

**Diversity & Inclusion Council**  
**Education, Training and Development Subcommittee Books**  
**Some Medically Related Books Added**

**In the Land of Invisible Women by Qanta Ahmed**

For Qanta Ahmed, her overwhelming desire to practice medicine completely transcended the pressures of Saudi Arabian cultural and religious restrictions. After both the United States and Great Britain denied her entry, she faced some staggering challenges and offers up some incredible first-person insight into a corner of the medical world that few ever have a chance to witness.

About the Author: Dr. Qanta Ahmed (MD, FCCP, FAASM) is one of the top multi-disciplined physicians and medical specialists in the country—licensed in both the United States and the United Kingdom. She is an educator, consultant, researcher, and guest lecturer at medical universities and sought-after speaker at medical conferences.

Among her many honors, Dr. Ahmed has served as Diplomat of the American Board of Internal Medicine, Diplomat of the American Board of Pulmonary Medicine, and Diplomat of the American Board of Critical Care Medicine. She was also named a Fellow of the American College of Chest Physicians.

A British born Muslim woman, Qanta was educated and trained in both London and New York City. Her considerable intellect, burgeoning achievements and unique, multi-cultural perspective were tested and refined when she was invited to practice intensive care medicine in Riyadh, Saudi Arabia. Qanta lives and practices in Charleston, South Carolina.

**A Place at the Table: The Gay Individual in American Society by Bruce Bawer**

This book exposes the heated controversy over gay rights and presents a passionate plea for the recognition of common values, “a place at the table” for everyone.

About the Author: Bruce Bower, a cultural critic is the author of The Aspect of Eternity and Diminishing Fictions. He lives in New York City.

**Parting the Waters: America in the King Years 1954-1963 by Taylor Branch**

Hailed as the most masterful story ever told of the American civil rights movement, parting the Waters is destined to endure for generations. Moving from the fiery political baptism of Martin Luther King, Jr., to the corridors of Camelot where the Kennedy brothers weighed demands for justice against the deceptions of J. Edgar Hoover, here is a vivid tapestry of America, torn and finally transformed by a revolutionary struggle unequalled since the Civil War. Taylor Branch provides an unsurpassed portrait of King's rise to greatness and illuminates the stunning courage and private conflict, the deals, maneuvers, betrayals, and rivalries that determined history behind closed doors, at boycotts and sit-ins, on bloody freedom rides, and through siege and murder. Epic in scope and impact, Branch's chronicle definitively captures one of the nation's most crucial passages.

About the author: Branch served as an assistant editor at *The Washington Monthly* from 1970 to 1973; he was Washington editor of *Harper's* from 1973 to 1976; and he was Washington columnist for *Esquire Magazine* from 1976 to 1977. Parting the Waters, the first in a trilogy on the Civil Rights movement, won Branch the Pulitzer Prize for History, the National Book Critics Circle Award for General Nonfiction, and the English-Speaking Union Book Award. Book 2, Pillar of Fire and book 3, At Canaan's Edge, complete Branch's work on the trilogy set in the tumultuous sixties. His book on former president Bill Clinton, The Clinton Tapes: Wrestling History with the President was written from many tape-recorded interviews and conversations between the two, most of which occurred in the White House during Clinton's two terms in office and which were not disclosed publicly until 2009 at the time of the book's publication. Taylor Branch received a five-year MacArthur Foundation Fellowship (also known as a "genius grant") in 1991 and the National Humanities Medal in 1999. In 2008, Taylor Branch received the Dayton Literary Peace Prize's Lifetime Achievement Award, presented to him by special guest, Edwin C. Moses.

**Diversity Consciousness: Opening our Minds, to People, Cultures and Opportunities by Richard D. Bucher and Patricia L. Bucher.**

This empowering study on human diversity helps readers develop the ability to understand, respect and value diversity—and demonstrates how opening one’s mind to the views of other peoples and cultures is central for a quality education and successful career. Personalizing the learning experience by integrating a variety of real-life student experiences and perspectives, it discusses topics in a style that promotes self-reflection and dialogue that is inclusive and not condescending. Complete with self-reflective journal questions, case studies, and interactive exercises, it discusses diversity and workplace issues—such as teamwork, conflict management, leadership, racism, prejudice, and communication; and zeroes in on the relationship between an employee’s success and his/her ability to develop flexible thinking to positively and effectively deal with a variety of diversity issues.

About the author: Dr. Richard Bucher is a Professor of Sociology at Baltimore City Community College (BCCC). He teaches a variety of courses, including Introductory Sociology, Cultural Diversity in the Workplace, and Race and Ethnic Relations. Recently, the National Institute for Staff and Organization Development honored him for teaching excellence. From 1991 to 1996, he served as the first Director of BCCC's Institute for InterCultural Understanding (IIU). Under his leadership, the IIU gained national recognition as an innovative diversity education program. In 2000, he was honored as the Maryland Professor of the Year by the Carnegie Foundation for the Advancement of Teaching and the Council for the Advancement and Support of Education (CASE).

