

# DEI Content Library

## Annual DEI Conference

2023

**Theme: Strengthening our Community through (Rest)oration**

### Books

- [The Gig Academy](#) by Adrianna Kezar, Tom DePaola, and Daniel T. Scott (2019)
- [The Teachers: A Year Inside America's Most Valuable, Important Profession](#) by Alexandra Robbins (2023)
- [Unraveling Faculty Burnout](#) by Rebecca Pope-Ruark (2022)

### Journal Articles

- [Employee wellbeing in the higher education workplace: a role for emotion scholarship](#)
- [“Everyone Wants You to Do Everything”: Investigating the Professional Identity Development of Teacher Educators](#)
- [The Impact of Family and Friends Social Support on Latino/a First-Generation College Students’ Perceived Stress, Depression and Social Isolation.”](#)
- [The overlooked minority: Mental health of International students](#)

worldwide

- [Teacher Self-Efficacy and Its Effects on Classroom Processes, Student Academic Adjustment, and Teacher Well-Being: A Synthesis of 40 Years of Research](#)

## News Articles

- [3 Ways Colleges Can Help Faculty Members Avoid Burnout](#)
- [Ableism is the Issue in Wellness We're Not Addressing](#)
- [Faculty Members are Suffering Burnout. These Strategies Could Help](#)
- [It's Time to Take Teacher Burnout Seriously. Here's How.](#)
- [The Impact of Secondary Trauma on Educators](#)

## Websites

- [Personal Health and Well-being Minor—Mary Frances Early College of Education](#)
- [UGA Center for Counseling and Personal Evaluation](#)
- [UGA Health Center—Headspace App](#)
- [UGA Well-Being](#)

## Videos & Podcasts

- [Black Educators Matter](#)
- [Burned-in Teacher](#)
- [Truth for Teachers](#)
- [Compassion Fatigue](#)
- [How Can We Support the Emotional Well-Being of Teachers?](#)

- [Learn to shine Bright- The Importance of Self-Care for Teachers](#)

2022

## **Theme: The Time is Now—Moving from Awareness to Action**

### Conference Slides

- [5 Steps for Improving Equity Advocacy](#) [slides] (P. Sloan Joseph)
- [Creating a Vision for Joy, Healing, and Collective Action](#) [slides] (Regina Finan)
- [Da Healing Tapes for Educators](#) [mediation podcast & slides] (Jaminque Adams & Joseph-Emery Kouaho)
- [Equity in Gifted Education](#) [slides] (Holly Amerman)
- [Restorative Practices and Educational Equity](#) [slides] (Danny Malec & Wendy Caudle)
- [Soul Work: Utilizing Black History Knowledge to Facilitate Student Development, Healing and Liberation](#) [handout] (Shawntell Pace, Brian Garrett, & Colette Chapman-Hilliard)
- [Teacher Times](#) [Google Site] (Dr. Cheryl Fields-Smith)

## **DEI Conflict Resolution**

- [Five Approaches to Handling Conflict](#)
- [Conflict Resolution Guide](#)
- [The Ladder of Inference](#)

- A Brain-Based Model for Collaborating with and Influencing Others
- Conflict Resolution Skills
- Effective Conflict Resolution Strategies
- Styles of Conflict Resolution
- Conflict Training

## Exploring Privilege and Oppression

- The Cycle of Socialization
- The Cycle of Liberation
- The Identity Wheel
- Ally Action Continuum
- Observing Privilege
- Four Roles Relating to Change
- Implicit Bias
- Training for Change
- What's Whiteness Got to Do With It?
- Writing for Change

## LGBTQIA Identity & Support

### Trans-affirming Practices

- The Trans Umbrella
- APA Guidelines for Psychological Practice

- Best Practices for Developing Trans-Affirming Practices
- Transgender Case Studies
- The Gender Unicorn
- LGBT Symbols
- The Unhealthy Impact of Bullying on LGBT Youth
- Trans-Affirming Practices Powerpoint
- Queer Youth of Color
- Why Trans People Need More Visibility
- Words that are Transphobic and Why

## Pronouns

- How UGA Students and Professors Assert Their Identities with Pronouns (Red & Black article, Feb. 18, 2021)
- Incorporating Pronouns and Avoiding Deadnames in Personal Introductions and Syllabi (statement from the Mary Frances Early College of Education's Diversity, Equity, and Inclusion Student Ambassadors)
- Supporting Students with All Communication Needs and Abilities: Expanding on the Mary Frances Early College of Education Diversity, Equity, and Inclusion Student Ambassadors' Statement about Personal Introductions in Classrooms

