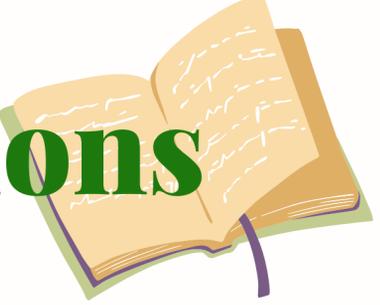
So You Want to Talk About Race

Ijeoma Oluo

Protests against racial injustice and white supremacy have galvanized millions around the world. The stakes for transformative conversations about race could not be higher. In So You Want to Talk About Race, Ijeoma Oluo guides readers of all races through subjects ranging from police brutality and cultural appropriation to the model minority myth in an attempt to make the seemingly impossible possible: honest conversations about race, and about how racism infects every aspect of American life.



Top 20 Book Recommendations

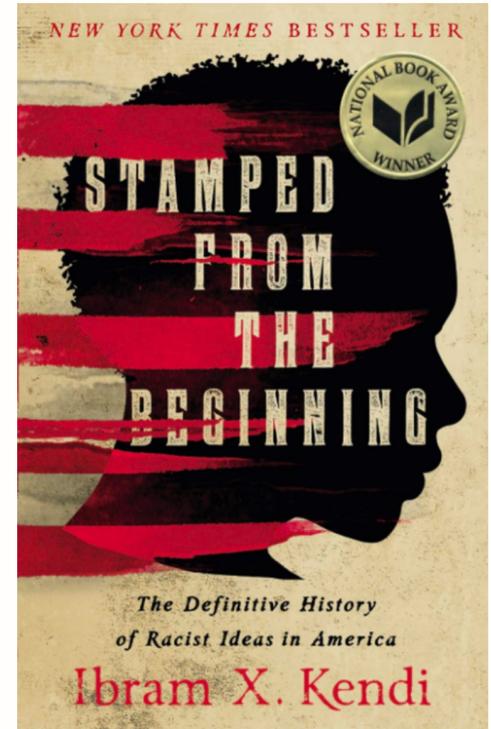


15

Stamped From the Beginning

Ibram X. Kendi

The National Book Award winning history of how racist ideas were created, spread, and deeply rooted in American society. As award-winning historian Ibram X. Kendi argues, racist ideas have a long and lingering history, one in which nearly every great American thinker is complicit. In this deeply researched and fast-moving narrative, Kendi chronicles the entire story of anti-black racist ideas and their staggering power over the course of American history. He uses the life stories of five major American intellectuals to drive this history: Puritan minister Cotton Mather, Thomas Jefferson, abolitionist William Lloyd Garrison, W.E.B. Du Bois, and legendary activist Angela Davis. In shedding light on this history, *Stamped from the Beginning* offers us the tools we need to expose racist thinking. In the process, he gives us reason to hope.

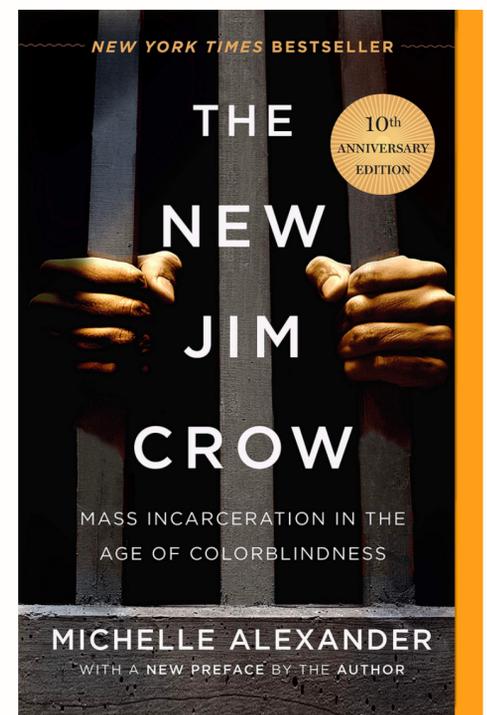


16

The New Jim Crow

Michelle Alexander

Seldom does a book have the impact of Michelle Alexander's *The New Jim Crow*. It has been cited in judicial decisions and has been adopted in campus-wide and community-wide reads; it helped inspire the creation of the Marshall Project and the new \$100 million Art for Justice Fund; it has been the winner of numerous prizes, including the prestigious NAACP Image Award; and it has spent nearly 250 weeks on the New York Times bestseller list. Most important of all, it has spawned a whole generation of criminal justice reform activists and organizations motivated by Michelle Alexander's unforgettable argument that "we have not ended racial caste in America; we have merely redesigned it."

