



# Diversity, Equity & Inclusion Reading List



Priya Shukla [Follow](#)  
Apr 2, 2017 · 8 min read


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*Last Updated June 25, 2018*

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Through my research for The Prosaic Mosaic — my Medium publication highlighting diversity in science and the barriers that underrepresented scientists face — and social media engagement efforts, I have come across numerous informative articles, twitter threads, books and other resources about diversity and inclusion.


As these conversations continue, I thought it would be helpful to collate a list of reading materials on diversity and inclusion. I was also inspired by the Decolonising Science Reading List that Dr. Chanda Prescod-Weinstein maintains.

This is by no means a comprehensive list and it is a living list, so I plan to add links and materials to it as I continue my education. If you also have recommendations for articles I should read and/or add to this list, please let me know!


## Diversity and Inclusion Reading List

- Decolonising Science Reading List by Dr. Chanda Prescod-Weinstein
- Decolonize All The Things by Shay Akil McLean
- The Benefits of Diversity in the Science and Engineering Work Force. In *Science and Engineering Programs: On Target for Women?* Edited by Marsha Lakes Matyas and Linda Skidmore Dix 1992 (National Academies Press)

- Effects of Race, Gender, Perceived Similarity, and Contact on Mentor Relationships by Ensher and Murphy 1997 (Journal of Counseling Psychology)
- A Multiple-Groups Analysis of Predictors of Career Self-Efficacy for Women in Mathematics, Science, and Engineering (Journal of Counseling Psychology)
- Evaluating Gender Biases on Actual Career Choices: A Meta-Analysis by Bowen et al. 2000 (Journal of Counseling Psychology)
- The Influence of Role Models on Women's Career Choices by Quimby and Santis 2006 (Career Development Quarterly)
- The Effects of Perceived Barriers, Role Models, and Acculturation on the Career Self-Efficacy and Career Consideration of Hispanic Women by Rivera et al. 2007 (Career Development Quarterly)
- Gender imbalance in US geoscience academia by Holmes et al. 2008 (Nature Geoscience)
- Understanding current causes of women's underrepresentation in science by Ceci and Williams 2011 (PNAS)
- Prejudice Reduction: What Works? A Review and Assessment of Research and Practice by Paluck and Green 2009 (Annual Review of Psychology)
- Disruptions in Women's Self-Promotion: The Backlash Avoidance Model by Moss-Rascusin and Rudman 2010 (Women's Psychology Quarterly)
- A National Analysis of Minorities in Science and Engineering Faculties at Research Universities by Nelson and Brammer 2010 (University of Oklahoma)
- Reducing racial disparities in pain treatment: The role of empathy and perspective-taking by Drwecki et al. 2011 (PAIN)
- Does gender bias influence awards given by societies? by Holmes et al. 2011 (Eos)
- The Ivory Ceiling of Service Work: Service work continues to pull women associate professors away from research by Misra et al. 2011 (American Association of University Professors)



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- Diversity Training Doesn't Work by P. Bregman 2012 (Harvard Business Review)
- Gender matters: A call to commission 2012 (Nature)
- Presumed Fair: Ironic Effects of Orga 2012 ( Journal of Personality and Soc
- Pollution, Poverty and People of Col Justice? by C. Katz 2013 (Scientific
- Science faculty's subtle gender biases favor male students by Moss-Racusin et al. 2012 (PNAS)
- Stability and Volatility of STEM Career Interest in High School: A Gender Study by Sadler et al. 2012 (Science Education)
- How Stereotypes Can Drive Women To Quit Science by S. Vedantam 2012 (NPR)
- Women Rising: The Unseen Barriers by Ibarra et al. 2013 (Harvard Business Review)
- Predicting Publication Success for Biologists by Laurance et al. 2013 (BioScience)
- Something about STEM drives women out by B. Steele 2013 (Phys.org)
- Professors Are Prejudiced, Too by Chugh et al. 2014 (New York Times)
- Survey of Academic Field Experiences (SAFE): Trainees Report Harassment and Assault by Clancy et al. 2014 (PLoS One)
- Diversity in STEM: What It Is and Why It Matters by K. Gibbs, Jr. 2014 (Scientific American)
- Diversity in Science: Why It Is Essential for Excellence by F. Guterl 2014 (Scientific American)
- Climate Change & Communities of Color 2014 (Green for All)
- How Diversity Makes Us Smarter by K. W. Phillips 2014 (Scientific American)