## Allyship and Community-Building

- Ally 101 Workshop
- Ally Action Continuum

- [Review of Bystander Approaches in Support of Preventing Race-Based Discrimination](#)
- [Ally Training and Community-Building Workshop](#)
- [Effective Messaging](#)
- [A Glossary of Diversity and Social Justice Terms](#)
- [The Identity Wheel](#)
- [What to do if you Witness Islamophobic Harassment](#)
- [The Cycle of Liberation](#)
- [Ally Training Resources](#)
- [The Socialization Wheel](#)
- [Handbook to Responding to Everyday Bigotry](#)

## Antiracism & White Privilege

### Articles & Resources

- [Anti-racism resources \(podcasts, books, films, and more\)](#)
- [Abolitionist Teaching Network Resources](#)
- [Selections exploring America's racial history](#)
- [Resources from Atlanta-based white privilege and racial justice facilitator Jen Willsea \(podcasts, books, and more\)](#)
- [Anti-racism resources from Nicole Cook, University of South Carolina](#)
- [There is Nothing Fragile About Racism by Bettina Love](#)
- [Curriculum for White Americans to Educate Themselves on Race and Racism](#)
- [How do I make sure I'm not raising the next Amy Cooper?](#)

- [Your Black Colleagues May Look Like They're Okay - Chances Are They're Not](#)
- [A checklist to determine if you are supporting white supremacy](#)
- [Affirming Black Lives Without Inducing Trauma](#)
- [For White Allies Searching for a Solution to American Racism / When Folks of Color are Exhausted](#)
- [Talking White Fragility with Robin DiAngelo](#)
- [White People, Stop Asking Us to Educate You About Racism](#)
- [Message to White Allies from a From a Black Anti-Racism Expert: You're Doing It Wrong](#)
- [The Role of White People in the Movement At This Time \(Southerners on New Ground\)](#)
- [The Cost of Balancing Academia and Racism](#)
- [The Case for Reparations by Ta-Nehisi Coates](#)
- [What is Owed by Nikole Hannah-Jones](#)
- [The 1619 Project by the New York Times](#)
- [Social and Cultural Literacy Resources for Classrooms](#)
- [The Southern Poverty Law Center - Teaching Tolerance](#)

## Books

- ["We Want To Do More Than Survive: Abolitionist Teaching and the Pursuit of Educational Freedom" by Bettina Love \(2019\)](#)
- ["How To Be An Anti-Racist" by Ibram X. Kendi \(2019\)](#)
- ["Stamped from the Beginning: The Definitive History of Racist Ideas in America" by Ibram X. Kendi \(2017\)](#)
- ["The Racial Healing Handbook: Practical Activities to Help You Challenge](#)

Privilege, Confront Systemic Racism, and Engage in Collective Healing"  
by Anneliese A. Singh (2019)

- "Uprooting Racism: How White People Can Work for Racial Justice" by Paul Kivel (1995)
- "The New Jim Crow: Mass Incarceration in the Age of Colorblindness" by Michelle Alexander (2010)
- "Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor" by Layla F. Saad (2020)
- "White Like Me: Reflections on Race from a Privileged Son" by Tim Wise (2004)
- "White Fragility: Why It's So Hard for White People to Talk About Racism" by Robin DiAngelo (2018)
- "Between the World and Me" by Ta-Nehisi Coates (2015)
- "Citizen: An American Lyric" by Claudia Rankine
- "Pushout: The Criminalization of Black Girls in Schools" by Monique Morris (2015)
- "The Possessive Investment in Whiteness: How White People Profit From Identity Politics" by George Lipsitz (2006)
- "Charleston Syllabus: Readings on Race, Racism, and Racial Violence (2016)
- "Killing Rage: Ending Racism" by bell hooks (1996)
- "They Were Her Property: White Women as Slaveowners in the American South" by Stephanie Jones-Rogers (2019)
- "White Rage: The Unspoken Truth of Our Racial Divide" by Carol Anderson (2017)
- "White Trash: Race and Class in America" (Eds., Annalee Nowitz & Matt



Wray) (1996)

- "Rise of the Warrior Cop: The Militarization of America's Police Force" by Radley Balko (2014)