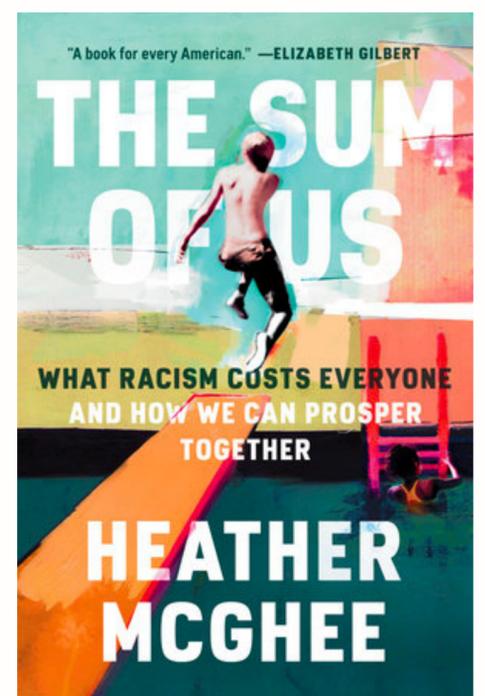


17

The Sum of Us

Heather McGhee

Heather McGhee's specialty is the American economy—and the mystery of why it so often fails the American public. In unlikely places of worship and work, McGhee finds proof of what she calls the Solidarity Dividend: the benefits we gain when people come together across race to accomplish what we simply can't do on our own. *The Sum of Us* is not only a brilliant analysis of how we arrived here but also a heartfelt message, delivered with startling empathy, from a black woman to a multiracial America. It leaves us with a new vision for a future in which we finally realize that life can be more than a zero-sum game.



Top 20 Book Recommendations

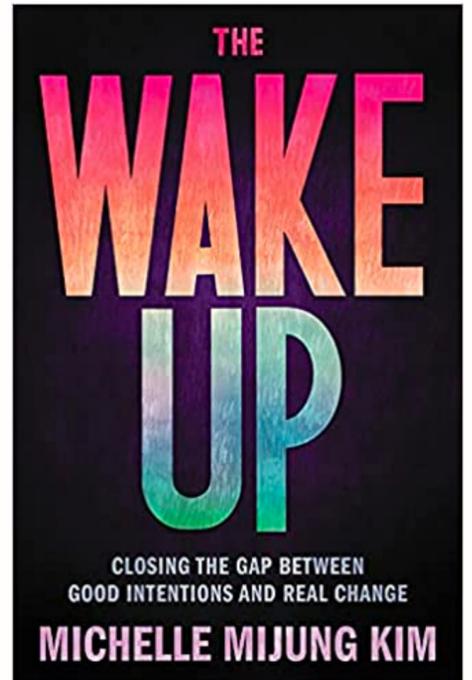


18

The Wake Up

Michelle MiJung Kim

In *The Wake Up*, Michelle shares foundational principles often missing in today's mainstream conversations around "diversity and inclusion," inviting readers to deep dive into the challenging and nuanced work of pursuing equity and justice, while exploring various complexities, contradictions, and conflicts inherent in our imperfect world. With a mix of in-the-trenches narrative and accessible unpacking of hot button issues—from inclusive language to representation to "cancel culture"—Michelle offers sustainable frameworks that guide us how to think, approach, and be in the journey as thoughtfully and powerfully as possible.

