

**Board and Staff Diversity and Inclusion
General Background Resources**

1. Diversity, Inclusion and Equity, BoardSource (multiple resources), available at <https://boardsource.org/research-critical-issues/diversity-equity-inclusion/>
2. Diversity on Nonprofit Boards, National Council of Nonprofits, available at <https://www.councilofnonprofits.org/tools-resources/diversity-nonprofit-boards>
3. The Most Important Work We'll never Finish, Sarah McAfee, Change Agent, The Journal of the Communications Network available at <https://changeagent2019.comnetwork.org/2019/the-most-important-work-we-will-never-finish/>
4. Why Are We Still Struggling with Diversity, Equity and Inclusion in Nonprofit Governance? Elizabeth Castillo, NonProfit Quarterly, available at <https://nonprofitquarterly.org/2018/11/20/why-are-we-still-struggling-with-diversity-equity-and-inclusion-in-nonprofit-governance/>
5. Diversity, Social Goods Provision, and Performance in the Firm, Sarah Fisher Ellison and Wallace P. Mullin, Journal of Economics and Management Strategy, available at <http://economics.mit.edu/files/8851>
6. Racially Diverse Companies Outperform Industry Norms by 35%, Ruchika Tulshyan, Forbes, available at <https://www.forbes.com/sites/ruchikatulshyan/2015/01/30/racially-diverse-companies-outperform-industry-norms-by-30/#3167f1611326>
7. Why Diversity Matters, Vivian Hunt, Dennis Layton and Sara Prince, McKinsey and Company, available at <https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>
8. Is Blind Hiring the Best Hiring? Most companies say they want to attract diverse workforce, but few deliver. The only solution may be a radical one: anonymity, Claire Cain Miller, The New York Times magazine, available at https://www.nytimes.com/2016/02/28/magazine/is-blind-hiring-the-best-hiring.html?_r=0
9. How Diversity Can Drive Innovation, Sylvia Ann Hewlett, Melinda Marshall, and Laura Sherbin, Harvard Business Review, available at <https://hbr.org/2013/12/how-diversity-can-drive-innovation>
10. The Business Benefits of Gender Diversity, Sangeeta Badal, Gallup, available at <https://www.gallup.com/workplace/236543/business-benefits-gender-diversity.aspx>
11. Why Gender Diverse Work Teams Are The Most Productive—And Profitable, Shana Lebowitz, Forbes, available at <https://www.forbes.com/sites/learnvest/2014/12/22/why-gender-diverse-work-teams-are-the-most-productive-and-profitable/#37eb4a8526ba>