

# EQUITY TOOLS & RESOURCES

## *for faculty engagement*

IBHE Faculty Advisory Council

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*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 Antiracist 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

[A New Decade for Assessment: Embedding Equity into Assessment Praxis – NILOA](#)

An occasional paper highlighting questions, insights, and future directions for the decade ahead by exploring what equitable assessment is and is not; the challenges and barriers to equitable assessment work; where the decade ahead may lead; and next steps in the conversation on equity and assessment.

### [Equity and Assessment: Moving Towards Culturally Responsive Assessment – NILOA](#)

This paper explores the relationship between equity and assessment, addressing the question: how consequential can assessment be to learning when assessment approaches may not be inclusive of diverse learners?

### [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

### [Cultural Competence NOW: 56 exercises to help educators understand and challenge bias, racism, and privilege.](#) By Vernita Mayfield

A book directed toward K-12 educators, but provides a structure to begin conversations about race, culture, bias, privilege, and power. It includes worksheets and easily applicable activities in building cultural competency.

## **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 antiracist 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

[Courageous Conversations about Race: A field guide for achieving equity in schools and beyond](#). By Glenn E. Singleton

This book outlines a framework to help educators deepen their personal understanding of race and its impact on all students. It is a guide to applying strategy and protocol in courageous conversations about race. A [facilitator's guide](#) is also available for institutions desiring to develop training.

[The Teaching Tolerance Social Justice Standards: A professional development facilitator guide](#)