



MULTICULTURAL & DIVERSITY AFFAIRS

The Department of Multicultural and Diversity Affairs has put together a list of resources we have found helpful in understanding the complex nature of diversity, equity, inclusion, social justice, and racial justice. This includes readings, videos, websites, professional organizations, podcasts, etc. We hope you find the information informative and helpful, as we approach this work as a journey and not a destination. As society changes, we must be prepared to engage in the uncertainty and challenge ourselves to learn and grow. Education is an on-going, life-long process so we encourage you to use this as a resource and be open to potentially new information presented here. This work is not easy, neat, or step-by-step; in fact, it is messy, hard, and uncomfortable. But it is all necessary to create an environment aligned with our goals as a university, where members of our community have a strengthened sense of belonging and can be successful.

A goal of this resource list is simply to provide a starting point and encourage critical thinking. We want to demonstrate new ways of thinking, not force anyone what to think. Our hope is the thinking and reflection goes beyond one issue or incident, but rather looks at a bigger picture and how issues are interconnected – in other words, systems thinking. Even if you do not fully understand the concepts or agree with everything shared, try to find something to help you learn and grow. This list is also not an endorsement of any way of thinking, a product, or a service, but rather a variety of perspectives and viewpoints related to diversity and inclusion conversations. We reference many platforms and industries including higher education, community-based organizations, business corporations, etc – all available for your consideration.

We encourage you to continue having dialogue and send us any additional resources you think would be helpful to enhance this resource. Also, please let us know if any links are not active so we can update the document. We are aware many of the resources presented are focused on broad concepts of diversity and inclusion, with an emphasis on race and anti-racism, given the current climate. We are working to compile resources that include LGBTQ+ experiences, religious diversity, ability/accessibility, veterans, international students and more. We also recognize there are units across our campus who lead these areas of work, so we encourage utilizing the great resources available here at UF to continue learning.

This is just a start – first we must learn, then act.



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Self-Reflection

Willing to be Disturbed – <http://www.ode.state.or.us/opportunities/grants/saelp/willing-to-be-disturbed.pdf>

Calling In vs Calling Out: <https://everydayfeminism.com/2015/01/guide-to-calling-in/>

Language of Appeasement - <https://www.insidehighered.com/views/2017/03/30/colleges-need-language-shift-not-one-you-think-essay>

Get comfortable with being uncomfortable - <https://www.youtube.com/watch?v=QijH4UAqGD8>

Privileged Identity Exploration (PIE) Model - <https://files.eric.ed.gov/fulltext/EJ899385.pdf>

Race and Anti-Racism Education

Are you an intellectual? Dr. Ibram Kendi UF Commencement Speech - <https://www.youtube.com/watch?v=bTlho5SFDu8>

An Argument Between Racist and Anti-Racist Ideas - Dr. Ibram X. Kendi - <https://www.youtube.com/watch?v=W7zGTx89Ar4>

TedTalks to help you understand racism in America
https://www.ted.com/playlists/250/talks_to_help_you_understand_r

GatorTales (UF's desegregation story) - <https://www.youtube.com/watch?v=U6BU6Vfxw1o&t=6039s>

Being nice is not going to end racism by Dr. Robin DiAngelo - <https://www.youtube.com/watch?v=9Jin7ISV85s>

White people assume niceness is the answer to racial inequality. It's not
<https://www.theguardian.com/commentisfree/2019/jan/16/racial-inequality-niceness-white-people>

Teaching about race, racism, and police violence <https://www.tolerance.org/moment/racism-and-police-violence>

New York Times Op-Docs/Conversations on Race - <https://www.youtube.com/watch?v=IXqfX1y60Gw>

MTV Decoded w/ Franchesca Ramsey -
<https://www.youtube.com/watch?v=KAfcPsiXuFs&index=13&list=PLnvZ3PbKApGM-hHuQ9INc5oSKsusjn0Z6>



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It's Not Your Coworkers' Job to Teach You About Social Issues - <https://hbr-org.cdn.ampproject.org/c/s/hbr.org/amp/2019/07/its-not-your-coworkers-job-to-teach-you-about-social-issues>

NPR – Code Switch: Race and Identity, Remixed - <https://www.npr.org/sections/codeswitch/>

Race & Ethnicity: Crash Course - <https://www.youtube.com/watch?v=7myLqdZhjzo&index=2&list=FLoVtoMYBVFJqIO1x34jacjg>

