

SESE Faculty Resource Grid

This resource grid is designed as a beginning guide (not meant to be comprehensive) for faculty starting to learn about diversity, equity, inclusion & justice, which is the first step to taking meaningful action. You don't need to do all of these, but try to work in each category. There is an emphasis on race in academia but there are many other axes of marginalization (e.g., LGBTQIA, disabilities) and perspectives and identities (with their own literature) from which to frame these issues. Please keep that in mind as you read. If you are further along in your education on these topics, please feel free to add resources to the SESE JEDI resources folder & advertise them.

Understanding Racism & Historical Context	Hiring	Workplace Climate	Teaching & Mentoring for Inclusivity	And More...
<ul style="list-style-type: none"> <input type="checkbox"/> Join our reading group to learn with other faculty about these topics; Consider using this reading list <input type="checkbox"/> Read one of these books as a starting point: <ol style="list-style-type: none"> 1. <i>So You Want to Talk About Race</i> (Oluo) 2. <i>White Fragility</i> (DiAngelo) 3. <i>How to Be An Antiracist</i> (Kendi) 4. <i>Me And White Supremacy</i> (Saad) <input type="checkbox"/> Sign up for Academics For Black Survival and learn from their resources <input type="checkbox"/> Work through these scaffolded anti-racism resources. <input type="checkbox"/> Learn how to communicate and facilitate conversations about race. 	<ul style="list-style-type: none"> <input type="checkbox"/> Read this PNAS paper about the diversity-innovation paradox <input type="checkbox"/> Take the ASU faculty & academic professionals search committee training <input type="checkbox"/> Read this Reviews in Geophysics article about WOC in astronomy & planetary science <input type="checkbox"/> Read this Nature article about racism in the geosciences <input type="checkbox"/> <input type="checkbox"/> Read the "Nashville Recommendations" for Inclusive Astronomy 	<ul style="list-style-type: none"> <input type="checkbox"/> Identify your own bias <input type="checkbox"/> Sign up for a bystander intervention training, and or organize one for a group. <input type="checkbox"/> Read this peer-reviewed paper on racial microaggressions in academia <input type="checkbox"/> Explore why diversity is not enough <input type="checkbox"/> Read about why implicit bias conversations center the wrong needs/goals <input type="checkbox"/> Audit and explore department & research group culture <input type="checkbox"/> Familiarize yourself with the ASU Committee for Campus Inclusion <input type="checkbox"/> Consider workplace climate for those with disabilities <input type="checkbox"/> Find more literature on disability & equity in education using this digital commons 	<ul style="list-style-type: none"> <input type="checkbox"/> Take ASU's 90 min. asynchronous Office of Diversity, Equity & Inclusion training <input type="checkbox"/> Learn how to convene inclusive meetings with your group and explore resources on Inclusive Workplace Environments <input type="checkbox"/> Read about Decolonizing (Astronomy and Geology) curricula <input type="checkbox"/> Familiarize yourself with the content at inclusion.asu.edu <input type="checkbox"/> Read the book: <i>Degrees of Difference: Reflections of Women of Color on Graduate School</i> (McKee) <input type="checkbox"/> Read about racism and mentorship of graduate students (see list at bottom of this webpage) <input type="checkbox"/> Read this paper about inclusive design for active learning & field courses 	<ul style="list-style-type: none"> <input type="checkbox"/> Use this resource to talk to family and friends, and also understand where you are in the learning process. <input type="checkbox"/> Sign for NCFDD if you have not already and take a webinar <input type="checkbox"/> Utilize this list of Geoscientists of color in organizing your next conference session or colloquium <input type="checkbox"/> Read <i>Talking to Strangers</i> (Gladwell) and listen to this episode of the Revisionist History podcast on tokenism <input type="checkbox"/> Visit GeoReading for Equity <input type="checkbox"/> Brainstorm a list of ways you could reconsider processes and programs you're involved with to align with what you've learned from this work. <input type="checkbox"/> Make the next version of this resource guide: what are your next steps?

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