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- Women and Minorities in the S&E Workforce. In Science and Engineering Indicators 2014 (National Science Foundation)
- How stereotypes impair women's careers
- Elite male faculty in the life sciences 2014 (PNAS)
- More Companies Say Targets Are the Problem (Street Journal)
- Proportion of female professors up, but still below a quarter by J. Grove 2015 (Times Higher Education)
- Racial Bias Continues to Haunt NIH Grants by E. C. Hayden 2015 (Nature)
- Half of Black, Latina Scientists Mistaken For Janitors, Assistants by TJ Henry 2015 (NBC News)
- We are the 20% by Holmes et al. 2015 (Women in the Geosciences: Practical, Positive Practices Toward Parity)
- The 5 Biases Pushing Women Out of STEM by J. C. Williams 2015 (Harvard Business Review)
- Table 15. Doctorate recipients, by sex and major field of study: 2005–2015. In Science and Engineering Doctorates (National Science Foundation)
- Equal but Inequitable: Who Benefits from Gender-Neutral Tenure Clock Stopping Policies? by Antecol et al. 2016 (Institute of Labor economics)
- Why Diversity Programs Fail by F. Dobbin & A. Kalev 2016 (Harvard Business Review)
- Gender differences in recommendation letters for postdoctoral fellowships in geoscience by Dutt et al. 2016 (Nature Geoscience)
- Women 1.5 Times More Likely to Leave STEM Pipeline after Calculus Compared to Men: Lack of Mathematical Confidence a Potential Culprit by Ellis et al. 2016 (PLoS One)



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- Time-to-Credit Gender Inequities of First-Year PhD Students in the Biological Sciences by Feldon et al. 2016 (CBE)
- Gender equality in the geosciences: of the European Geosciences)
- Female professors ‘pay price for academic Education)
- Women and Minorities are Penalized Hekman 2016 (Harvard Business Review)
- Does the Sex of the Principal Investigator Make a Difference? by Kaatz et al. 2016 (Academic Medicine)
- Metaphorically Speaking, Men Are Expected to be Struck by Genius, Women to Nurture It by J. Klein 2016 (NY Times)
- Gender Diversity in Cryosphere Science and Awards by Koenig et al. 2016 (Eos)
- Recommendation letters reflect gender bias by M. Kuo 2016 (Science)
- Steps to Building a No-Tolerance Culture for Sexual Harassment by Marín-Spiotta et al. 2016 (Eos)
- Genomics is failing on diversity by Popejoy and Fullerton 2016 (Nature)
- Explaining the Gender Wage Gap in STEM: Does Field Sex Composition Matter? by Michelmore and Sassler 2016 (Project Muse)
- The evidence is in: greater gender diversity in science benefits us all by Pankaj Sah 2016 (The Conversation)
- A short comic gives the simplest, most perfect explanation of privilege I’ve ever seen. by L. Willard 2016 (Upworthy)
- Academia needs to confront sexism by a postdoc who persisted 2017 (Science)
- AskScience AMA Series: We are members of an organization working to build an all-inclusive and diverse scientific community by 500 Women Scientists 2017 (Reddit)


