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

[**https://tinyurl.com/ucd-equity**](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.

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| **Professional Advancement & Workplace Climate** | **Teaching for Equity & Justice** | **Mentoring for Inclusivity** | **Understanding Racism and Historical Context** | **And More...** |
| * Complete UC Davis [STEAD](http://ucd-advance.ucdavis.edu/inclusive-campus-climate-initiative-event/stead-workshop) Training. Read and learn about the [research](https://academicaffairs.ucdavis.edu/stead) that was used to develop this training * Review UCD [campus climate resources](https://ucd-advance.ucdavis.edu/event/workplace-climate-assessments-and-interventions-improve-diversity-among-stem-faculty) and r[ecommendations](https://diversity.ucdavis.edu/climate) * [Audit and explore](https://serc.carleton.edu/geoethics/pref_enviro.html) your own department environment (SERC) * Sign up for a [bystander intervention training](https://www.ihollaback.org/bystander-resources/), hosted by a variety of groups including USGS and ADVANCEGeo * Attend a [Diversity Awareness Workshop](https://diversity.ucdavis.edu/diversity-awareness-workshop), and then, * Explore why “[diversity” is not enough](https://www.higheredtoday.org/2017/03/17/diversity-not-enough-inclusion-key/) (Pitre Davis) and how sole emphasis on this continues to [center the wrong goals](https://medium.com/space-anthropology/diversity-is-a-dangerous-set-up-8cee942e7f22) (Prescod Weinstein) | * Apply for the UC Davis [ACCELERATE](https://cee.ucdavis.edu/learning-teaching/accelerate-fellows) program * Develop a [faculty learning community](https://cee.ucdavis.edu/learning-teaching/communities/faculty-learning-communities) * Read the book: *Teaching to Transgress* (hooks) and other [recommended resources](https://uchicagoraceandpedagogy.wordpress.com/resources/) (Univ of Chicago) * Sign up for a [CEE course or workshop](https://cee.ucdavis.edu/events) (topics change routinely) * Explore [CEE Resources](https://cee.ucdavis.edu/jitt/inclusive-practices) on inclusive teaching and investigate discipline-specific ideas for [equity in teaching](https://www.lifescied.org/doi/full/10.1187/cbe.13-06-0115) (Tanner) * Read about [Decolonizing Science](https://medium.com/@chanda/decolonising-science-reading-list-339fb773d51f) (Prescod Weinstein) and take steps to modify your courses * Learn about [the inclusive design](https://www.tandfonline.com/doi/abs/10.1080/10899995.2019.1600962?journalCode=ujge20) of courses & fieldwork (Atchison et al) | * Learn how to [convene inclusive meetings](https://500womenscientists.org/inclusive-scientific-meetings) with your group and explore resources on [Inclusive Workplace Environments](https://serc.carleton.edu/advancegeo/resources/inclusive_climates.html) (500WS and SERC) * Read the book: *Degrees of Difference: Reflections of Women of Color on Graduate School* (McKee & Delgado) * Consider and improve the climate f[or students with disabilities](https://www.higheredtoday.org/2018/05/23/stem-climate-students-disabilities/) (Friedensen) and [LGBTQ+ students](https://500queerscientists.com/resources/) (500 Queer Scientists) * Read about racism and [mentorship of graduate students](https://grad.ucdavis.edu/news/mentoring-and-advising-resources-racial-injustice) (Sturdy) * Explore [data and resources](https://grad.ucdavis.edu/resources/diversity/data-and-research) provided by UCD Graduate Studies | * Join or start a reading group to learn with other faculty about these topics; Consider [using this reading list](https://docs.google.com/document/d/1hpub-jkm9cLzJWqZSsETqbE6tZ13Q0UbQz--vQ2avEc/edit) (Ryals) * Or, read one of these books as a starting point:   *So You Want to Talk About Race* (Oluo)  *White Fragility* (DiAngelo)  *How to Be An Antiracist* (Kendi)  *Me And White Supremacy* (Saad)   * Sign up for [Academics For Black Survival](https://www.academics4blacklives.com/) and learn from their resources * Learn [how to communicate and facilitate](https://www.tolerance.org/magazine/publications/lets-talk) conversations about race (Teaching Tolerance) * Review: [Becoming Anti Racist](https://drive.google.com/file/d/1Y6M_-Mca8vm5QKubhd1dWfsz-cAJ3Y-E/view), a presentation by STEM graduate students and faculty at UC Irvine (Dominguez, Dukes, Ivy) | * [Use this scaffolded resource](https://docs.google.com/document/u/1/d/1PrAq4iBNb4nVIcTsLcNlW8zjaQXBLkWayL8EaPlh0bc/mobilebasic) 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](https://fri.ucdavis.edu/), or one hosted by [Native American Studies](https://nas.ucdavis.edu/spotlight/colloquium-0) or [Cultural Studies](https://culturalstudies.ucdavis.edu/colloquium) * [Consider the cognitive load](https://meliseedwards.com/2020/05/10/cognitive-reserve-in-stem-disproportionate-labor-and-outcomes-for-students-of-color/?fbclid=IwAR3Cb_fOAZL2SsY31bAAkw6YOehYg7ivhoY5UtCAiNW1cVB5QehrThIyhaM) and the labor of equity, inclusion, justice work (Edwards) * Complete a department/program self-assessment ([example linked on this page as Appendix 8)](https://www.aip.org/diversity-initiatives/team-up-task-force) * Make a folder of discipline-specific resources, and share with colleagues |
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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](mailto: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 ones that are available at your workplace!