His interest in diversity issues began as an undergraduate student more than thirty years ago. He received his B.A. from Colgate University, M.A. from New York University, and Ph.D. from Howard University. At Howard, his field of specialization was race and ethnic relations, with a minor in education. As a professor, Dr. Bucher has created and taught courses dealing with diversity, worked on national grants to infuse diversity into the curriculum, published numerous professional articles, served as an editorial consultant on diversity, and presented at national and international conferences. He has always been actively involved in the community. Each year, he talks to hundreds of youth and adults about diversity and the role it has played in his personal and professional life.

**Gifted Hands: The Ben Carson Story by Ben Carson and Cecil Murphey**

This inspiring autobiography takes readers from Detroit's inner-city neighborhoods to Johns Hopkins Hospital, tracing the life of an incredibly innovative surgeon and Director of Pediatric Neurosurgery. Ben Carson pioneered the hemispherectomy and a technique for safely separating conjoined twins, amongst plenty of other staggering and impressive accomplishments.

About the author: Benjamin Solomon "Ben" Carson, Sr., M.D. is an American neurosurgeon and the Director of Pediatric Neurosurgery at Johns Hopkins Hospital. He was awarded the Presidential Medal of Freedom, the highest civilian award in the United States by President George W. Bush in 2008.

**As Nature Made Him: The Boy Who was raised as a Girl by John Colapinto**

In 1967, after a twin baby boy suffered a botched circumcision, his family agreed to a radical treatment that would alter his gender. The case would become one of the most famous in modern medicine—and a total failure. As Nature Made Him tells the extraordinary story of David Reimer, who, when finally informed of his medical history, made the decision to live as a male. A macabre tale of medical arrogance, it is first and foremost a human drama of one man's—and one family's—amazing survival in the face of terrible odds.

About the author: An award-winning journalist, author and novelist and is currently a staff writer at *The New Yorker*. Prior to working at *The New Yorker*, Colapinto wrote for *Vanity Fair*, *New York* magazine and *The New York Times Magazine*, and in 1995 he became a contributing editor at *Rolling Stone*, where he published feature stories on a variety of subjects ranging from AIDS, to kids and guns, to heroin in the music business, to Penthouse magazine creator, Bob Guccione.

**The Pact: Three Young Men Make a Promise and Fulfill a Dream by Sampson Davis, Rameck Hunt, George Jenkins and Lisa Frazier Page**

The men behind the Three Doctors Foundation share their incredible story about how Seton Hall University's Pre-Medical/Pre-Dental Plus Program saved them from the New Jersey slums. Today, the nonprofit provides scholarship for low-income or otherwise marginalized students, ensuring them the education and training necessary for a more stable, satisfying future.

About the authors: **Dr. Sampson Davis** was born as the fifth of six children in one of New Jersey's poorest cities, Dr. Davis grew up in cramped living quarters, surrounded by fragmented families, crime, and drugs. Still, he was a good student, able to strike the fragile balance between being smart, yet socially acceptable on the streets. It was the skill, Dr. Davis says, most critical to his survival. While attending University High School in Newark, Dr. Davis met Dr. Rameck Hunt and Dr. George Jenkins, two fellow students who, together, drastically altered the course of one another's lives. The three bonded immediately, sharing the same dedication to making more of their lives than Newark usually provided. They became each other's primary support system, studying and socializing almost exclusively together.

Dr. Davis received his bachelor's degree from Seton Hall University, graduating with honors, his medical degree from Robert Wood Johnson Medical School and completed his residency in Emergency Medicine at the same hospital in which he was born, Newark Beth Israel Medical Center. Today, Dr. Davis is a Board Certified Emergency Medicine Physician at St. Michael's Medical Center, Raritan Bay Medical Center and Easton Hospital. He is the Assistant Medical Director of the Emergency Department at Raritan Bay Medical Center. He is the Vice President of Physician Recruitment for Physician Practice Enhancement. He also works directly with the Violence Prevention Institute of New Jersey focusing on gang violence and preventative medicine.

**Dr. George Jenkins** grew up in Newark, New Jersey, with a powerful advantage over many of his peers – he had a dream. It was a dream that kept him off his crime-ridden streets and dedicated to his schoolwork. It was a dream that helped him to inspire two friends he made in high school. It was a dream that now helps him inspire countless others. That dream was to become a dentist. Born on February 6, 1973, Dr. Jenkins lived the kind of life you would expect in one of the nation's poorest cities. But, on a fateful day when he was 13 years old, a routine dental check-up altered his course. Always an inquisitive child, he was fascinated by the tools in his dentist's office. Sensing Dr. Jenkins' curiosity, that dentist spent a little extra time with him, explaining each tool and what it was used for. These few minutes became the catalyst for the young boy's ambition.

Determined to get to dental school, Dr. Jenkins stayed focused on success while attending University High School. Having met Rameck Hunt and Sampson Davis as teenagers, Dr. Jenkins found kindred spirits. The three made a promise to each other that somehow, together, they would make more of themselves than the statistics indicated. Their journey was never easy, and it certainly had its detours, but Dr. Jenkins was a driving force so powerful that he convinced his two friends they should also become doctors. Today, Dr. Jenkins proudly serves as Assistant Professor of the Clinical Dentistry Section of Adult Dentistry at Columbia University.