Center for Racial Justice in Education - <https://centerracialjustice.org/>

The Myth of Race – Debunked: <https://www.youtube.com/watch?v=VnfKgffCZ7U>

NPR: How Black men try to appear non-threatening: <https://www.npr.org/2020/05/07/852319565/sociologist-on-how-black-men-try-to-appear-non-threatening-as-a-defense-mechanis>

PBS Frontline: Jane Elliott: A Class Divided - Brown Eye Blue Eye Experiment https://www.youtube.com/watch?v=1mcCLm_LwpE&feature=youtu.be

PBS Frontline: Separate and Unequal - Exploring the Racial Divide in American Schools <https://www.youtube.com/watch?v=yqNPaQOmtxY>

Anti-Racism Podcasts - <https://www.elle.com/culture/movies-tv/g32732684/anti-racism-podcasts/>

29 Movies, Shows, and Documentaries to Watch to Educate Yourself on Racial Injustice <https://theeverygirl.com/movies-shows-documentaries-racial-injustice/>

Calling in Black - <https://www.youtube.com/watch?v=cpVeUVcFMAU>

A Racial Justice Guide to Thanksgiving for Educators and Families - https://docs.google.com/document/d/1GsIXaUMGplGREqvr9b_Vt-xlzCWrG0nCyKtEVTiug/edit?ts=5a0cc33c&fbclid=IwAR2la8mwxlps0VDSvll--2CJkKq2sUHWD4fv7_ENFqTxhoTa41VewU4pvjo

Recognizing Race in Language: Why We Capitalize “Black” and “White” https://cssp.org/2020/03/recognizing-race-in-language-why-we-capitalize-black-and-white/?fbclid=IwAR3MT99mJRTY6lV5lRf2uh1lZPsgwa4L55DHruz9Y348reW1JE2_ooPg6xM

Institutionalized Racism: A Syllabus - How can we help students understand George Floyd's death in the context of institutionalized racism? <https://daily.jstor.org/institutionalized-racism-a-syllabus/>



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Anti-Racism Resources https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirITwCTugSfKie5Fs/mobilebasic?fbclid=IwAR0btc4Abhcp8T0DTRNjaAVVYvTDqQYAGLoLNhckRf7LKHdnDTHLMf7KyX8

The Anti-Racist Starter Pack: 40 TV Series, Documentaries, Movies, TED Talks, and Books to Add to Your List https://parade.com/1046031/breabaker/anti-racist-tv-movies-documentaries-ted-talks-books/?fbclid=IwAR0-BaN4p1JHUmzVtrFHLuy5BP1vkyUZlaA33rT2_FpttIzaBeFnb_nvTEE

Combating Racism – How you can get involved from the UF Graham Center Fellows - <https://medium.com/@grahamcenterfellows/combating-racism-how-you-can-get-involved-9176748bc1e3>

Joy and Self-Care as Resistance

Cultivating hope through acts of affirmation <https://www.psychologytoday.com/us/blog/healing-through-social-justice/201911/radical-self-care-in-the-face-mounting-racial-stress>

UF WELLS Healing and Research Collective - <https://people.clas.ufl.edu/della-mosley/research/>

Teaching for Joy and Justice
http://rethinkingschools.aidcvt.com/publication/tfjj/tfjj_intro.shtml

Radical Self-Care in the Face of Mounting Racial Stress:
Plan your Joy w/ Michelle Obama (47:20) - <https://www.youtube.com/watch?v=UbpNGJis9bs>

10 Smart Self-Care Tips to Avoid Stress and Increase Joy
<https://www.psychologytoday.com/us/blog/anxiety-zen/201602/10-smart-self-care-tips-avoid-stress-and-increase-joy>

Creating Joy in your Workplace
<https://www.forbes.com/sites/rodgerdeanduncan/2019/02/27/creating-joy-in-your-workplace/#6d209a701b63>

Self-Care: A Help Guide - <https://www.harleytherapy.co.uk/self-care-a-help-guide.htm>



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Inclusion in the classroom

Does Diversity Make a Difference - <http://teach.ufl.edu/wp-content/uploads/2016/07/DIVREP.pdf>

Reconsidering the Inclusion of Diversity in the Curriculum - <https://www.aacu.org/diversitydemocracy/2014/fall/nelson-laird>

