

Resources for inclusivity, diversity, equity, and anti-bias

Making mammalogy more accessible, inclusive, and diverse requires that we spend time learning and unlearning. The American Society of Mammalogist's Inclusivity, Diversity, Equity, and Anti-bias Committee compiled the following list of peer-reviewed papers, online articles, reports, blog posts, podcasts, and more that are focused on inclusivity, diversity, equity, and anti-bias.

Disclaimer: The information presented in the resources below do not necessarily reflect the views of the American Society of Mammalogists, but instead are resources that can encourage and foster thoughtful engagement with these topics.

This list is not exhaustive, and ASM's IDEA Committee will add resources periodically. This website was last updated June 2025. Please report any broken links or additional resources to the committee chairs at asm.idea.committee@gmail.com.

Data and perspectives about diversity, equity, and inclusion

Report: Women, Minorities, and Persons with Disabilities in Science and Engineering. 2017. [Link](#).

A survey conducted by the National Science Foundation and others that provides information about women, minorities, and people with disabilities in science and engineering.

Comment: Scaling back DEI programmes and the loss of scientific talent. 2025. [Link](#).

Data indicates that DEI programs improve creativity, and the loss of these programs will substantially weaken the field's research capabilities.

Peer-reviewed paper: Diversity, equity, and inclusion and the salience of publicly disclosing demographic data in American environmental nonprofits. 2019. [Link](#).

This paper examines environmental organizations to find out how many of them have released diversity data on GuideStar and what factors may influence the disclosure of demographic data.

Peer-reviewed paper: The climate for women in academic science: the good, the bad, and the changeable. 2006. [Link](#).

Sexual harassment and gender discrimination were associated with lower job satisfaction. Strong, intentional departmental leadership can improve working conditions for female faculty.

Peer-reviewed paper: Groups of diverse problem solvers can outperform groups of high-ability problem solvers. 2004. [Link](#).

In this simulation, groups made up of randomly selected problem solvers are better at solving problems than groups made up of only high-ability problem solvers, in part because high-ability problem solvers often become similar.

Peer-reviewed paper: Why are there so few ethnic minorities in ecology and evolutionary biology? Challenges to inclusion and the role of sense of belonging. 2020. [Link](#).

Ecology and evolutionary biology-related fields often lack diverse representation. Among other issues, challenges related to a 'sense of belonging' can be particularly disruptive to inclusion.

Article: The identity crisis of ecological diversity. 2021. [Link](#).

Ecology and conservation-based research is often focused on maintaining and promoting ecological diversity. Ironically, the same group has shown limited progress promoting inclusion and diversity among the researchers. However, both ecological diversity and human diversity have similarly positive outcomes for resilience and community performance.

Blog: Diversity in STEM: what it is and why it matters. 2014. [Link](#).

Diversity, or the differences that exist within groups of individuals, helps the scientific field broadly.

Online article: Problems and progress in TWS plenary speakers. 2022. [Link](#).

Women have given more plenary talks at The Wildlife Society annual conferences in recent years, but they are often invited to talk about diversity, equity, and inclusion, and not necessarily to talk about their professional accomplishments.

Report: Southern Poverty Law Center: The year in hate and extremism 2025. [Link](#).

The Southern Poverty Law Center reported 1,263 hate and extremist groups who influenced government and private sectors to allow the proliferation of white supremacy.

Editorial: Words matter: on the debate over free speech, inclusivity, and academic excellence. 2022. [Link](#).

As diversity and similar initiatives increase in number and prominence, some are concerned about an infringement on free speech. This article suggests taking a view of publishing, accountability, and honors (e.g., eponymous awards) are rooted in understanding that science does not exist in a vacuum and that words have consequences.

Diversity and inclusion in STEM education

Peer-reviewed article: Cultivating inclusive instructional and research environments in ecology and evolutionary science. 2020. [Link](#).

Instructors teaching ecology and evolutionary biology have the opportunity to foster a more inclusive teaching environment by incorporating flexibility into their lesson plans. This paper provides some strategies and resources to promote inclusion in the classroom, laboratory, and in the field.

Peer-reviewed article: Enhancing the impact and inclusivity of research by embracing multilingual science communication. 2023. [Link](#).

The Society for Marine Mammalogy highlights the importance of multilingual science communication and highlights its importance to better communicate to scientists and residents in the region of study.

Peer-reviewed article: Marginality and mattering: Inequality in STEM majors' relationships with higher education practitioners. 2024. [Link](#).

Undergraduate STEM education may unintentionally favor non-minority students. Even when hands-on advising and community-enrichment programs were designed, students from underrepresented groups indicated a feeling of marginalization reinforcing the importance of representation in the field.

Peer-reviewed article: Shaped by intersecting identities: BIPOC women's stories of their study abroad experiences. 2024. [Link](#).

Study-abroad programs represent a potentially foundational experience for aspiring STEM researchers. However, traveling abroad may have unique implications and challenges for racial minorities.

Field work, safety, and labor

Peer-reviewed paper: Best practices to promote field science safety. 2023. [Link](#).

This paper was created in response to a workshop that worked to identify the best practices, make recommendations, and identify resources required to improve prevention, reporting, and response to incidents of harassment at

remote field sites. The resulting report recommends 44 practices, categorized by the resources required for implementation, the time frame of implementation, and the level of organization responsible for implementation.

Peer-reviewed paper: A set of principles and practical suggestions for equitable fieldwork in biology. 2022. [Link](#).