**Dr. Rameck Hunt** was born like many other young men in Newark, New Jersey where the neighborhood either makes you or breaks you. Dr. Hunt found several obstacles on his path to success. Yet he was determined that by the end of his career there would be something positive to look back on. Dr. Hunt, just beginning his career, is already recognized for many accomplishments. Having always had a gift for speaking, Dr. Hunt has become a master at telling a story. Similar to a reverend when he speaks, he speaks from past experience of lacking structure and direction in his own life. He recalls, "I was in a lot of trouble as a youngster because I had no course for my life. I made many mistakes but eventually learned from them and recognized what I needed to achieve; something different than what I was exposed to – determination and direction." He found that direction in friends, Dr. George Jenkins and Dr. Sampson Davis. In their pursuit to becoming doctors, Rameck and friends learned to strategize and plan for the long term. Contributing his success to not only determination but to the influence and guidance of others, Dr. Hunt acknowledges, "My passion exists because others believed in me and if I can trigger that same passion in someone else, then I'll try my best to do just that".

**The Spirit Catches You and You Fall Down: A Hmong Child, Her American Doctors, and the Collision of Two Cultures by Anne Fadiman**

When three-month-old Lia Lee Arrived at the county hospital emergency room in Merced, California, a chain of events was set in motion from which neither she nor her parents nor her doctors would ever recover. Lia's parents, Foua and Nao Kao, were part of a large Hmong community in Merced, refugees from the CIA-run "Quiet War" in Laos. The Hmong, traditionally a close-knit and fiercely independent people, have been less amenable to assimilation than most immigrants, adhering steadfastly to the rituals and beliefs of their ancestors. Lia's pediatricians, Neil Ernst and his wife, Peggy Philip, cleaved just as strongly to another tradition: that of Western medicine. When Lia Lee Entered the American medical system, diagnosed as an epileptic, her story became a tragic case history of cultural miscommunication.

About the author: Anne Fadiman is an author, essayist, editor, and teacher. Her first book, The Spirit Catches You and You Fall Down, chronicles the trials of an epileptic Hmong child and her family living in Merced, California. As the inaugural Francis Writer in Residence, Yale University's first endowed appointment in nonfiction writing, Anne Fadiman serves as both a professor in the English department and a mentor to students considering careers in writing or editing.

Her best-selling essay collection Ex Libris: Confessions of a Common Reader is a book entirely about books — from purchasing them, to reading them, to handling them (turn monologues into dialogues by writing in the margins; pay no mind if you drop crumbs between the pages). Fadiman's most recent essay collection is At Large and At Small: Familiar Essays, in which she discloses her passions for (among other things) staying up late, reading Coleridge, drinking coffee, and ingesting large quantities of ice cream. The *Christian Science Monitor* called it "as close to a perfect book as you will ever hope to read."

For seven years Anne Fadiman edited *The American Scholar*. Her essays and articles have appeared in *Harper's*, *The New Yorker*, and *The New York Times*, among many other publications. She has won National Magazine Awards for both reporting and essays. She is the editor of both the 2003 edition of The Best American Essays and Rereadings: Seventeen Writers Revisit Books They Love. In 2012 Anne Fadiman was awarded the Richard H. Brodhead Prize for Teaching Excellence from Yale University.

**Race, Gender & Rhetoric: The True State of Race and Gender Relations in Corporate America by John P. Fernandez**

This book is the definitive work on the subject of race and gender relations in corporate America. Also, the book discusses steps corporations must take to help employees in understanding, valuing and appreciating diverse co-workers and customers.

About the Author: Dr. Fernandez is the founder and president of Advanced Research management Consultants Global, LLC. Prior to founding ARMC Global, he worked for 15 years at AT&T, becoming the first Black division level operations manager. Responsible for a division which had over 500,000 customers, John developed and enhanced processes for selling, construction, engineering, human resource management and technological innovation. Based on his extensive experience working with many corporate clients and issues, he has written and produced more than 36 videos on human resource management, leadership, cross cultural teams, Diversity and Proactive Inclusion, and GlobalTREE from a global prospective.

He has written and developed e-learning materials for Bank of America, Citi, GlaxoSmithKline, and Lucent. He is the author of nine books and has received critical acclaim as one of the worlds' leading thinkers in areas of leadership, teambuilding, diversity, child care, elder care, and human resource management. He is currently working on a book about global Leadership, Diversity, Proactive Inclusion and GlobalTREE which focuses on building cross cultural world class teams. After graduating Magna Cum Laude from Harvard, John received his PhD from the University of California at Berkeley. As a highly sought out speaker, John has appeared on CNBC, CNN and Marketplace on National Public Radio. John has taught at Yale, New York University, Antioch, and the University of Pennsylvania.

### **Against Medical Advice by Hal Friedman and James Patterson**

Pharmacology most definitely heals, but certainly possesses a darker element, particularly when it comes to misdiagnoses, overdoses and inadequate testing. The bestselling Against Medical Advice peers into one such hell, relaying the story of young Cory Friedman and his battle with Tourette's, obsessive-compulsive disorder and the medications only exacerbating both conditions.

About the author: Hal Friedman has published two works of nonfiction and five works of fiction. He lives at the edge of a forest in northern New Jersey. Other books include MEDHEAD: My Knock-down, Drag-out, Drugged-up Battle with My Brain; Over the Edge; and A Hunting We Will Go.

