Suggested Reading Book List

Stereotype, Bias and Discrimination

Blindspot: Hidden Biases of Good People, by Maharzin Banaji, Delacort Press, 2013.
Blindspot outlines the human history with stereotypes, biases and prejudice, and how they manifest themselves in every aspect of life today. Prejudice toward others is often an unconscious part of the human psyche, according to the author, who analyzes the science behind biased feelings while sharing guidelines for identifying and learning from hidden prejudices.

Clash: How to Thrive in a Multicultural World, Hazel Rose Markus, Alana Conner, 2013.
Clash offers deep insights into how our cultures and culture clashes make us who we are and how that matters for success in today's multicultural world. Markus and Rose illustrate how we can leverage our cultural differences to avoid or mend rifts in our workplaces, schools, and relationships. Clash is based on extensive research and offers entertaining narratives involving, for example, cultural clashes among east-west, rich-poor, conservative-liberal, and male-female.

Whistling Vivaldi, Claude M. Steele, 2010.
Steele's book challenges us to think about the myriad ways in which threats to our identities exerts a powerful stronghold on us as individuals and on groups. Countless examples are given of how pervasive stereotypes can influence behaviour and performance. Ground-breaking research is revealed on stereotype threat, leadership of influential institutions and how interventions can make an enormous difference in society. The influence that stereotype threat has on learning and assessment in schools is something to which we should pay attention. *Whistling Vivaldi* could be used as a faculty book study.

Intercultural Competence/ Cultural Intelligence

Culturally Intelligent Leadership: Leading Through Intercultural Actions, Mai Moua, 2010.
Moua's book will help leaders to learn the steps to be considered when moving an organization toward a higher level of cultural intelligence, the importance of understanding cultures and the strategic value of cultural intelligence. The ability to identify, recognize and acknowledge the differences and similarities that exist among cultural groups and systems, and how to bridge that gap and avoid cultural misunderstandings are at the core of this book.

Cultures and Organizations: Intercultural Cooperation and its Importance for Survival,
Geert Hofstede, 2010.
Hofstede's book is dense, but full of useful information about the depths and dimensions of culture. Based on research from over 70 countries, this book examines what drives people apart based on cultural and language differences, as well as cultural stereotypes. It looks at the unexamined rules by which people think, feel and act and at national cultural differences in the areas of inequality, assertiveness vs. modesty, and tolerance for ambiguity.

Cultural Intelligence: CQ: the Competitive Edge for Leaders Crossing Borders, Julia Middleton, Bloomsbury, 2014.

Middleton explores the concept of Core and Flex and its basis for our own cultural intelligence. Through stories and concrete examples, the importance of and the often-twisted path to the development of CQ are illustrated.

Educational Leadership: Culture and Diversity, Clive Dimmock and Allan Walker, 2005.
Dimmock and Walker apply cultural frameworks to the field of educational leadership and explore the relationship between leadership and culture. It makes one rethink the wholesale adoption of Anglo-American educational approaches to Confucian-based cultures, and to pay more attention to context and culture.

Global Dexterity, By Andy Molinsky, Harvard Business Review, 2013.
This easy to read book takes a practical at cultural adaptation illustrated through a series of vignettes. Molinsky offers tools required to adapt behaviour to new cultural contexts while staying authentic and grounded to your own natural style. It is a perfect book to read along with *The Culture Map* by Meyer and *Cultural Intelligence* by Middleton to gain understanding of cultural scales, our own cultural core and lastly with the Molinsky book, how to adapt to difference taking into account knowledge of other cultures and our own cultural identity.

In the Name of Identity, Amin Malouf, 2000.
Malouf examines belonging and self-concept today in light of our background, our race, our gender, our tribal affiliations and our religion, and how they all make up who we are. The importance and meaning of identity are examined in light of the modern world and how it challenges our beliefs about identity. This may be a good choice for a group book discussion.

Leading with Cultural Intelligence: The New Secret to Success, David Livermore, 2010.
Livermore addresses the nuances and complexities of cross-cultural experiences based on research spanning 25 countries. Scenarios illustrating national, ethnic, and organizational cultures are used to practice cultural intelligence skills and sensitivities.

Riding the Waves of Culture: Understanding Cultural Diversity in Global Business, Fons Trompenaars, 1998.
Trompenaars writes about cultural differences and how they affect the process of managing and doing business. The Culture of 50 countries is examined through seven fundamental dimensions of culture, which can be viewed as of the relationships with people, the passage of time and the relationship to the environment. Although the book is about business, the dimensions of culture and the examples given can easily transfer to educational settings.

The Culture Map, by Erin Meyer. Public Affairs, 2014.
The Culture Map is a book written for people dealing with intercultural differences and human interactions in a collaborative work setting. The insights and strategies for successfully bridging those differences is universal. Diversity is looked at through the lens of cultural frameworks consisting of eight scaled indicators that differ according to culture. Meyer uses scenarios to illustrate how these differences play out in human interactions with suggested actions to prevent conflict and build understanding.