Resources for Promoting Diversity, Equity, and Inclusion
Department of Integrative Biology

What are these resources for?
- Helping students find support & help
- Helping students find community
- Helping recruit and retain underrepresented minority students in the sciences
- Teaching ALL department members
  - How to fight bias
  - How to recognize racism/discrimination
  - How to teach a diverse community

Equity, Diversity and Implicit Bias
- UW-Madison Equity and Diversity hub, including a searchable database of diversity and inclusion programs, reports, news and events on campus [https://diversity.wisc.edu/]
- UW-Madison Land Acknowledgement statement [https://prc.wisc.edu/home/land-acknowledgement/]
- UW-Madison Bias or Hate Reporting [https://doso.students.wisc.edu/report-an-issue/bias-or-hate-reporting/]
- Harvard’s Implicit Bias tests [https://implicit.harvard.edu/implicit/takeatest.html]
- Race, ethnicity, and NIH research awards [https://science.sciencemag.org/content/333/6045/1015.full]
- Research Culture: Career choices of underrepresented and female postdocs in the biomedical sciences [https://elifesciences.org/articles/48774]

Inclusive Teaching
- UW-Madison Inclusive Teaching [https://teachlearn.provost.wisc.edu/inclusive-teaching/]
- Teaching Assistant Association (TAA) diversity resources [https://taa-madison.org/diversity-resources/]
- Inclusive Teaching from Life Sciences Education [https://www.lifescied.org/doi/10.1187/cbe.19-01-0021]
- Pew Research Center article with Nation-wide demographics of faculty and students in academia [https://www.pewresearch.org/fact-tank/2019/07/31/us-college-faculty-student-diversity/]
- The Science of Effective mentorship in STEM: [https://www.nap.edu/resource/25568/interactive/]
- Science & Engineering Leadership Initiative - Resources for students with disabilities and classroom/lab accessibility [https://sites.udel.edu/seli-ud/resources/]
- Disability Visibility Podcast: [https://disabilityvisibilityproject.com/podcast/]

LGBTQIA+
- UW-Madison Gender and Sexuality Campus Center education, outreach, advocacy, and resources for LGBTQIA+ [https://lgbt.wisc.edu/]
- Pronouns Matter guide [https://lgbt.wisc.edu/education/pronouns-matter/]
- Using gender-neutral pronouns in academic writing [https://writing.wisc.edu/handbook/grammarpunct/genderneutralpronouns/]
- LGBT Science and Research Resources from the American Psychological Association [https://www.apadivisions.org/division-44/resources/research]

Ideas for Inviting Speakers
- [https://500queerscientists.com/]
- [https://500womenscientists.org/]
- [http://crosstalk.cell.com/blog/100-inspiring-black-scientists-in-america]
- [http://crosstalk.cell.com/blog/100-more-inspiring-black-scientists-in-america]
Advancing an Anti-Racist Agenda

- UW-Madison Resources for White Allies https://diversity.wisc.edu/resources-for-white-allies/
- Anti-Racist Lab Toolkit from Stanford Biology Department https://docs.google.com/document/d/1VrmpmRi6bXEtqFgbAlFqAC2AbvV762Aax3Rdm2gFI/edit
- Patching the Leaks: Revitalizing and Reimagining the STEM Pipeline https://www.sciencedirect.com/science/article/pii/S0092867420312265

- A call to increase funding to Black scientists https://www.cell.com/cell/fulltext/S0092-8674(21)00011-8
- Strategies to improve equity in faculty hiring https://www.molbiolcell.org/doi/full/10.1091/mbc.E19-08-0476
- Equity Reading List from Bhalla Lab https://www.bhallalab.com/equity-reading-list
- Essay by Prof. Jasmine Roberts (Ohio State Univ) with 10 tangible actions to fight White Supremacy in Academia https://medium.com/the-faculty/white-academia-do-better-fa96cede1fc5
- Anti-Racist resources from Greater Good Science Center https://greatergood.berkeley.edu/article/item/antiracist_resources_from_greater_good?
- Ten simple rules for building an antiracists lab https://journals.plos.org/ploscompbiol/article?id=10.1371/journal.pcbi.1008210
- “Confronting Bias in Scientific Culture Symposium and Strategies to Lessen Biases in Science Workshop” Society for Developmental Biology https://www.youtube.com/watch?v=Ah8SDsAqLGA
- Research: Decoupling of the minority PhD talent pool and assistant professor hiring in medical school basic science departments in the US https://elifesciences.org/articles/21393
- Essay by Namandje Bumpus on racism in academia https://www.nature.com/articles/d41586-020-02203-w

Community Building Groups at UW-Madison

- Affinity Group Gatherings https://diversity.wisc.edu/affinity-group-gatherings/
- LGBTQ student and professional group list from Gender and Sexuality Campus Center https://lgbt.wisc.edu/get-involved/students-orgs/
- Multicultural Student Center https://msc.wisc.edu/
- Wisconsin Involvement Network has a searchable database of campus organizations and events https://win.wisc.edu/

Connecting Undergraduates to Science Opportunities

- UW-Madison Undergrad Research: https://teachlearn.provost.wisc.edu/undergraduate-research/
- UW-Madison McNair Scholars Program: prepares undergraduate students for doctoral studies through research and other scholarly activities. McNair participants are either first-generation college students with financial need, or members of a group that is traditionally underrepresented in graduate education and have demonstrated strong academic potential https://mcnair.wisc.edu/
- Científico Latino: mentorship for Latinx/anyone seeking help for successfully applying to bio/biomed grad schools https://www.cientificolatino.com/gsmi
- Leadership Alliance: promoting and supporting underrepresented scholars across the educational continuum and into professional research careers https://theleadershipalliance.org/
- Microbiology Fellowships for Undergraduate Students, American Society for Microbiolog: paid summer research at home institution https://asm.org/Fellowships/Undergraduate-Research-Fellowship
- National Summer Undergraduate Research Project (NSURP): community-driven initiative to create rewarding remote summer research opportunities for BIPOC undergraduate students in the microbial sciences https://nsurp.org/
- Project Short: pre-med and pre-grad mentoring https://www.project-short.com/