### **A Lesson before Dying by Ernest J. Gaines**

Gaines's novel investigates the difficulties facing blacks in the rural South during the 1940s, but the historical context of the novel spans almost a century. Following the Civil War and Reconstruction, the Jim Crow Era commenced in the 1880s and continued through the turn of the century and up until 1964. This era contained the systematic destruction of black farmers in the South at the hands of resentful whites who sought to undermine black entitlement to property, animals, financial support, and even wages. The Jim Crow Era also brought with it severe segregation laws that affected every area of life and the development of white racist organizations, such as the Ku Klux Klan, which terrorized black - communities.

As a result, between one and two million black farmers left the South during the first Great Migration from 1914 to 1930, in search of work in northern cities where factory owners promised, but never provided, high-wage jobs. In the 1940s, with the outbreak of World War II, a second Great Migration brought black farmers from the rural areas in the South to the urban, industrial areas—primarily in the northern and western United States—in search of higher-paying jobs in the burgeoning industrial economy. The second wave of migration from the rural countryside to the cities brought greater success, if only relatively. Between 1910 and 1970, more than six million blacks left the South. A Lesson before Dying highlights the tension inherent in the lives of African-Americans during the 1940s. Gaines highlights how the pull away from the South divided blacks from their heritage and their roots, stranding them in a world where, it seemed, one had to look, talk, and act white in order to succeed. At the same time, however, remaining connected with one's roots—with the rural South—meant having to live in a world fraught with Jim Crow laws and racial segregation (which remained in existence until the Civil Rights Act of 1964 and the Voting Rights Act of 1965). Racial violence and hatred pervaded all sectors of American society, but were felt most acutely in the rural South.

About the author: Ernest J. Gaines was born on a Louisiana plantation in 1933 in the midst of the Great Depression. He began working the fields when he was nine, digging potatoes for fifty cents a day. He spent most of his childhood with his aunt, Augusteen Jefferson, a determined woman who had no legs but who managed to take care of her family. Gaines considered her the most courageous person he ever knew. At age fifteen, Gaines moved to Vallejo, California, where he joined his parents, who had moved there during World War II. In Vallejo, Gaines discovered the public library. Since he could not find many books written about African-Americans, he decided to write his own. A few years later, he enrolled at San Francisco State University and took writing courses at Stanford University.

In 1964 Gaines published his first novel, Catherine Carmier. He published the novel Of Love and Dust three years later, followed by a short story collection entitled Bloodline (1968) and another entitled A Long Day in November (1971). He received little attention for these efforts, but felt happy about his progress as a writer. In 1971 Gaines completed one of his most famous novels, The Autobiography of Miss Jane Pittman. The novel follows the life of a fictional woman, Jane Pittman, who is born a slave and lives to see the black militancy of the 1960s. After the critical and financial success of The Autobiography of Miss Jane Pittman, Gaines published several more novels on the topic closest to his own heart: the black communities of Louisiana. The most successful of these was A Lesson before Dying, which was nominated for the Pulitzer Prize and, in 1993, won the National Book Critics Circle Award.



### **Animal Kingdom: A Diversity Fable by William A. Guillory**

A sobering story about breaking the cycle of confrontation, retaliation, and revenge where four animal groups learn there is no solution without their coming together for the good of them all. In this gripping animal tale, we realize startling parallels in the way we band together when it appears our own survival is at stake.

About the author: Dr. William A. Guillory is one of the most dynamic transformational speakers, and conference and seminar facilitators of our time. He speaks about subjects that are at the forefront of our thinking, such as *Creating Culturally Compatible Living and Working Environments*; *The New Leadership for the 21st Century—The Future-Perfect Organization*; *The Age of Human Potential—Creating Human Capital*; *Diversity—The Unifying Force of the 21st Century*; and other related topics involving personal and organizational transformation.

Dr. Guillory is an authority on diversity, leadership, high performance, creativity and innovation, and quantum-thinking. Dr. Guillory has an in-depth understanding of the process of organizational transformation in response to rapid, unpredictable change. His global travels and presentations have provided knowledge of how to create culturally compatible living and working environments. Bill's published books include Realizations; It's All An Illusion; The Roadmap to Diversity, Inclusion, and High Performance; The Guides; Empowerment for High-Performing Organizations; The Business of Diversity; and The Living Organization—Spirituality in the Workplace. His most recent publications include The Future-Perfect Organization—Driven by Quantum Leadership; Tick Tock... Who Broke the Clock—Solving the Work-Life Balance Equation; and How to Become a Total Failure—The Ten Rules of Highly Unsuccessful People (a tongue-in-cheek book about success).

Dr. Guillory has facilitated seminars for more than 300 organizations, including Microsoft, Toyota Financial Services, NASA, Lockheed Martin, Dow Chemical, The Department of Health and Human Services, The Department of Agriculture, ChevronTexaco, Eastman Kodak, and many other Fortune 500 organizations.