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- Feeling Like an Impostor “... the impostor phenomenon can affect various groups of minority students in different ways” (Journal of Counseling Psychology)
- The Gender Pay Gap and the Representation of Women in Administrative Positions by Bichsel et al. (Professional Human Resources Association)
- Implicit Racial Bias in Medical School (Center for Biotechnology Information)
- A List of 200 Women of Color on Twitter by C. Eddy 2017 (Medium)
- Beyond Diversity: A Roadmap to Building an Inclusive Organization by Green 2.0 2017
- Women of color face staggering harassment in space science by S. Kaplan 2017 (Washington Post) — based on Double jeopardy in astronomy and planetary science: Women of color face greater risks of gendered and racial harassment by Clancy et al. 2017 (Journal of Geophysical Research: Planets)
- Yes, You Can Measure White Privilege by M. Harriot 2017 (The Root)
- Journals invite too few woman to referee by Lerback and Hanson 2017 (Nature)
- Representation and Salary Gaps by Race-Ethnicity and Gender at Selective Public Universities by D. Li & C. Koedel (2017)
- Gender Inequity in Multiple Fields Twitter Thread by Dr. Jenny Martin 2017 (@realscientists)
- Differences in STEM doctoral publication by ethnicity, gender and academic field at a large public research university by Mendoza-Denton et al. 2017 (PLoS One)
- In science and medicine, diversity shouldn't be optional by A. Saadi 2017 (STAT)
- The unsustainable whiteness of green by N. Swaminathan 2017 (Grist)
- To win the fight against climate change, the environmental movement needs to include leaders of color by W. Tome 2017 (Project Earth)

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- How Women Mentors Make a Difference in Engineering by E. Yong 2017 (The Atlantic)
- Americans misperceive racial economic mobility by E. Yong 2017 (The Atlantic)
- How Not To Talk About Race And Gender by E. Yong 2017 (BuzzFeed)
- The Problem with Diversity, Inclusion, and Equity in the Kitchen by E. Yong 2017 (The Atlantic)
- Diversity, harassment, and other big stuff: A letter to my earth science buds by P. Cohen 2018 (Medium)
- How Long Until Women Are Equally Represented In STEMM Careers? by GrrlScientist 2018 (Forbes)
- Making physics more inclusive by T. Hodapp & E. Brown 2018 (Nature)
- Diversity in geoscience: Participation, behaviour, and the division of scientific labour at a Canadian geoscience conference by King et al. 2018 (Facets Journal)
- Go beyond bias training by Mendoza-Denton et al. 2018 (Nature)
- Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine by The National Academies of Sciences, Engineering, and Medicine 2018 (NAS Press)
- Science benefits from diversity — Nature Editorial 2018 (Nature)
- What does it take to make an institution more diverse? — Nature Career Feature 2018 (Nature)
- Diversity is a Dangerous Set-up: Recreational antiracism won't change anything by C. Prescod-Weinstein 2018 (Medium)
- Here's the clearest picture of Silicon Valley's diversity yet: It's bad. But some companies are doing less bad by S. Rangarajan 2018 (Reveal)
- I Spent Two Years Trying to Fix the Gender Imbalance in My Stories by E. Yong 2018 (The Atlantic)


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- Yes, Being a Woman in Science Is Hard. That’s Why We’re Trying to Change It by M. Zaringhalam 2018 (Slate)

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## Projects Celebrating Diversity

- How Diversity Empowers Science and Research
- Neuroscientist Portrait Project (@ChristineLiuArt)
- Mary Anning’s Revenge (Amy Atwater & Meaghan Emery)
- The Turmeric Project: Queer South Asian Art & Healing (Sagaree Jain & Urvashi Pathania)

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## Podcasts / Talks about Diversity and Inclusion

- We should all be feminists by Chimamanda Ngozi Adichie 2012 (TED Talk)
- How students of color confront impostor syndrome by D. Simmons 2015 (TED Talk)
- How racism makes us sick D. R. Williams 2016 (TED Talk)

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- The Femmes of STEM podcast by Michelle Barboza
- The Global Pillage Podcast hosted by Deborah Frances-White
- The Guilty Feminist Podcast hosted by Deborah Frances-White
- The Code Switch Podcast (NPR)
- The In the Thick Podcast (The Futuro Media Group)

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# Diversity and Inclusion in the Media

- GE Imagines a World Where We Tre Monllos 2017 (GE, AdWeek)
- 'Mummy' Is Transgender: A New Co 2017 (Vicks, NPR)

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## Other works on Diversity, Inclusion, Inequity & Intersectionality

- Bad Feminist by Roxane Gay (2014)
- NeuroTribes: The Legacy of Autism and the Future of Neurodiversity by Steve Silberman (2015)
- The Nordic Gender Equality Paradox by Nima Sanandaji (2016)
- #marginsci on Twitter (c. 2017)

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