## Ways to Get Involved

- [75 Things White People Can Do For Racial Justice](#)
- [5 Ways White People Can Take Action Against White and State-Sanctioned Violence](#)
- [4 Compassionate Ways to Support Black Folks After Racist Tragedies](#)
- [For White People Who Must Take Action When "Good Intentions" Are Not Enough](#)
- [5 Ways White People Can Fight White Supremacy](#)
- [Doing the Work: White People Must Invest in Anti-Racism](#)
- [100 Ways White People Can Make Life Less Frustrating for People of Color](#)
- [For Our White Friends Desiring to Be Allies](#)
- [100 Race-Conscious Things You Can Say to Your Child to Advance Racial Justice](#)

## Other Readings

- [Understanding and Dismantling Racism: A Booklist for White Readers](#)
- [Books to Teach White Children and Teens How to Undo Racism and White Supremacy](#)
- [Race and Racism Studies List for Adults](#)
- [Restorative Justice and Prison Abolition](#)
- [#SayHerName List](#)
- [Asian & Pacific Islander American Fiction \(and a little poetry\) books](#)

- Asian & Pacific Islander American Kids/YA books
- Asian & Pacific Islander American Non-Fiction (memoir, history, and theory) books
- Booklist About the U.S. Border Crisis

## Organizations

- Reclaim the Block - Minneapolis
- Black Visions Collective
- Minnesota Freedom Fund
- Metro Atlanta Mutual Aid Fund
- Athens Mutual Aid Network
- Athens Anti-Discrimination Movement
- Project South
- Southerners On New Ground
- Solutions Not Punishment (SNaPCo)
- Georgia WAND
- Women on the Rise
- Black Mecca Project
- Gangstas to Growers
- Southern Center for Human Rights
- Georgia Latino Association for Human Rights
- Los Vecinos De Buford Highway
- Charis Books & More/Charis Circle
- Just Georgia
- Georgia NAACP
- Black Voters Matter

- New Georgia Project
- SisterSong
- Feminist Women's Health Center
- SPARK Reproductive Justice
- NAPAWF
- ARC South East
- ZAMI Nobla
- Trans Housing Atlanta Project
- Asian Americans Advancing Justice - Atlanta
- El Refugio
- Athens Immigrant Rights Coalition
- Dignidad Inmigrante en Athens

## Videos & Podcasts

- Scene on Radio's podcast "Seeing White"
- NPR's "Codeswitch" podcast
- Intersectionality Matters podcast
- "1619" podcast by the New York Times
- Beyond Ferguson: White Supremacy and Politics of Race
- What Is Critical Whiteness Studies?
- White Emotionality & Surviving Academia w/ Dr. Cheryl E. Matias:  
Interview with Dr. Paul Gorski
- Deconstructing White Privilege with Dr. Robin DiAngelo

## SOCIAL JUSTICE/ ANTI-RACIST / WHITENESS GROUPS

- Exploring Privilege Series at the Mary Frances Early College of Education
- Witnessing Whiteness Group (YWCA St. Louis)

## Additional Readings

### The Counseling Psychologist (Select Articles)

#### ANTIRACISM and RACIAL HEALING

- **Radical Healing in Communities of Color**
  - French, B. H., Lewis, J. A., Mosley, D. V., Adames, H. Y., Chavez-Dueñas, N. Y., Chen, G. A., & Neville, H. A. (2020). Toward a psychological framework of radical healing in communities of color. *The Counseling Psychologist*, 48(1), 14–46.  
<https://doi.org/10.1177/0011000019843506>
- **Dismantling Oppressive Systems**
  - Grzanka, P. R., Gonzalez, K. A., & Spanierman, L. B. (2019). White supremacy and counseling psychology: A critical–conceptual framework. *The Counseling Psychologist*, 47(4), 478–529.  
<https://doi.org/10.1177/0011000019880843>
  - Olle, C. D. (2018). Breaking institutional habits: A critical paradigm for social change agents in psychology. *The Counseling Psychologist*, 46(2), 190–212.  
<https://doi.org/10.1177/0011000018760597>
  - Suzuki, L. A., O’Shaughnessy, T. A., Roysircar, G., Ponterotto, J. G., & Carter, R. T. (2019). Counseling psychology and the amelioration

of oppression: Translating our knowledge into action. *The Counseling Psychologist*, 47(6), 826–872.