### **Teaching to Transgress: Education as the Practice of Freedom by bell hooks**

In this book, the author shares her philosophy of the classroom, offering ideas about teaching that fundamentally rethink democratic participation. She writes about a new kind of education, education as the practice of freedom. She advocates the process of teaching students to think critically and raises many concerns central to the field of critical pedagogy, linking them to feminist thought. In the process, these essays face squarely the problems of teachers who do not want to teach, of students who do not want to learn, of racism and sexism in the classroom. Teaching students to "transgress" against racial, sexual, and class boundaries in order to achieve the gift of freedom is, for the author, the teacher's most important goal. In this work, she argues that although the classroom dynamic can be used to create automatons that are merely subservient to the oppression of the system classrooms can also be used in transgressive ways to create a more enfranchised and engaged body of students and teachers.

About the author: bell hooks, is an American social activist, feminist and author. She examines the multiple networks that connect gender, race, and class, and examines systematic oppression with the goal of a liberatory politics using a methodology considered to be post-modern or post-colonial. A prolific writer, she also considers topics relating to mass media, art, and history, composing articles for mainstream and scholarly publications. The books she has written critically engage in pedagogy, sexuality, patriarchy, black masculinity, and masculinity in general. She argues that loving communities are the key to move beyond racism, classism, and sexism. At Yale University, bell hooks was a Professor of African and African-American Studies and English, Associate Professor of Women's Studies and American Literature at Oberlin College, Distinguished Lecturer of English Literature, at the City College of New York. She has been awarded The American Book Awards/Before Columbus Foundation Award, The Writer's Award from Lila Wallace-Reader's Digest Fund, and The Bank Street College Children's Book of the Year. She has also been ranked as one of the most influential American thinkers by *Publisher's Weekly* and *The Atlantic monthly*.

### **A Death in Belmont by Sebastian Junger**

A Death in Belmont is about the brutal rape-murder of an elderly woman named Bessie Goldberg just blocks from his childhood home in an affluent suburb of Boston. A black man named Roy Smith, who happened to be working in the Goldberg home that day, was quickly convicted of the crime and sentenced to life in prison. But the killer may well have been someone far more intriguing.

The time was the early 1960's, when the Boston area was traumatized by a series of rape-murders believed to be perpetrated by a single predator that came to be known as the Boston Strangler. What makes Junger's account so riveting is that the man who eventually confessed to being the Boston Strangler worked on a construction job in the Junger home. Indeed, he was working there on the day of the Goldberg murder. There is even a chilling photograph, included in the book, of a smiling Albert DeSalvo standing over the baby Sebastian and his doting mother. Although DeSalvo did not confess to the Goldberg murder, Junger explores the likelihood that the man in the photograph killed Bessie Goldberg on the day he was working in Junger's home.

Junger tells us, in his mother's words, about the day, before the Goldberg murder, when DeSalvo was alone with his mother in the Junger home: "I heard him come in, and two or three minutes later I heard him call me. So I opened the door to the cellar, and I saw him down there at the foot of the stairs and he was looking at me. And he was looking in a way that is almost indescribable. He had this intense look in his eyes, a strange kind of burning in his eyes, as if he was almost trying to hypnotize me. As if by sheer force of will he could draw me down into that basement."

A Death in Belmont, though nonfiction, reads like a novel. Its narrative line is crisp. Junger takes us through the trial and conviction of Roy Smith, the series of stranglings in and around Boston, and the arrest and confession of Albert DeSalvo. But there are threads left untied by the imperfect system of Massachusetts justice that Junger describes so well.

About the author: Sebastian Junger, the author of The Perfect Storm, a dramatic account of the northeaster of October 1991 that devastated New England and sank the fishing trawler Andrea Gail, has once again written about a confluence of elements that brought about an apparently perfect storm—this time, one that nearly engulfed his own family.

### **The Loudest Duck: Moving Beyond Diversity while Embracing Differences to Achieve Success at Work by Laura A. Liswood**

Diversity in the workplace is a wonderful thing—but it also challenges many of today's business leaders. For managers and team-members alike, it can be difficult to navigate in a truly diverse workplace made up of people of different cultures, races, creeds, body types, hobbies, genders, religions, styles, and sexual orientations. But understanding our culture and social differences is a major key to a high-performing, merit-based work environment. The Loudest Duck is a business guide that explores workplace diversity and presents new ideas for getting the most business and organizational benefit from it. In the Chinese children's parable, the loudest duck is the one that gets shot. In America, we like to say that the squeaky wheel gets the grease. Comparing the two, it's easy to see that our different cultures teach us different sets of values and those values often translate into different ways of doing business that may subtly advantage one culture at work and disadvantage another.

In the global marketplace, it's more important than ever that we understand and are conscious of our differences to work together effectively. It is not enough to create Noah's Ark, bringing in two of each kind. We all bring our unconscious beliefs and personal narratives about who we are and who others are with us to work and, with diversity in place, we can no longer ignore them. Truly effective leaders can't pretend that we're all the same or that our preferences and preconceptions don't exist. The Loudest Duck offers a way to move beyond traditional diversity efforts that ignore our differences and toward modern diversity practices that embrace those differences—and profit from them.

About the author: Laura Liswood is a Senior Advisor and former managing director for Global leadership and diversity at Goldman Sachs and is Secretary of the Council of Women World Leaders. She has held executive positions in the banking, cable television, and airline industries, and cofounded The White House Project.