Collaboration, respect, legality, and safety can be pillars that uphold safe and inclusive fieldwork. Supplementary materials include a field safety plan template and scenarios to consider as a group before embarking on field work.

Peer-reviewed article: Field Research: A Graduate Student's Guide. 2021. [Link](#).

Peer-reviewed paper: Signaling safety: characterizing fieldwork experiences and their implications for career trajectories. 2017.

Implementing codes of conduct and having accountability for acting out of line with the code of conduct can improve fieldwork experiences.

Peer-reviewed paper: Safe fieldwork strategies for at-risk individuals, their supervisors and institutions. 2021. [Link](#).

Includes strategies researchers can employ to minimize risk to themselves, and suggestions for how supervisors and wider organizations can support them.

Peer-reviewed paper: Volunteer field technicians are bad for wildlife ecology. 2015. [Link](#).

Although unpaid field technician positions are common in wildlife ecology and similar fields, the proliferation of these positions makes this career inaccessible to people from many backgrounds.

Organization: FieldFutures. [Link](#).

Organization that provides trainings and resources for how to make field work safer.

Organization: TGNC Fieldwork Alliance (TGNC = transgender and gender-nonconforming). [Link](#).

Organization that provides resources and community for transgender and gender nonconforming scientists who conduct field work.

Blog post: What goes into a field safety plan? 2023. [Link](#).

Some National Science Foundation proposals will require a field safety plan as part of the application. This post provides insight on building that field safety plan.

Blog post: Ask a biologist, Cactus Quoll Creations. [Link](#).

Weekly Q&A hosted by a biologist and science communicator.

Organization: Field Inclusive, Inc. [Link](#).

Field Inclusive is an organization that supports field biologists in the natural sciences by addressing social field safety issues related to justice, equity, diversity, and inclusion (JEDI). Their website provides several opportunities and resources to support marginalized field researchers. Field Inclusive, Inc. also offers grants, fellowships, and travel awards.

Gender concerns and progress

Peer-reviewed paper: The changing role of women in North American mammalogy. 1996. [Link](#).

An introduction to the special issue of the *Journal of Mammalogy* highlighting women in mammalogy.

Peer-reviewed paper: The contribution and recognition of women in the field of mammalogy. 2019. [Link](#).

Women have been increasingly participating in mammalogy since the inception of the American Society of Mammalogists. This article reports that ASM has taken active steps to uplift women and make the field more accessible for them, but there are still steps the Society could take.

Peer-reviewed paper: Male principal investigators (almost) don't publish with women in ecology and zoology. 2019. [Link](#).

This paper explores whether female authorship is influenced by gender or institutional location of the last (senior) author or by subfield within ecology.

Race and ethnicity

Peer-reviewed paper: Campus diversity, Jewishness, and antisemitism. 2019. [Link](#).

Although antisemitism is often present on university campuses, this article asserts that administrators, professors, and health professionals are not sufficiently prepared to support Jewish students, and provides suggestions of how to better support and empower Jewish students.

Print article: White privilege: unpacking the invisible knapsack. 1989. [Link](#).

White privilege can be seen as “an invisible package of unearned assets,” which affords certain privileges for individuals who are white or white-passing. This paper provides a definition and examples of white privilege.

Online article: Antisemitism uncovered: a guide to old myths in a new era. 2020. [Link](#).
This article includes definitions of antisemitism and how to recognize it, as well as links to many additional resources.

Peer-reviewed paper: Leveraging individual power to improve racial equity in academia. 2023. [Link](#).

This paper provides action strategies for addressing racial inequity in academia, from the individual to the structural level. The contents of this paper was written in summary of a diversity, equity, and inclusion (DEI) panel during the Society for Behavioral Neuroendocrinology 2022 annual meeting.

Accessibility

Peer-reviewed paper: Making academia more accessible. 2018. [Link](#).

Conferences, meetings, and gatherings are often a large component of successful academic careers, but they are often hard to access for people with disabilities, chronic illness, or who are neurodiverse. This paper shares insights on making gatherings more accessible.

Online article: Making science labs accessible to students with disabilities. 2012. [Link](#).

This article provides suggestions for making accommodations for students/scientists with disabilities, as well as how to structure labs with universal design in mind.

Online article: What is universal design? No date. [Link](#).

This article introduces the concept of universal design, the goal to design environments so they can be as accessible to as many users as possible. This concept can apply to field trips, websites, conferences, and more.

Online article: Making conference presentations more accessible. 2021. [Link](#).

This article provides actionable steps to make conference presentations more accessible.

Advice on being in the field

Blog: Menstruation in the field. 2022. [Link](#).

Advice on how to handle menstruation in the field.

Blog: Field safety! An e-zine by and for trans and queer scientists. 2023. [Link](#).

Advice on being in the field for trans and queer scientists.

Peer-reviewed paper: You are welcome here: a practical guide to diversity, equity, and inclusion for undergraduates embarking on an ecological research experience. 2021.

[Link](#).

Advice on handling many of the elements commonly found in undergraduate research experiences, including field work, imposter syndrome, and communicating with many professionals.

Tips for creating more inclusive work environments

Editorial: Ten simple rules for productive lab meetings. 2021. [Link](#).

Advice on creating and fostering inclusive, productive lab meetings.

Personal experiences

Blog post: The pizza of privilege: my experiences with anti-semitism in academia. 2013. [Link](#).

Personal account from a shark ecologist of being Jewish and experiencing anti-semitism in academia.