This is a collection of tools and resources for faculty and their ongoing work in creating and maintaining equity-focused classrooms, curriculum, and research labs. Through building awareness and understanding, assessing for equity in our pedagogy and research, and redesigning our curriculum to reflect equity in all its forms, we become better teachers, mentors, researchers and writers. This collection includes book suggestions, website resources, articles, and equity-based tools to help us not only in our own work, but also in walking alongside students and colleagues to move our colleges and universities toward uncompromising inclusion, diversity, and belonging. Although this collection is not exhaustive, the hope is that faculty across Illinois find assistance engaging in equity work through the use of these resources.

**Awareness and Reflection**

Talking About Race – National Museum of African American History and Culture, Smithsonian

This site provides an initial step into racial awareness and understanding for educators, with links for deeper dives into Whiteness, Oppression and Antiracism

Equity Mindedness – USC Center for Urban Education (Estela Mara Bensimon, director)

Although this link is to the Equity Mindedness landing page, the site includes research, publications and tools such as USC’s Equity Scorecard

Race and Research Center – USC Center for Urban Education

A collection of links for opportunities to empower faculty to strategically develop and achieve equity goals

White Academia: Do Better, by Jasmine Roberts-Crews

Provides a starting point for academics interested in beginning anti-racism work with links for tools and resources

Culturally Relevant Pedagogy: A Model To Guide Cultural Transformation in STEM Departments by Angela Johnson and Samantha Elliott

Article on cultural transformation in STEM departments from the Journal of Microbiology and Biology Education

The PULSE Diversity Equity and Inclusion Rubric

Published in the Journal of Microbiology and Biology Education

Campus Climate Survey Recommendation – California State University San Marcos

A review of DEI campus climate surveys for students, faculty, staff and administration
Be Anti-Racist: A Journal for awareness, reflection and action. By Ibram X. Kendi

The Anti-Racist Deck: 100 meaningful conversations of power, equity and justice. By Ibram X. Kendi

Do the Work!: An Anti-racist Activity Book. By Kamau W. Bell and Kate Schatz

Belonging

Teaching First Generation College Students – Vanderbilt University Center for Teaching

A primer authored by Ben Galina covering topics such as inclusion, achievement deficits, and classroom principles and practices

Increasing Inclusivity in the Classroom – Vanderbilt University Center for Teaching

A teaching guide from Andrew Greer focusing on the importance of inclusivity in the classroom, examples of inclusive teaching, and additional resources

Design for Belonging: How to build inclusion & collaboration in our communities. By Susie Wise (Stanford d. school guide)

This link is for the book, but also includes a host of resources and tools for creating belonging in communities

College Belonging: How first-year and first-generation students navigate campus life. By Lisa Nunn

A critical look at colleges’ and universities’ efforts to foster a sense of belonging

College Students’ Sense of Belonging: A Key to Educational Success for all Students. By Terrell Strayhorn

This book explores how belonging differs based on students’ social identities, such as race, gender, sexual orientation, or the conditions they encounter on campus

Curriculum, Syllabus and Assessment

How to Center DEI in Teaching – Eberly Center for Teaching Excellence and Education Innovation (Carnegie Mellon)

Concrete strategies and examples for how to intentionally enhance Diversity, Equity and Inclusion (DEI) in teaching highlighting learning objectives, course content and assessment, active learning, and discussion

Assessments in Course Design – Eberly Center for Teaching Excellence and Education Innovation (Carnegie Mellon)

Examples and considerations implementing equity in course assessments

Inclusive Pedagogy – University of Denver Office of Teaching and Learning

An inclusive pedagogy module providing tools to begin pivoting toward this holistic and transformative way of teaching and learning. It includes syllabus statements using inclusion and equity. From this site many additional guides and resources are accessed
Teaching Race: Pedagogy and Practice – Vanderbilt University Center for Teaching

This guide summarizes some of the common challenges instructors may encounter teaching race and offers pedagogical principles along with possible strategies for implementing in the classroom.

Learning for Justice: Classroom Resources – Southern Poverty Law Center

Collection of classroom resources that can be filtered based on school grade and topic. Although these resources focus on K-12, they still offer useful applications for higher education.

Applying the Equity Matrix – Harper College Academy for Teaching Excellence

Interactive online tool providing faculty specific and comprehensive tools for teaching.

Culturally Responsive Curriculum Scorecard – NYU Steinhardt

A framework for assessing and evaluating curriculum through a cultural equity lens.

33 Simple Strategies for Faculty: A week-by-week resource for teaching first-year and first-generation students. By Lisa Nunn

A guidebook giving faculty concrete exercises and tools they can use both inside and outside the classroom to effectively bolster the academic success and wellbeing of first-year and first-generation students.

Research

Ten simple rules for building an antiracist lab. By V. Bala Chaudhary and Asmeret Asefaw Berhe

This article presents 10 rules to help labs develop antiracists policies and action in an effort to promote racial and ethnic diversity, equity, and inclusion in science.

Talking about Race and Inequity in Science: Guide for Faculty – UCSF Graduate Faculty Development Program

Talking about Race and Inequity in Science: Guide for Students & Postdocs – UCSF Graduate Faculty Development Program

These two guides listed above offer concrete ideas for engaging in dialogue about race, while also acknowledging that these conversations cannot be approached monolithically, or without considering context and power dynamics.

DEI Primer – UCSF Graduate Division

This primer seeks to establish groundwork that is essential to empower research faculty to be active, committed participants in diversity work.
DEI Professional Development Models and Frameworks

Enacting Equity Series, Equity Teaching Academy, Equity Policies and Practices

Harper College has made available many syllabi and post-session recordings of their professional development offerings in DEI and equity topics

Inclusive Excellence DEI Competencies – Colorado State University

This site includes a comprehensive list of DEI competencies as well as an assessment tool

Racial Equity Toolkit – Government Alliance

Provides a framework for awareness and assessment that can be used to build and evaluate higher education equity initiatives

The Teaching Tolerance Social Justice Standards: A professional development facilitator guide