### **Rosalind Franklin: The Dark Lady of DNA by Brenda Maddox**

As with most women in the biological and medical fields prior to the mid-to-late 20th century, Rosalind Franklin witnessed many of her discoveries and theories appropriated by male colleagues — who, in turn, received all accompanying accolades without giving her any credit. Her research proved crucial in discovering DNA's double helix structure, but James Watson and Francis Crick won the Nobel Prize while she ended up floundering in obscurity.

About the author: Born in Bridgewater, Massachusetts, she graduated from Harvard University (class of 1953) with a degree in English literature and also studied at the London School of Economics. She is a book reviewer for *The Observer*, *The Times*, *New Statesman*, *The New York Times*, and *The Washington Post*, and regularly contributes to BBC Radio 4 as a critic and commentator. Her biographies of Elizabeth Taylor, D. H. Lawrence, Nora Joyce, W. B. Yeats and Rosalind Franklin have been widely acclaimed. She has won the *Los Angeles Times* Biography Award, the Silver PEN Award, the French *Prix du Meilleur Livre Etranger*, and the Whitbread Biography Prize.

She was elected a Fellow of the Royal Society of Literature in 1999. Maddox lives in London and spends time at her cottage near Brecon, Wales where she and her late husband, Sir John Maddox, were actively involved within the local community. She is vice-president of the Hay-on-Wye Festival of Literature, member of the Editorial Board of *British Journalism Review*, and a past chairman of the Broadcasting Press Guild.

### **Proversity: Getting Past Face Value and Finding the Soul of People -- A Manager's Journey by Lawrence Graham Otis**

The book can be summed up by his definition of “proversity”. *Proversity, noun 1. Progressive diversity: the product of bringing together individuals who appear different, but who have many common characteristics. 2. A more advanced and progressive form of diversity planning. 3. A description of individuals who look different on the exterior, but are actually quite similar. 4. The condition of having similar characteristics on a deep level in spite of existing surface characteristics that looks different.* In Proversity, Graham offers a new approach for transforming diversity, affirmative action, and multiculturalism in the workplace from a hindrance into a powerful competitive advantage. “Proversity” is Graham's new term for progressive diversity. While diversity focuses on what makes us different—be it race, age, gender, ethnicity, sexual orientation, or religion —Proversity does just the opposite: it looks for the things we all have in common.

Written in the form of a business novel, Proversity chronicles the education and enlightenment of Percy McGee, an average manager in an average company, as he overcomes his bias and learns to see beyond people's differences in order to recognize their strengths. As you observe Percy's interactions with various coworkers, you are given a revealing glimpse into the subtle (and sometimes not-so-subtle) ways in which bias works to undermine teamwork and productivity. Proversity presents characters that embody the different forms of bias, ranging from overt bigotry (Active Bias) to self-deceptive bias (Passive Bias). By starting to recognize and eliminate his own Passive Bias, Percy McGee learns how to effectively follow the Four Steps to Becoming a Progressive Manager. Throughout the course of the story, Graham explains how to discover and apply the power of “Proversity” to everyday and long-term work situations. Along the way, Graham introduces his original, proven progressive management tools and concepts, including a checklist to help you recognize bias in yourself and others, and A Progressive Manager's 12 Commandments. Proversity is an enlightening, entertaining, thought-provoking, and extremely practical look at one of the most complex problems facing US institutions, business, and politics today.

About the author: Lawrence Otis Graham is a nationally-known corporate and labor attorney as well as a New York Times bestselling author of 14 non-fiction books on the subject of politics, education, race and class in America. A graduate of Princeton University and Harvard Law School, his work has appeared in national publications and his books have appeared on best seller lists. They include: Our Kind of People: Inside America's Black Upper Class; The Senator and The Socialite: the Story of America's First Black Political Dynasty, a biography of U.S. Senator Blanche Bruce.

## **Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies by Scott E. Page**

In this landmark book, Scott Page redefines the way we understand ourselves in relation to one another. *The Difference* is about how we think in groups--and how our collective wisdom exceeds the sum of its parts. Why can teams of people find better solutions than brilliant individuals working alone? And why are the best group decisions and predictions those that draw upon the very qualities that make each of us unique? The answers lie in diversity--not what we look like outside, but what we look like within, our distinct tools and abilities.

*The Difference* reveals that progress and innovation may depend less on lone thinkers with enormous IQs than on diverse people working together and capitalizing on their individuality. Page shows how groups that display a range of perspectives outperform groups of like-minded experts. Diversity yields superior outcomes, and Page proves it using his own cutting-edge research. Moving beyond the politics that cloud standard debates about diversity, he explains why difference beats out homogeneity, whether you're talking about citizens in a democracy or scientists in the laboratory. He examines practical ways to apply diversity's logic to a host of problems, and along the way offers fascinating and surprising examples, from the redesign of the Chicago "El" to the truth about where we store our ketchup.

Page changes the way we understand diversity--how to harness its untapped potential, how to understand and avoid its traps, and how we can leverage our differences for the benefit of all.

