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...
❏ 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)	❏ Apply for the UC Davis ACCELERATE program ❏ Develop a faculty learning community ❏ Read the book: *Teaching to Transgress* (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)	❏ Learn how to convene inclusive meetings with your group and explore resources on Inclusive Workplace Environments (500WS and SERC) ❏ Read the book: *Degrees of Difference: Reflections of Women of Color on Graduate School* (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) ❏ Explore data and resources provided by UCD Graduate Studies ❏ Make a folder of discipline-specific resources, and share with colleagues	❏ 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: *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 and learn from their resources ❏ 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)	❏ 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/department (Richards)

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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Last updated 6/13/20, 10am.

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!