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

- Join our reading group to learn with other faculty about these topics; Consider using this reading list
- Read one of these books as a starting point:
  1. *So You Want to Talk About Race* (Oluo)
  2. *White Fragility* (DiAngelo)
  3. *How to Be An Antiracist* (Kendi)
  4. *Me And White Supremacy* (Saad)
- Sign up for Academics For Black Survival and learn from their resources
- Work through these scaffolded anti-racism resources.
- Learn how to communicate and facilitate conversations about race.

### Hiring

- Read this PNAS paper about the diversity-innovation paradox
- Take the ASU faculty & academic professionals search committee training
- Read this Reviews in Geophysics article about WOC in astronomy & planetary science
- Read this Nature article about racism in the geosciences
- Read the “Nashville Recommendations” for Inclusive Astronomy

### Workplace Climate

- Identify your own bias
- Sign up for a bystander intervention training, and or organize one for a group.
- Read this peer-reviewed paper on racial microaggressions in academia
- Explore why diversity is not enough
- Read about implicit bias conversations center the wrong needs/goals
- Audit and explore department & research group culture
- Familiarize yourself with the ASU Committee for Campus Inclusion
- Consider workplace climate for those with disabilities
- Find more literature on disability & equity in education using this digital commons

### Teaching & Mentoring for Inclusivity

- Take ASU’s 90 min. asynchronous Office of Diversity, Equity & Inclusion training
- Learn how to convene inclusive meetings with your group and explore resources on Inclusive Workplace Environments
- Read about Decolonizing (Astronomy and Geology) curricula
- Familiarize yourself with the content at inclusion.asu.edu
- Read the book: *Degrees of Difference: Reflections of Women of Color on Graduate School* (McKee)
- Read about racism and mentorship of graduate students (see list at bottom of this webpage)
- Read this paper about inclusive design for active learning & field courses

### And More...

- Use this resource to talk to family and friends, and also understand where you are in the learning process.
- Sign for NCFDD if you have not already and take a webinar
- Utilize this list of Geoscientists of color in organizing your next conference session or colloquium
- Read Talking to Strangers (Gladwell) and listen to this episode of the Revisionist History podcast on tokenism
- Visit GeoReading for Equity
- 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.
- Make the next version of this resource guide: what are your next steps?

Last updated 8/16/20 4:52 PM
Thanks to Prof. Tessa M. Hill, UC Davis for basic structure & idea. Links & ASU Content gathered by Christy B. Till, ASU.