



## Workshop Shared Resources

*This is a list of Diversity, Equity, and Inclusion resources that were posted in the #Resources Slack channel throughout the 2-day workshop.*

### Written Resources & Data on DE&I

- Embracing Contraries: Explorations in Learning and Teaching. Elbow, P. (1986): [https://books.google.com/books/about/Embracing\\_Contraries.html?id=G00kAQAAMAAJ](https://books.google.com/books/about/Embracing_Contraries.html?id=G00kAQAAMAAJ)
- Epistemic Fluency and Professional Education. Markauskkaite, L. & Goodyear, P. (2017): <https://www.springer.com/gp/book/9789400743687>
- Women from Diverse Backgrounds in the Science, Technology, Engineering, and Math (STEM) Professions: Retention and Career Development (2015): <https://www.igi-global.com/chapter/women-from-diverse-backgrounds-in-the-science-technology-engineering-and-math-stem-professions/121208>
- Why Diversity Programs Fail (2016): <https://hbr.org/2016/07/why-diversity-programs-fail>
- Expanding Underrepresented Minority Participation: America's Science and Technology Talent at the Crossroads (2011): [https://www.nationalacademies.org/our-work/expanding-underrepresented-minority-participat\[...\]/americas-science-and-technology-talent-at-the-crossroads](https://www.nationalacademies.org/our-work/expanding-underrepresented-minority-participat[...]/americas-science-and-technology-talent-at-the-crossroads)
- Addressing Gender Bias in Science & Technology, edited by Amina Azad (2020): <https://pubs.acs.org/isbn/9780841298903>
- National Diversity Equity Workshops in Chemical Sciences (2011–2017), edited by Rigoberto Hernandez, Dontarie Stallings and Srikant Iyer: <https://pubs.acs.org/doi/book/10.1021/bk-2018-1277>
  - Another resource on effective practices to improve diversity equity in the academy with specificity to the molecular sciences
- An Inclusive Academy: Achieving Diversity & Excellence by Abigail J. Stewart & Virginia Valian (2018): <https://mitpress.mit.edu/books/inclusive-academy>
  - Suggestions on how to expand faculty searches, templates for structured interviews of faculty candidates (to ensure equity) and other tools are either presented or referenced. (Virginia Valian is also the author of the now-more-than-20-year old book "Why so slow? The Advancement of Women".)
- The Role of Mentoring on the Retention of Women From Diverse Backgrounds in STEM. Advances in Human Resources Management and Organizational Development.

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Lopez, P. D. J., & Duran, A. 271–310, (2021):

<https://www.researchgate.net/publication/348117647> The Role of Mentoring on the Retention of Women From Diverse Backgrounds in STEM

- The purpose of this chapter is to discuss the key issues related to women's underrepresentation within the science, technology, engineering, and math (STEM) professions. It also aims to examine the role of mentoring as an intervention that could enhance STEM interest, STEM identity and STEM retention among women, especially women from diverse racial and ethnic backgrounds. The chapter ends with recommendations for furthering research and mentorship efforts for women within STEM.
- Resources from Dr. Travis York (Workshop Speaker):
  - Institutional Barriers, Strategies, and Benefits to Increasing the Representation of Women and Men of Color in the Professoriate—Handbook  
Chapter: [https://link.springer.com/referenceworkentry/10.1007/978-3-030-11743-6\\_4-1](https://link.springer.com/referenceworkentry/10.1007/978-3-030-11743-6_4-1)
  - Leveraging Promising Practices: Improving the Recruitment, Hiring, and Retention of Diverse & Inclusive Faculty (Summary of Chapter): <https://osf.io/dq4rw>
- Resources from Dr. Christine Grant (Workshop Speaker):
  - “Success Strategies from Women in STEM: A Portable Mentor” co-edited by Peggy Pritchard and Christine Grant, Academic Press – an imprint of Elsevier Press (Release June 1, 2015): <https://www.elsevier.com/books/success-strategies-from-women-in-stem/pritchard/978-0-12-397181-4>
  - Grant, C. S. (2019). Mentors, Mentors Everywhere: Weaving Informal and Formal Mentoring into a Robust Chemical Sciences Mentoring Quilt. In Growing Diverse STEM Communities: Methodology, Impact, and Evidence (Vol. 1328, pp. 229–254). American Chemical Society. <https://doi.org/10.1021/bk-2019-1328.ch015>
  - Grant, C. S. (2020). Chapter 7-Rediscovering Our Original Selves: What Did We Leave Behind (and Pick Up) on the Journey to “Success”? In Leggett-Robinson, P. M., & Villa, B. C. (Eds.) Overcoming Barriers for Women of Color in STEM Fields: Emerging Research and Opportunities (pp. 1-280). Hershey, PA: IGI Global. doi:10.4018/978-1-7998-4858-5 (In press): <https://www.igi-global.com/book/overcoming-barriers-women-color-stem/244597>
  - APLU Engineering Report (2018): <https://www.aplu.org/library/the-2018-status-report-on-engineering-education-a-snapshot-of-diversity-in-degrees-conferred-in-engineering>
  - Academies Mentoring Report (2019): <https://www.nationalacademies.org/our-work/the-science-of-effective-mentoring-in-stemm>
  - Paula Hammond C&ENews report (2021): <https://cen.acs.org/careers/diversity/Trailblazers-2021-We-have-been-here-all-along/99/i6>
  - Women in the Chemical Workforce Report (2000): <https://www.nap.edu/catalog/10047/women-in-the-chemical-workforce-a-workshop-report-to-the>