<https://doi.org/10.1177/0011000019888763>

- Varghese, F. P., Israel, T., Seymour, G., Herbst, R. B., Suarez, L. G., & Hargons, C. (2019). Injustice in the justice system: Reforming inequalities for true “justice for all.” *The Counseling Psychologist*, 47(5), 682–740. <https://doi.org/10.1177/0011000019892329>

- **Black Lives Matter**

- Hargons, C., Mosley, D., Falconer, J., Faloughi, R., Singh, A., Stevens–Watkins, D., & Cokley, K. (2017). Black lives matter: A call to action for counseling psychology leaders. *The Counseling Psychologist*, 45(6), 873–901.

<https://doi.org/10.1177/00110000177333048>

- **Social Justice**

- DeBlaere, C., Singh, A. A., Wilcox, M. M., Cokley, K. O., Delgado–Romero, E. A., Scalise, D. A., & Shawahin, L. (2019). Social justice in counseling psychology: Then, now, and looking forward. *The Counseling Psychologist*, 47(6), 938–962.

<https://doi.org/10.1177/0011000019893283>

- Kozan, S., & Blustein, D. L. (2018). Implementing social change: A qualitative analysis of counseling psychologists’ engagement in advocacy. *The Counseling Psychologist*, 46(2), 154–189.

<https://doi.org/10.1177/0011000018756882>

- Varghese, F. P., Nolan, J. N., Bihm, E. M., Salagame, K. K., K., Khanna, R., & Ali, S. R.. Transformational leadership and Asian

Indian values: Duty, selfless service, and nonviolence. *The Counseling Psychologist*, 45(6), 810–829. <https://doi.org/10.1177/0011000017723080>

- Wang, C. D. C., & Çiftçi, A. (2019). Social justice and international competencies: Positioning counseling psychologists for the global era. *The Counseling Psychologist*, 47(4), 608–629. <https://doi.org/10.1177/0011000019879967>

- **Teaching and Mentoring to Promote Race Dialogues and Social Justice**

- Teaching for Social Justice Two-Part Special Issue (2014). First Issue Table of Contents: <https://journals-sagepub-com.access.library.miami.edu/toc/tcpa/42/7> ; Second Issue Table of Contents: <https://journals-sagepub-com.access.library.miami.edu/toc/tcpa/42/8>
- Chung, R. C.-Y., Bemak, F., Talleyrand, R. M., & Williams, J. M. (2018). Challenges in promoting race dialogues in psychology training: Race and gender perspectives. *The Counseling Psychologist*, 46(2), 213–240. <https://doi.org/10.1177/0011000018758262>
- Goodman, L. A., Wilson, J. M., Helms, J. E., Greenstien, N., & Medzhitova, J. (2018). Becoming an advocate: Processes and outcomes of a relationship-centered advocacy training model. *The Counseling Psychologist*, 46(2), 122–153. <https://doi.org/10.1177/0011000018757168>

- Heppner, P. P. (2017). Creating mentoring opportunities to promote cultural competencies and social justice. *The Counseling Psychologist*, 45(1), 137–157.  
<https://doi.org/10.1177/0011000016688781>
- Inman, A. G., Luu, L. P., Pendse, A. C., & Caskie, G. I. L. (2015). Graduate trainees' social justice supports, beliefs, interest, and commitment. *The Counseling Psychologist*, 43(6), 879–905.  
<https://doi.org/10.1177/0011000015578932>
- Miville, M. L. (2018). No rest for the nasty: Mentoring as mobilizing for change and advocacy. *The Counseling Psychologist*, 46(1), 100–115. <https://doi.org/10.1177/0011000018754323>
- Miville, M. L., Comas-Díaz, L., & Helms, J. E. (2016). Celebrating 25 years of the Janet E. Helms Mentoring Award: A conversation with Lillian Comas-Díaz and Janet E. Helms. *The Counseling Psychologist*, 44(1), 122–140. <https://doi.org/10.1177/0011000015620282>
- Neville, H. A. (2015). Social justice mentoring: Supporting the development of future leaders for struggle, resistance, and transformation. *The Counseling Psychologist*, 43(1), 157–169.  
<https://doi.org/10.1177/0011000014564252>
- Smith, L., Kashubeck-West, S., Payton, G., & Adams, E. (2017). White professors teaching about racism: Challenges and rewards. *The Counseling Psychologist*, 45(5), 651–668.  
<https://doi.org/10.1177/0011000017717705>

- **Racial Attitudes**

- Andretta, J. R., Worrell, F. C., Ramirez, A. M., Barnes, M. E., Odom,

T., Brim, S., & Woodland, M. H. (2015). The effects of stigma priming on forensic screening in African American youth. *The Counseling Psychologist*, 43(8), 1162–1189.