About the Author: Scott Page is the Leonid Hurwicz Collegiate Professor of Complex Systems Political Science, and Economics at the University of Michigan, where he also directs the Center for the Study of Complex Systems. In 2011, he was elected to the American Academy of Arts and Sciences. His research focus is on the myriad roles that diversity plays in complex systems. For example, how does diversity arise? Does diversity make a system more productive? How does diversity impact robustness? Does it make a system prone to large events? He has written three books: *The Difference*, which demonstrates the benefits and costs of diversity in social contexts, *Complex Adaptive Social Systems* (with John Miller), which provides an introduction to complexity theory, and, most recently, *Diversity and Complexity*, which explores the contributions of diversity within complex systems. He has also published papers in a variety of disciplines including economics, political science, computer science, management, physics, public health, geography, urban planning, engineering, and history. In addition to writing papers and books, he has also filmed a video course on complexity called *Understanding Complexity*. His research on diversity provides me with many opportunities to talk with community groups, high schools, corporations, government agencies, NGOs, and university audiences.

## **ReInventing Diversity: Transforming Organizational Community to Strengthen People, Purpose, and Performance by Howard Ross**

Achieving true diversity in organizations has been a goal for more than a quarter century, yet companies struggle to create an inclusion work place. In *ReInventing Diversity*, Howard Ross, one of America's leading diversity experts, explains why most diversity programs fail – and how we can make them work. In this inspiring guide, Ross presents interviews, personal stories, statistics, and case studies that show that there is no quick fix, and no easy answer. Acceptance needs to be become part of the culture of an organization, not just a mandated attitude, in order for people to not feel alienated because of their race, language, gender, sexuality, ethnicity, or culture. Many prejudices are unconscious, and exclusions are often unintentional. Only through challenging our own preconceived notions about diversity can we build a productive and collaborative work environment in which all people thrive.

About the author: Howard J. Ross is a builder of innovations in the field of diversity and inclusion and a unifier of people, organizations, and causes. He is founder & Chief Learning Officer of Cook Ross Inc. and an advisor to major global educational, corporate, philanthropic, and governmental organizations. Through his unique combination of a personal and system-focused approach, Howard is an advocate for high-performing organizational cultures that advance people, performance, and profits.

### **Lean In: Women Work and the Will to Lead by Sheryl Sandberg**

Sandberg is good about discussing the chicken/egg question of internal and external barriers to women's leadership — the issue that those external barriers need to fall down, but that they won't unless individual women start pushing them. Individual behavior plays a role, and in order to gain more economic power, women must focus attention on that. While Sandberg does support policy solutions like workplace flexibility, child care, etc., her book is about the individual stuff. The book is not feminist theory or feminist polemic. She's a corporate tycoon, and this is a business book — a kind of memoir/advice book hybrid. It should be read in that spirit. Written by an out-and-proud feminist, a woman who says things like, "A truly equal world would be one where women ran half our countries and companies and men ran half our homes. This would be a better world" — and really seems to mean it. Sandberg is a shrewd observer of social dynamics and office politics — indeed, this may be her genius, and the key to her success. She's onto the myriad small, almost invisible ways women fail to show up for themselves, when it counts, on the job. She's not pulling this stuff out of thin air, either; the book is solidly researched. She gives women advice, including how to maximize their chances for advancement, how to negotiate, how to deal with criticism, how to balance a career and home life, and more. Identifying women's problematic behaviors is helpful. Sandberg is an engaging story-teller and deploys personal anecdote to judicious effect. When you see that gender-specific confidence problems etc. plague even her, you start to realize how huge these problems are for women as a class. She gives you the tools to attack these problems, and it is powerful. Women who come from a gender-traditional family from a conservative, religious household are not encouraged to be especially assertive, to ask for things, to plan for a career, to even imagine a career. Sandberg gives us permission to see ourselves and our careers in a different light and start behaving more forcefully and purposefully.

About the Author: Sheryl Sandberg is an American business executive. She has served as the chief operating officer of Facebook since 2008. In June 2012, she was also elected to the board of directors by the existing board members becoming the first woman to serve on its board. Before Facebook, Sandberg was Vice President of Global Online Sales and Operations at Google. She also was involved in launching Google's philanthropic arm Google.org. Before Google, Sandberg served as chief of staff for the United States Department of the Treasury. In 2012, she was named in Time 100, an annual list of the 100 most influential people in the world assembled by *Time*.

### **The Immortal Life of Henrietta Lacks by Rebecca Skloot**

Medical science would have ended up in severe stagnation were it not for the discovery of HeLa cells — an immortal cervical cancer sample responsible for polio vaccines, gene mapping, AIDS and cancer research and plenty more staggering advances. But until recently, nobody knew the life story of Henrietta Lacks, the woman from whom the culture was originally (and unknowingly) taken. She was a poor black tobacco farmer whose cells—taken without her knowledge in 1951—became one of the most important tools in medicine, vital for developing the polio vaccine, cloning, gene mapping, in vitro fertilization, and more. Henrietta's cells have been bought and sold by the billions, yet she remains virtually unknown, and her family can't afford health insurance. Skloot tells a riveting story of the collision between ethics, race, and medicine; of scientific discovery and faith healing; and of a daughter consumed with questions about the mother she never knew. It's a story inextricably connected to the dark history of experimentation on African Americans, the birth of bioethics, and the legal battles over whether we control the stuff we're made of.