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- Minorities in the Chemical Workforce Report (2003):  
<https://www.nap.edu/catalog/10653/minorities-in-the-chemical-workforce-diversity-models-that-work-a>
- The Double Bind Report (1976):  
<https://files.eric.ed.gov/fulltext/ED130851.pdf>
- Growing Diverse STEM Communities (2019):  
<https://pubs.acs.org/isbn/9780841235328>

### **DE&I Projects and Programs**

- Open Chemistry Collaborative in Diversity and Equity (OXIDE):  
<http://oxide.jhu.edu/2/home>
- Inclusive STEM Teaching Project: <https://www.inclusivestemteaching.org/>
  - MOOCs and online training
- NSF Includes Network: <https://www.includesnetwork.org/home>
- From Dr. Ellen Wang Althaus (Workshop Speaker):
  - Sloan UCEM Program—Suggestions for broadening participation in stem graduate programs: <https://grad.illinois.edu/diversity/sloan-ucem-programs>

### **Events & Opportunities**

- ACS Project SEED offers paid summer research internships to high school students from economically disadvantaged students: [www.acs.org/projectseed](http://www.acs.org/projectseed)
- There is a call from NSF for post-doctoral funding to mitigate some of the effects of COVID: <https://www.nsf.gov/pubs/2021/nsf21066/nsf21066.jsp?org=NSF>
  - This call particularly welcomes requests for supplemental funding to support postdoctoral researchers who are working or will work at institutions that have been disproportionately affected by the pandemic. These institutions include, but are not limited to, Historically Black Colleges and Universities, Tribal Colleges, Alaska Native, Pacific-islander, and Native Hawaiian-Serving Institutions, and/or Hispanic Serving Institutions. In addition, this funding opportunity seeks to support research projects that will contribute to diversity, equity, and inclusion in STEM research and STEM education research.
- Another call for NSF post-doctoral funding opportunity (short timeline this year - proposals due June 15) is MPS-Ascend:  
[https://www.nsf.gov/funding/pgm\\_summ.jsp?pims\\_id=505879](https://www.nsf.gov/funding/pgm_summ.jsp?pims_id=505879).
  - It is intended, "...to support postdoctoral Fellows who will broaden the participation of groups that are underrepresented in MPS fields in the U.S. including Blacks or African Americans, Hispanics, Latinos, and Native Americans (to include Alaska Natives, Native Hawaiians or other Native Pacific Islanders) as future leaders in MPS fields." ALL Fellows will be expected to participate in activities that will have a significant impact on broadening the participation of people from listed groups in Math and Physical Sciences fields. There will also be a cohort-building and professional development

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mentoring program that all Fellows are expected to participate in, to be run by an external organization.

- SACNAS Native Initiatives Webinar 6/8 3pm Central Time: "Developing a family engagement plan for Native Hawaiian and Pacific Islander STEM students in higher education": [https://us02web.zoom.us/webinar/register/WN\\_OH5gvJtRQD-OeWS6oO0sVA](https://us02web.zoom.us/webinar/register/WN_OH5gvJtRQD-OeWS6oO0sVA)