

## DIVERSITY, EQUITY, INCLUSION

### Identify and find diverse scientists:

[500 Women in Science](#), [Fellowship for the Future](#) supporting women of color in science  
Black AF in STEM: [instagram](#), [twitter](#), [podcast](#) (Ologies episode with Allie Ward w/ TONS of links)  
Black in Genetics: [website](#), [twitter](#)  
Black in the Ivory: [website](#), [twitter](#)  
Black in Microbiology: [website](#), [twitter](#)  
Black in Neuro: [website](#), [twitter](#)  
Black Women in Computational Biology [website](#), [twitter](#)  
[Black Scientists and Engineers](#): list of all the Black in Science/Engineering sites & twitter accounts with contact info  
[Diversify Microbiology](#) database of women and URM scientists, [twitter](#)  
[Underrepresented Racial and Ethnic Minorities in Parasitology](#)  
[Women in Malaria](#) database of diverse women scientists researching malaria, [twitter](#)  
[Women in Parasitology](#) database of diverse women scientists in parasitology, [twitter](#)  
Women in Statistics and Data Science: [2020 conference](#), [twitter](#), [sign up to curate twitter](#)

### General Resources

[ABRCMS](#) (Annual Biomedical Research Conference for Minority Students)  
online resources for [trainees](#) (includes professional development, allyship, grad school application prep), online resources for [faculty](#)

[noglstp.org](#) National Organization of Gay and Lesbian Scientists and Technical Professionals

[sacnas.org](#) Society for Advancement of Chicanos/Hispanics and Native Americans in Science

[Diversity and Inclusion lab posters](#) made by Sammy Katta

[Live captions: Chrome](#) for hearing impaired

[Difficult conversations](#) via Grad Chat (epi w/ Rob Ulrich) YouTube, live streamed June 2020

[Active Bystander e-training module](#) (MIT)

[Online Safe Space training](#) (training and signage)

### Trauma-informed teaching

[Trauma-Informed teaching](#) Chronicle Higher Ed Jun 2020

[Recommendations to help students thrive in times of trauma](#) Inside Higher Ed Jun 2020

[Trauma informed practices for post-secondary education](#) Education Northwest

[Preparing for Fall 2020- resilient pedagogy](#) Grand Valley State Univ (lots of links)

[Inclusive teaching strategies](#) (Chronicle, July 2019)

### Equity/Avoiding biases

[Building Parasitology Communities to Promote Gender Equality](#) Apr 2020 Trends in Parasitology

[Strategies to improve equity in faculty hiring](#) (Dr. Needhi Bhalla, Molec. Biol. of the Cell, Oct 2019)

[Strategies to foster educational equities](#) (Inside Higher Ed, July 2020) lots of helpful links

[Unconscious bias](#) (Imperial College London, 2020)

[Standardized Letter of Recommendation form](#) to request info from trainees

[Better Letter \(Check your LoR for bias\)](#) form via Brian O'Meara

[Gender Bias Calculator](#) online tool to assess gender bias in letters of recommendation

[Avoiding gender bias in reference writing](#) from the University of Arizona Commission on the Status of Women

### **Antiracism resources**

[Anti-racism resources for white people](#) (Google doc)

[5 anti-racist practises for white scholars](#) guestpost on The Professor Is In, June 2020

[Characteristics of white supremacy culture](#) (with actions to take to avoid these) article from [ShowingUpForRacialJustice.org](#)

[Racial microaggressions in science](#) (Dr. Marshall Shepherd, Forbes Mag, Feb 2020)

[Examples of racial microaggressions](#) (Univ. Minnesota School of Public Health website)

[Racial microaggressions in everyday life](#) (pdf Amer. Psychol., 2007)

[Racial microaggressions and the Asian-American experience](#) (Cultural Diversity & Ethnic Minority Psychol., 2007)

[How to be a white ally](#) (Imperial College London, 2020)

[White allyship 101: Resources to get to work](#) (Dismantle Collective post)

[How #BlackInTheIvory got started](#) (racism in academia) from Chronicle of Higher Ed. June 2020

### **LGBTQIA+ Resources**

[Resources for LGBTQIA+ Grad students](#) via PhDBalance.com with International resources

[LGBTQ+ toolkit](#) from Royal Society of Chemistry This kit provides the tools for everyone to take part in positive change: employers, colleagues, and LGBT+ individuals.

[Gender neutral language wiki](#) (covers subject for Chinese, German, Dutch, English, Hindi, Italian, Irish, Japanese, Korean, Norwegian, Polish, Portuguese, Russian, Spanish, Swedish, and Thai languages)

[Trans awareness](#) (Imperial College London, 2020)

[Stonewall Glossary of terms](#) (LGBTQ glossary)