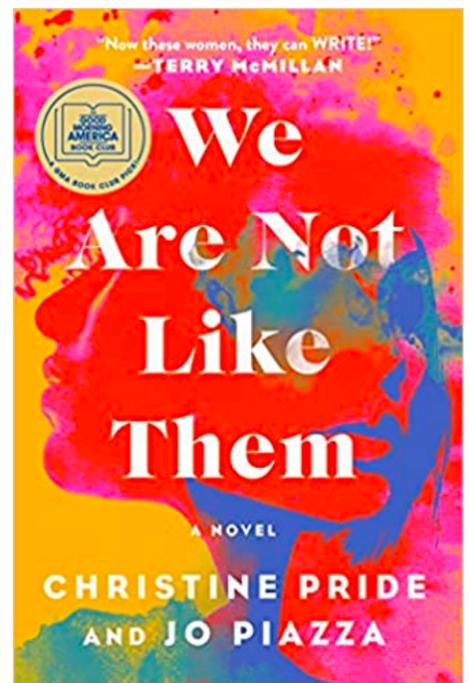


19

We Are Not Like Them

Christine Pride

Told from alternating perspectives, an evocative and riveting novel about the lifelong bond between two women, one Black and one white, whose friendship is indelibly altered by a tragic event—a powerful and poignant exploration of race in America today and its devastating impact on ordinary lives. *We Are Not Like Them* explores complex questions of race and how they pervade and shape our most intimate spaces in a deeply divided world. But at its heart, it's a story of enduring friendship—a love that defies the odds even as it faces its most complex challenges.

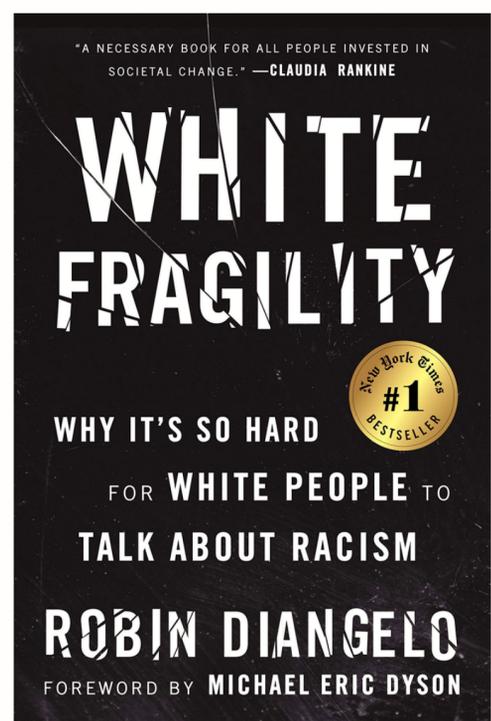


20

White Fragility

Dr. Robin DiAngelo

In this book, antiracist educator Robin DiAngelo deftly illuminates the phenomenon of white fragility and "allows us to understand racism as a practice not restricted to 'bad people'." Referring to the defensive moves that white people make when challenged racially, white fragility is characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence. These behaviors, in turn, reinstate white racial equilibrium and prevent any meaningful cross-racial dialogue. DiAngelo examines how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively.



About Simone Morris Enterprises LLC

What We Do

Simone Morris Enterprises LLC is a certified minority and women-owned business. The company provides total inclusion solutions that include diagnosing cultural challenges and facilitating conversations, ideation, and implementation to leverage diversity and create the best organization possible. Our core offerings include diversity, equity, and inclusion training, consulting, and coaching. In addition, we offer training for building inclusive leadership skills.

Download our FREE E-book on 10 Learning Opportunities for Inclusion

[CLICK TO DOWNLOAD](#)



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Join our Book Club

<https://bit.ly/3NzeX88>

Schedule a Conversation with Simone:

<http://www.callwithsimone.com>

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AT SIMONE MORRIS ENTERPRISES, WE'RE ON A MISSION TO CREATE MORE **AUTHENTIC** INCLUSIVE WORKPLACE CULTURES AND LEADERS.



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www.simonemorrisenterprises.org

Stay connected by joining our mailing list.

Contact Us

Email: smorris@simonemorrisenterprises.org

Phone: 929.399.6241

Website: www.simonemorrisenterprises.org

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We transform cultures into INCLUSIVE cultures!



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