Inclusive Teaching Strategies - <https://cft.vanderbilt.edu/guides-sub-pages/increasing-inclusivity-in-the-classroom/>

Literature Overview: Diversity, Inclusion, and Cultural Awareness for Classroom and Outreach Education - http://teach.ufl.edu/wp-content/uploads/2016/07/ARP_DiversityInclusionCulturalAwareness_Overview.pdf

8 actions to reduce racism in college classrooms - <https://www.aaup.org/article/eight-actions-reduce-racism-college-classrooms#.WoYWSajwa70>

Decolonize your Syllabus: <https://liberatedgenius.com/2018/decolonize-your-syllabus/>

How Culturally Responsive Lessons Teach Critical Thinking: Rigor and cultural responsiveness are not mutually exclusive - <https://www.tolerance.org/magazine/spring-2020/how-culturally-responsive-lessons-teach-critical-thinking?fbclid=IwAR1CeW1mB3b9VMmZ5J-fTy01np2Rp26V46crgF34KTa8Zk8wGT5CNgmwCxY>

Facilitating Dialogue

Difficult Dialogues - <https://cft.vanderbilt.edu/guides-sub-pages/difficult-dialogues/>

Cornell University "I" Statements Podcast - <https://idp.cornell.edu/podcast/>

Program on Intergroup Dialogue (University of Michigan) - <https://igr.umich.edu/working-paper-series>

AACU Engaging Diversity for Personal and Social Responsibility - <https://www.aacu.org/publications-research/periodicals/evaluating-intergroup-dialogue-engaging-diversity-personal-and>

Preventing and Addressing Incivility in the Classroom: <https://igr.umich.edu/article/video-preventing-and-addressing-incivility>



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Inclusive Leadership

Multicultural Organization Development Model - <https://naaee.org/sites/default/files/mcodmodel.pdf>

Intercultural Development Inventory - <https://idiinventory.com/>

Deloitte – Six signature traits of inclusive leadership - <https://www2.deloitte.com/insights/us/en/topics/talent/six-signature-traits-of-inclusive-leadership.html>

Deloitte – D&I 8 Powerful Truths: <https://www2.deloitte.com/insights/us/en/deloitte-review/issue-22/diversity-and-inclusion-at-work-eight-powerful-truths.html>

Ten Strategies to Intentionally Use Group Work to Transform Hate, Facilitate Courageous Conversations, and Enhance Community Building.

https://docs.wixstatic.com/ugd/513c96_fe59b76c04b040f8bb17f653b3092b10.pdf

Understanding Unconscious/Implicit Bias

Project Implicit - <https://implicit.harvard.edu/implicit/>

4 steps for busting unconscious bias - <https://www.youtube.com/watch?v=K-n7el87Dmo>

Your Unconscious Bias Trainings Keep Failing Because You're Not Addressing Systemic Bias - <https://www.forbes.com/sites/janicegassam/2020/12/29/your-unconscious-bias-trainings-keep-failing-because-youre-not-addressing-systemic-bias/>

New York Times – Who, Me? Biased? - <https://www.nytimes.com/video/us/100000004818663/peanut-butter-jelly-and-racism.html?playlistId=100000004821064>

Intersectionality

Kimberle Crenshaw (TED Talk): The Urgency of Intersectionality - https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality

Intersectionality (video to address misuse of the term/concept) - <https://www.youtube.com/watch?v=8Hi6W95-fac&feature=youtu.be>

Cite Black Women Collective - <https://www.citeblackwomenscollective.org/>



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Allyship and Action

UF – CWC Best Allyship Movement - <https://counseling.ufl.edu/resources/bam/>

5 Tips for Being an Ally - <https://www.youtube.com/watch?v=dg86g-QIM0>

Social Action, Leadership, and Transformation Model - <https://lsa.umich.edu/ncid/news-events/all-news/search-news/salt-model.html>

Allyship - The Key To Unlocking The Power Of Diversity - <https://www.forbes.com/sites/shereatcheson/2018/11/30/allyship-the-key-to-unlocking-the-power-of-diversity/#1b34fe0f49c6>

Understanding Microaggressions

Microaggressions - <https://www.youtube.com/watch?v=hDd3bzA7450>

The danger of a single story | Chimamanda Ngozi Adichie - <https://www.youtube.com/watch?v=D9lhs241zeg>

Microaggressions Are A Big Deal: How To Talk Them Out And When To Walk Away - <https://www.npr.org/2020/06/08/872371063/microaggressions-are-a-big-deal-how-to-talk-them-out-and-when-to-walk-away>