About the author: Rebecca Skloot's award winning science writing has appeared in *The New York Times Magazine*; *O, The Oprah Magazine*; *Discover*; and many other publications. She specializes in narrative science writing and has explored a wide range of topics, including goldfish surgery, tissue ownership rights, race and medicine, food politics, and packs of wild dogs in Manhattan. She has worked as a correspondent for WNYC's *Radiolab* and PBS's *Nova ScienceNOW*. She and her father, Floyd Skloot, co-edited The Best American Science Writing 2011. Skloot is the founder and president of The Henrietta Lacks Foundation, which has been featured in the *New York Times*.

### **Diversity's Promise for Higher Education by Daryl G. Smith**

Locating diversity as central to institutional effectiveness, excellence, and viability frames the orientation of this book. The diversity imperative goes far beyond student success, through student success remains critical. The issue today is fundamentally whether and how institutions are building the capacity to function in society in a way that is appropriate to their mission. In the next generation of diversity work, student success will be a necessary but not sufficient indicator of institutional effectiveness.

About the author: Daryl G. Smith is Professor of Education and Psychology at the Claremont Graduate University, Claremont, California. She received her Bachelor's degree in mathematics from Cornell University and a Master's degree in Student Personnel and Counseling at Stanford University. In 1968, Dr. Smith moved to The Claremont Colleges Consortium as Pomona College's Assistant Dean of Students. She later became Dean of Students at Scripps College, earned a Ph.D. in psychology and higher education from The Claremont Graduate School, and joined the faculties of Scripps and The Claremont Graduate School as an assistant professor of psychology. In 1983, Dr. Smith was appointed Vice President for Planning and Research and Associate Professor at Scripps. She became a full-time faculty member in psychology and higher education at The Claremont Graduate School (later Claremont Graduate University) in 1986. Dr. Smith's research interests center on diversity in higher education, evaluation and organizational change, college governance issues, women in academe, women's colleges, institutional research, student affairs, and classroom teaching.

### **Beyond Race and Gender by R. Roosevelt Thomas, Jr.**

Beyond Race and Gender supplies a sorely needed Action Plan, extensive case studies, and a series of tough questions and answers to get readers thinking deeply about what elements are blocking the full use of the human talent available. In this visionary work, R. Roosevelt Thomas, Jr., rouses organizations to face the facts and embrace the challenges--because it is the only efficient way for America to compete and prosper.

About the author: For 25 years, Dr. Thomas has been at the forefront of developing and implementing innovative concepts and strategies for maximizing organizational and individual potential through diversity management. Renowned as a subject matter expert, Dr. Thomas' revolutionary framework for addressing diversity issues is called the Strategic Diversity Management Process™. The premise is that diversity exists where any two or more entities mix and the mixture is naturally accompanied by tensions and complexities. He defines strategic diversity management as the craft of making quality decisions in the midst of tension and complexity. He received his D.B.A. in Organizational Behavior at Harvard University.

An M.B.A. in Finance at the University of Chicago, his B.A. in Mathematics graduating Summa Cum Laude from Morehouse College. He has served as Dean, of the Graduate School of Business Administration at Atlanta University and as an Assistant Professor at the Harvard Business School. Dr. Thomas serves as a consultant to numerous Fortune 500 companies, corporations, professional firms, government entities, non-profits and academic institutions. A sought-after speaker, he is also a contributing writer to *Diversity Executive* magazine and the author of six books, including Building a House for Diversity, Redefining Diversity, Building on the Promise of Diversity, and World-Class Diversity Management: A Strategic Approach.

### **Small Book with a Big Idea by Sara Ting**

Small Book with a Big Idea is a thought-provoking, compelling book that engages the reader to look at the world in a new way. It is inspiring, enlightening and witty. The 5 minute training is designed to empower you to live, learn and work in a world of differences. It will contribute to your personal growth. You may succeed in ways you never imagined. If you want to continue to grow as a person and be successful in this global marketplace it offers you some timeless and universal truths from new perspectives. There are powerful quotes from Mother Teresa and Albert Einstein giving the reader a deeper understanding of equality, diversity and inclusion and how an individual can engage effectively

with diversity that meets us ever where we go. This book offers fresh innovative ideas and quotes that are simple yet far reaching.

About the Author: Sara Ting is the daughter of a former diplomat with the Nationalist Chinese Government. She's the oldest daughter and one of five children. Her passion for diversity and inclusion led her to community activism, TV reporting, diversity training, and teaching students the art of writing poetry. Since 1985, she has been designing and presenting diversity and inclusion programs to schools and colleges, city and state agencies, companies, and non-profit organizations throughout Massachusetts. In 2007, she introduced a diversity tool to schools across the country. In little over twenty-four months the tool was in institutions in every state.

In 1993, Sara founded World Unity, Inc., a non-profit organization dedicated to making a continuing and lasting contribution toward the elimination of all forms of bias, discrimination, and prejudice. This mission will be achieved through the creation of a permanent landmark showcasing "The Sun" poem in Children's Wharf Park in the Seaport District of Boston.