

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/>
- Essay by David Asai about teaching [https://www.cell.com/cell/pdf/S0092-8674\(20\)30337-8.pdf](https://www.cell.com/cell/pdf/S0092-8674(20)30337-8.pdf)
- 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/1VrmpmtRi0xEXrQfqbAIFqAC2AbqV762Aax3Rdm2qfFI/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](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 antiracist lab <https://journals.plos.org/ploscompbiol/article?id=10.1371/journal.pcbi.1008210>
- “Diversity in the Biomedical Sciences: What, Why, Where, and How We Move Forward - K Gibbs”, American Science for Cell Biology EMBO 2019 Meeting https://www.youtube.com/watch?v=H_zBZwpANAK
- “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/student-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/>
- Cientifico 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/>
- NIH Short-Term Research Experience for Underrepresented Persons (STEP-UP) <https://www.niddk.nih.gov/research-funding/research-programs/diversity-programs/research-training-opportunities-students/short-term-research-experience-underrepresented-persons-step-up?dkrd=lqapp0001>
- Project Short: pre-med and pre-grad mentoring <https://www.project-short.com/>