

D&I Resources

This is a living doc - I'll update and add interesting articles and tools as I find them

Start Here

- [Why diversity matters - a 2015 McKinsey study](#)
- [Cultivating Diversity and Inclusion in the Workplace: Introduction](#) - Lever's 10-part series
- [Project Include Recommendations](#)

Referenced in the Startup School D&I Workshop

- [Diversity Is Being Invited to the Party; Inclusion Is Being Asked to Dance](#)
- [Kapor Center for Social Impact: Tech Leavers Study](#)
- [ReplyAll Episode #52: Raising the Bar](#)
- [Jopwell](#) - Career advancement platform for Black/Latino/Native American professionals
- On the Panel:, [dev/color](#), [HealthSherpa](#), [Lever](#), [Make School](#), [Stripe](#), [Penny](#)
- [Allie](#) - A company participating in Startup School that's building a bot that helps you track and manage bias at your company

On Bias and Privilege

- [How Ocean Currents Explain our Unconscious Social Bias](#)
- [The Implicit Association Test \(IAT\)](#) - The IAT measures the strength of associations between concepts (e.g. black people, gay people) and evaluations (e.g. good, bad) or stereotypes (e.g. athletic, clumsy).
- [Lunch Dads](#)
- [Ride Like a Girl](#)

Hiring/Negotiating

- [Textio Spell Checks for Gender Bias](#) - Textio is a tool that can scan your job descriptions for bias
- [Sourcing Women in Engineering](#) - Cristina Cordova, Stripe
- [Jopwell](#) - Career advancement platform for Black/Latino/Native American professionals
- [The best way to eliminate the gender pay gap? Ban salary negotiations.](#)

More on Tech & Diversity

- [Ask a Female Engineer](#)
- [Startup culture lack of diversity stifles innovation](#)
- [The Myth of the Non-Technical Startup Employee](#)
- [It's not my job to fix your pipeline problem](#)
- [Don't fuck up the culture](#)

From YC Companies

- [Diversity at Ginkgo](#) - A look at D&I at Ginkgo including a rundown of the concrete strategies their team has come up with.
- [How Watching “Moneyball” Helped Me Turn Around My Company’s Diversity Problem](#) - Reshma Shetty, Ginkgo Bioworks
- [Why Inclusion Matters](#) - Lindsey Frischer, ROSS Intelligence

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And thank you to all the YC alum who recommended articles and studies as well!