

UC Davis STEM Faculty Resource Guide - For Faculty Starting to Learn about Equity, Inclusion, Justice and Anti Racism

<https://tinyurl.com/ucd-equity>

There are many resources to help start our work on equity, inclusion and justice. The goal of this is active, engaged work - there are no passive opportunities here. And, this is a beginning - not meant to be comprehensive.

Professional Advancement & Workplace Climate	Teaching for Equity & Justice	Mentoring for Inclusivity	Understanding Racism and Historical Context	And More...
<ul style="list-style-type: none"> ❑ Complete UC Davis STEAD Training. Read and learn about the research that was used to develop this training ❑ Review UCD campus climate resources and recommendations ❑ Audit and explore your own department environment (SERC) ❑ Sign up for a bystander intervention training, hosted by a variety of groups including USGS and ADVANCEGeo ❑ Attend a Diversity Awareness Workshop, and then, ❑ Explore why "diversity" is not enough (Pitre Davis) and how emphasis on this continues to center the wrong goals (Prescod Weinstein) 	<ul style="list-style-type: none"> ❑ Apply for the UC Davis ACCELERATE program ❑ Develop a faculty learning community ❑ Read the book: <i>Teaching to Transgress</i> (hooks) and other recommended resources (Univ of Chicago) ❑ Sign up for a CEE course or workshop (topics change routinely) ❑ Explore CEE Resources on inclusive teaching and investigate discipline-specific ideas for equity in teaching (Tanner) ❑ Read about Decolonizing Science (Prescod Weinstein) and take steps to modify your courses ❑ Learn about the inclusive design of courses & fieldwork (Atchison et al) 	<ul style="list-style-type: none"> ❑ Learn how to convene inclusive meetings with your group and explore resources on Inclusive Workplace Environments (500WS and SERC) ❑ Read the book: <i>Degrees of Difference: Reflections of Women of Color on Graduate School</i> (McKee & Delgado) ❑ Consider and improve the climate for students with disabilities (Friedensen) and LGBTQ+ students (500 Queer Scientists) ❑ Read about racism and mentorship of graduate students (Sturdy) ❑ Check out Ten Simple Rules for Building an Anti Racist Lab (Chaudhary & Asefaw Berhe) ❑ Recommendations for an Inclusive Environment for LGBTQIA+ (Cooper et al) 	<ul style="list-style-type: none"> ❑ Join or start a reading group to learn with other faculty about these topics; Consider using this reading list (Ryals) ❑ Or, read one of these books as a starting point: <i>So You Want to Talk About Race</i> (Oluo) <i>How to Be An Antiracist</i> (Kendi) <i>Me And White Supremacy</i> (Saad) ❑ Learn how to communicate and facilitate conversations about race (Teaching Tolerance) ❑ Review: Becoming Anti Racist, a presentation by STEM graduate students and faculty at UC Irvine (Dominguez, Dukes, Ivy) ❑ Read: <i>A Third University Is Possible</i> (la paperson) ❑ Read this statement and consider the concrete steps for higher ed (Kurashige) 	<ul style="list-style-type: none"> ❑ Use this scaffolded resource about racism to talk to family and friends, and also understand where you are in the learning process. (Gregory) ❑ Attend an event or colloquium by the Feminist Research Institute, or one hosted by Native American Studies or Cultural Studies ❑ Consider the cognitive load and the labor of equity, inclusion, justice work (Edwards) ❑ Complete a department/program self-assessment (example linked on this page as Appendix 8) ❑ Ask these five questions about your program (Richards) ❑ Check out No Time for Silence

This is a living document, still being updated and improved. There is an emphasis here on race, but there are many other axes of marginalization in academia and STEM. This is meant as a starting point. Resources compiled by T. Hill. To add or make suggested edits, email tmhill@ucdavis.edu or @Tessa_M_Hill on Twitter

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If you are viewing this from another campus/institution, please feel free to make a copy and replace resources with the ones that are available at your workplace!