

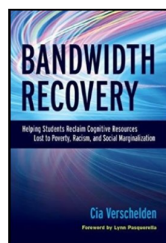
Want to learn more?

Diversity and Inclusion Resources



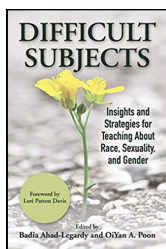
Center for Inclusive Teaching and Learning
University College
University of Wisconsin-Stevens Point

BOOKS ABOUT DIVERSITY AND HIGHER EDUCATION



Bandwidth Recovery: Helping Students Reclaim Cognitive Resources Lost to Poverty, Racism, and Social Marginalization (2017) by Cia Verschelden

This recent (short!) book efficiently covers a wide swath of the research on student diversity and learning and includes practical applications for improving educational practices.



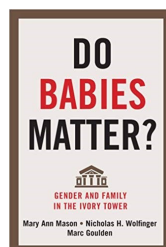
Difficult Subjects: Insights and Strategies for Teaching about Race, Sexuality, and Gender (2018) edited by Badia Ahad-Legardy and Oi Yan A. Poon

This book is a collection of essays from college-level instructors across ranks, disciplines, and institution types offering various approaches for bringing “difficult subjects,” such as devastating world events and social injustice into their courses.



Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do (2011) by Claude M. Steele

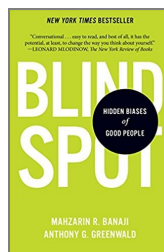
In this book, author Claude M. Steele, an academic social psychologist, walks readers through his research on race- and gender-based achievement gaps in higher education, ultimately laying out large- and small-scale changes that can be made to mitigate the damaging effects of “stereotype threat.”



Do Babies Matter? Gender and Family in the Ivory Tower (2013) by Mary Ann Mason, Nicholas H. Wolfinger, and Marc Goulden

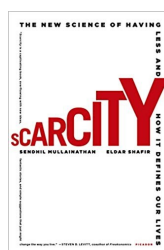
This book explores gender and the American professoriate, looking specifically at how gender and parental status interact to affect promotion, salary, and retirement for today’s faculty. The authors conclude with clear strategies to create more equitable, family-friendly institutions at every career stage.

BOOKS ABOUT DIVERSITY IN GENERAL



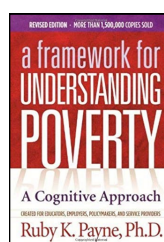
Blindspot: The Hidden Biases of Good People (2016) by Mahzarin R. Banaji and Anthony G. Greenwald

Written by two of the researchers behind the Implicit Association Test, *Blindspot* explores the multitude of biases that shape the behaviors of even the best-intentioned people. The aim of the book is to provide readers enough awareness and strategies for adapting their behaviors that they can dilute the effects of their unintentional biases.



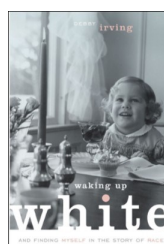
Scarcity: The New Science of Having Less and How It Defines Our Lives (2014) by Sendhil Mullainathan and Eldar Shafir

The authors explore how dealing with a scarcity of resources creates a distinct psychology for people who struggle to live with less than they need, ultimately helping readers to better understand how they can manage scarcity in their own lives as well as in the environments they work in order to thrive.



A Framework for Understanding Poverty: A Cognitive Approach, Revised Edition (2014) by Ruby K. Payne

This book explores how poverty affects the cognitive patterns and functions of those who deal with it in their everyday lives. It provides insight into the community and learning patterns that help break the poverty cycle, as well as examples of academic and other kinds of interventions that can have positive effects.



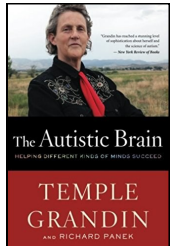
Waking Up White, and Finding Myself in the Story of Race (2014) by Debby Irving

In this readable and humbling memoir, Debby Irving walks readers through how she, despite being anti-racist, came to understand the ways that her identity as a white woman sometimes hindered her best intentions to reach out and connect to people of color. She offers concrete strategies, resources, and lessons learned the hard way for her readers.





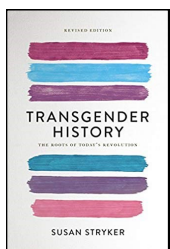
BOOKS ABOUT DIVERSITY IN GENERAL CONTINUED



The Autistic Brain: Helping Different Kinds of Minds Succeed (2014) by Temple Grandin and Richard Panek

Grandin, arguably the most famous person with autism, weaves personal stories with neuroimaging and genetic research to help explain how autism works, and how kids with autism bring

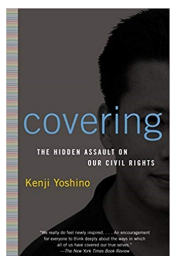
unique strengths that are under-utilized and ripe for recognition.



Transgender History: The Roots of Today's Revolution, Revised Edition (2017) by Susan Stryker

In this updated classic transgender history text, long-time scholar and activist Stryker chronologically covers the last century of transgender history in the United States.

The text includes sidebars of important events and documents, as well as biographies, excerpts from memoirs, and discussions of transgender characters in popular culture.



Covering: The Hidden Assault on Our Civil Rights (2007) by Kenji Yoshino

Yoshino uses his own experiences as a gay Asian American man and a legal scholar to explore how people downplay or “cover” their stigmatized attributes in their everyday lives. Yoshino ultimately makes the case that, until civil liberties law can accommodate the harms of forcing

the appearance of sameness—something with which nearly everyone struggles in some way—it will fail to produce equity.

ONLINE RESOURCES

DIFFICULT DIALOGUES

The University of Alaska at Anchorage hosts a website chock full of resources for higher education professionals called “Difficult Dialogues.” There are many hands-on strategies and resources for using difficult topics in the classroom, as well as ideas for university leaders on how to enable and enhance civil discourse at their institutions more broadly.

THE KIRWAN INSTITUTE FOR THE STUDY OF RACE AND ETHNICITY AT OHIO STATE

The Kirwan Institute maintains a regularly updated website that includes recent scholarly research on implicit bias, especially around race and ethnicity.

PROJECT IMPLICIT

Project Implicit is a non-profit organization that grew out of now decades-old research on implicit bias. Project Implicit offers several Implicit Association Tests, as well as consulting services, workshops, and lectures on implicit bias, diversity, and inclusion.

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