

We Work to Uphold Human Rights Resource List

What is DEI?

Diversity, equity, and inclusion are initiatives that work together to form a framework we refer to as DEI. This framework helps organizations ensure the fair treatment of their members. However, these separate initiatives often are lumped together, and it's essential to understand what they mean independently to uphold DEI in our work best.



Diversity

"Everyone is invited to the party."

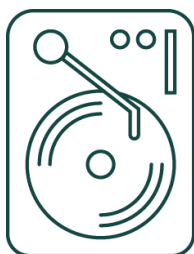
We recognize and celebrate all the ways in which people are different.



Equity

"Everyone has the opportunity to dance."

Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.



Inclusion

"Everyone gets to contribute to the playlist."

A variety of people have power, a voice, and decision-making authority.

Inclusive and Humane Design and Writing Resources

- [Textio](#) - Website/Plugin
This is the coolest! It's like Grammarly, but uses AI to suggest language that will be inclusive and eliminates hidden bias from job postings and performance management. They also offer courses.
- [Inclusive Design Framework](#) - Blog Post
A framework enabling you to make better work by illuminating cultural and racial biases within your design, ideation, and creative processes.
- [Humane by Design](#) - Website
10/10, this is amazing! Humane by Design is a resource that provides guidance for designing ethically humane digital products and services through patterns focused on user well-being.
- [Spectrum \(Adobe's design system\) inclusive UX writing guidelines](#) - Adobe Blog
Everyone building products has the responsibility to prioritize inclusion. Writing the language inside products is an extremely powerful way to do so.
- [Design justice principles](#) - Living Blog Post
A set of design principles that, "...rethinks design processes, centers people who are normally marginalized by design, and uses collaborative, creative practices to address the deepest challenges our communities face."
- [Radical copyeditor - Alex Kapitan - Portfolio Website](#)
I work with individuals, groups, and organizations that want their publications and communications to be conscious and anti-oppressive with regards to race, class, sexuality, gender, ability, age, body size, religion, nationality, and more.
- [Decentering Whiteness in Design History Resources](#) - Bibliography
A bibliography meant to help instructors of design history decenter whiteness in their classes. It's a Google Doc and anyone is welcome to use it for non-commercial purposes: i.e., to share it, download it, contribute to it, participate in editing it, copy it, or repurpose it.
- [New Public - Community for better digital public spaces](#) - Website
An organization that believes in reimagining the Internet as a public space to spread ideas shared by everyone, not just privately owned organizations.

Inclusive Research and Data Resources

- [Feminist Research Methods](#) - Database
A list of books and videos focused on feminist research methods.
- [Data & Society](#) - Research website
Data & Society studies the social implications of data-centric technologies & automation.
- [The Never Again Pledge](#) - Website
A pledge focused on data privacy for religious and cultural minorities that individual contributors and businesses can sign. “We refuse to build a database of people based on their Constitutionally-protected religious beliefs. We refuse to facilitate mass deportations of people the government believes to be undesirable.”
- [Algorithmic Justice League](#) - Website
In today’s world, AI systems are used to decide who gets hired, the quality of medical treatment we receive, and whether we become a suspect in a police investigation. While these tools show great promise, they can also harm vulnerable and marginalized people, and threaten civil rights. Unchecked, unregulated and, at times, unwanted, AI systems can amplify racism, sexism, ableism, and other forms of discrimination.

Equality in the Workplace

- [If There’s Only One Woman in Your Candidate Pool, There’s Statistically No Chance She’ll Be Hired | HBR Article](#)
How unconscious bias affects the potential of women and racial minorities being hired.
- [How I Learned to Stop Worrying and Love Discussing Race – Jay Smooth](#) - Video
Jay Smooth discusses the thorny territory of how we discuss issues of race and racism, offering insightful and humorous suggestions for expanding our perception of the subject. Run time - 11:56
- [Loretta J. Ross: Don’t call people out — call them in](#) - Video
How to call people in. She shares strategies that help challenge wrongdoing while still creating space for growth, forgiveness and maybe even an unexpected friend. Run time - 14:18
- [Top 6 Blind Recruitment Tools](#) - Blog/Listical
Diversity in the workplace starts from diversity recruiting. Simply put, the less bias we include in our hiring process, the more diverse candidates — and employees — we end up with. Here’s a list of our top 6 blind recruitment tools to help you build out a more inclusive and less biased hiring process.

Understanding Bias and Stereotyping

- [Why Do We Create Stereotypes?](#) - Video
Paul Bloom's TED Talk on stereotypes and how we all create them. Run time - 16:10.
- [Stereotyping—The Commodification of Identity](#) - Book Chapter
Case studies focused on stereotyping and consequences.
- [Principles of Social Psychology: Social Categorization and Stereotyping](#) - Book Chapter
The ways that stereotyping influence our behavior.
- [The Cognitive Bias Podcast](#) - Podcast
The Cognitive Bias podcast explores the world of things we do that don't make any rational sense, one bias at a time.