

Diversity, Inc. by Pamela Newkirk
D&I Community Book Club Discussion Questions

- In *Diversity, Inc.* Pamela Newkirk tracks the significant progress that was made following the establishment of President Johnson's Great Society programs. In recent decades she notes how progress stalled and in some cases is in retreat. To what does she attribute this reversal?
- In recent years many insisted that America was post-race. How has that perception influenced racial progress, and how does Newkirk use data to measure the actual status of people of color in most influential fields?
- Early in the book Newkirk writes about a lecture she attended by a civil rights chronicler that was followed by a private dinner that mirrored the segregated south he had earlier recounted: most of the diners were white and most of the uniformed servers black. Why, according to Newkirk, do these segregated social spheres undermine workplace diversity?
- How do the experiences of Black writers, producers, actors and directors in Hollywood highlight the nuanced challenges of diversity?
- Newkirk devotes two chapters to higher education. What role did the academy play in the development of racial ideology and what can it do today to disrupt these harmful narratives?
- Newkirk traces the evolution of Coca Cola from a company that settled a landmark discrimination lawsuit due to its inequitable treatment of Black employees, to one that has far greater racial diversity and equity. What can companies that wish to foster diverse and equitable workplaces learn from that case study?
- What are the benefits and limitations of The Rooney Rule that was adopted by the NFL to increase diversity among its coaches and front office staff?
- Why, according to *Diversity, Inc.*, have the billions of dollars spent on diversity consultants, czars, training programs, climate surveys and the like not, in many cases, resulted in greater diversity?
- What can our institution do differently to make our workplace more diverse, equitable and inclusive?