Websites

Center for the Study of Social Policy - <https://cssp.org/>

Diversity Best Practices - <https://www.diversitybestpractices.com/>

Cultural Intelligence Center - <https://culturalq.com/>

Diverse – Issues in Higher Education - <http://diverseeducation.com/>

The Diverse Democracy and Higher Education Project - <https://www.democracyandhighered.org/>

INSIGHT into Diversity - <http://www.insightintodiversity.com/>

Inside Higher Ed – Diversity Matters - https://www.insidehighered.com/news/focus/diversity?utm_source=ihe&utm_medium=editorial-site&utm_content=header-link



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Proactive Inclusivity - <http://teachinginhighered.com/podcast/proactive-inclusivity/>

Southern Poverty Law Center - <https://www.splcenter.org/>

Teaching Tolerance (K-12 education) Professional Development Webinars - <https://www.tolerance.org/professional-development/webinars>

Diversity Best Practices: <https://www.diversitybestpractices.com/>

AACU Diversity Equity and Student Success Webinar - <https://www.aacu.org/diversity-equity-and-student-success>

Professional Associations

National Association for Multicultural Education - <https://nameorg.org/index.php>

National Conference on Race and Ethnicity in Higher Education (NCORE) - <https://www.ncore.ou.edu/en/>

National Association of Diversity Officers in Higher Education - <https://www.nadohe.org/>

NASPA Multicultural Institute - <https://www.naspa.org/events/2019NMI>

Social Media Accounts

Teaching for Change @teachingchange
Teachers for Justice @TeachForJustice
Social Justice Books @sojustbooks
Zinn Ed Project @ZinnEdProject
Rethinking Schools @RethinkSchools
Facing History @facinghistory
Social Innovation @SSIRReview
UF Center for Public Interest Communications @RealGoodCenter
NADOHE (Chief Diversity Officers) @NADOHE_
Teaching Tolerance @Tolerance_org
National Center for Institutional Diversity @UMichNCID
Teachers College Record @TCRecord
All Y'all @AllYallEdu
Intersectionality Matters with Kimberlé Crenshaw @IMKC_podcast
NPR's Code Switch @NPRCodeSwitch
Showing Up for Racial Justice @ShowUp4RJ
The Leadership Conference @civilrightsorg



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The Conscious Kid @consciouskidlib
Race Forward @RaceForward
BlackWomensBlueprint @BlackWomensBP
Audre Lorde Project @audrelorde
Henry Louis Gates Jr @HenryLouisGates
Equal Justice Initiative @eji_org
Samuel Proctor Oral History Program @SPOHP

Additional Resources

Language of Inclusion glossary: <https://www.jameswantstoknowyou.com/language-of-inclusion/>

Latinx in Academe - <https://www.insidehighered.com/advice/2017/09/22/scholar-describes-his-rage-about-diversity-work-campuses-essay>

Anti-Defamation League Resource Guide - <https://www.adl.org/education-and-resources/resource-knowledge-base>

Six Podcasts D&I Practitioners Will Love: <https://www.diversitybestpractices.com/six-podcasts-diversity-practitioners-will-love?DBP.ENE.DIN.000.000.V00000.20200129>

Social Justice Training Institute - <http://www.sjti.org/>

Dr. Jamie Washington: The Washington Consulting Group: <http://washingtonconsultinggroup.net/>

Dr. Kathy Obear: The Center for Transformation and Change - <https://drkathyobear.com/>

Dr. Joy DeGruy: <http://joydegruy.com/>

Diverse Hiring Practices:

https://provost.uiowa.edu/sites/provost.uiowa.edu/files/wysiwyg_uploads/Search%20Committee%20Practices%20to%20Advance%20Equity.pdf

Mentorship w/ Dr. Juan Gilbert -

https://iu.mediaspace.kaltura.com/media/MentoringA+Investing+in+Future+Stem+Leaders+with+Dr.+Juan+Gilbert/1_3zs3eokg

Must-Watch TED Talks That Tackle Diversity and Inclusion

https://www.diversitybestpractices.com/must-watch-ted-talks-that-tackle-diversity-and-inclusion?fbclid=IwAR1zb1A6DY82Np-V3h0QKirJg3u8Wltefz9CY_At9qfMB7RCBvUPW9Njecs