<https://doi.org/10.1177/0011000015611963>

- Blackmon, S. M., Neville, H. A., & Thomas, A. J. (2019). Ideology matters: College students' emotional reactions to the killing of Trayvon Martin. *The Counseling Psychologist*, 47(6), 909–937.  
<https://doi.org/10.1177/0011000019893089>
- Gale, M. M., Pieterse, A. L., Lee, D. L., Huynh, K., Powell, S., & Kirkinis, K. (2020). A meta-analysis of the relationship between internalized racial oppression and health-related outcomes. *The Counseling Psychologist*, 48(4), 498–525.  
<https://doi.org/10.1177/0011000020904454>
- Helms, J. E. (2015). Taking action against racism in a post-racism era: The origins and almost demise of an idea. *The Counseling Psychologist*, 43(1), 138–145.  
<https://doi.org/10.1177/0011000014564250>
- Lewis, J. A., Mendenhall, R., Harwood, S. A., & Browne Huntt, M. (2016). “Ain’t I a woman?”: Perceived gendered racial microaggressions experienced by Black women. *The Counseling Psychologist*, 44(5), 758–780.  
<https://doi.org/10.1177/0011000016641193>

- **Israel and Gaza**

- [Council on Foreign Relations—What is U.S. Policy on the Israel-Palestinian Conflict](#)
- [Facing History & Ourselves: Resources to Help K-12 Students](#)



[Understand the Israel– Hamas War](#)

- [Interfaith America: Campuses Should Model Care: Engaging Deep Divides on Israel, Palestine and Beyond](#)

- **White Attitudes, Privilege, and Multicultural Development**

- Atkins, S. L., Fitzpatrick, M. R., Poolokasingham, G., Lebeau, M., & Spanierman, L. B. (2017). Make it personal: A qualitative investigation of White counselors' multicultural awareness development. *The Counseling Psychologist*, 45(5), 669–696.  
<https://doi.org/10.1177/0011000017719458>
- Grzanka, P. R., Frantell, K. A., & Fassinger, R. E. (2020). The White Racial Affect Scale (WRAS): A measure of White guilt, shame, and negation. *The Counseling Psychologist*, 48(1), 47–77.  
<https://doi.org/10.1177/0011000019878808>
- McConnell, E. A., & Todd, N. R. (2015). Differences in White privilege attitudes and religious beliefs across racial affect types. *The Counseling Psychologist*, 43(8), 1135–1161.  
<https://doi.org/10.1177/0011000015610436>
- Schooley, R. C., Lee, D. L., & Spanierman, L. B. (2019). Measuring Whiteness: A systematic review of instruments and call to action. *The Counseling Psychologist*, 47(4), 530–565.  
<https://doi.org/10.1177/0011000019883261>
- Spanierman, L. B., & Smith, L. (2017). Roles and responsibilities of White allies: Implications for research, teaching, and practice. *The Counseling Psychologist*, 45(5), 606–617.  
<https://doi.org/10.1177/0011000017717712> . Major Contribution  
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- **Therapy and Supervision**

- Alan W. Burkard, A. W., Knox, S., Clarke, R. D., Phelps, D. L., & Inman, A. G. (2014). Supervisors' experiences of providing difficult feedback in cross-ethnic/racial supervision. *The Counseling Psychologist*, 42(3), 314-344.  
<https://doi.org/10.1177/0011000012461157>
- Wendt, D. C., Gone, J. P., & Nagata, D. K. (2015). Potentially harmful therapy and multicultural counseling: Bridging two disciplinary discourses. *The Counseling Psychologist*, 43(3), 334-358.  
<https://doi.org/10.1177/0011000014548280> . Major Contribution Table of Contents: <https://journals.sagepub.com/toc/tcpa/43/3>
- Wilcox, M. M., Franks, D. N., Taylor, T. O., Monceaux, C. P., & Harris, K. (2020). Who's multiculturally competent? Everybody and nobody: A multimethod examination. *The Counseling Psychologist*, 48(4), 466-497. <https://doi.org/10.1177/0011000020904709>

- **Telehealth**

- Cooper, S. E., Campbell, L. F., & Barnwell, S. S. (2019). Telepsychology: A primer for counseling psychologists. *The Counseling Psychologist*, 47(8), 1074-1114.  
<https://doi.org/10.1177/0011000019895276>