



Inclusion Diversity Equity Access



IDEA that Moves Us!

The University of Florida Health Science Center Inclusion, Diversity, Equity and Access (IDEA) Advisory Council, and the UF Health Diversity Council have put together a list of resources, from the University of Florida Department of Multicultural and Diversity Affairs, other academic institutions and nationally/regionally recognized experts on the IDEA topics. While these resources are many, it is not an exhausted resource list, you will find references to other material and are encouraged to explore topics as they interest you to expand your knowledge and awareness. We hope to be helpful in understanding the complex nature of IDEA, social justice, and racial justice, the impact on professional environments, personal environments and internal reflection.

Some of this information may be new, some a refresher, either could be. We appreciate your willingness to explore these topics as we learn to celebrate our differences to achieve an environment, where everyone has strong sense of belong and together we can be our best to achieve our mission.

We welcome your feedback. This document will be updated frequently, share your sources and check back for new references to explore! This is just the start!

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ALLYSHIP AND ACTION

Chescaleigh **(Video)** 5 Tips for Being an Ally by Chesca Leigh
<https://www.youtube.com/watch?v=dg86g-QIM0>

Forbes **(Article)** Allyship - The Key to Unlocking The Power Of Diversity by Sheree Atcheson
<https://www.forbes.com/sites/shereeatcheson/2018/11/30/allyship-the-key-to-unlocking-the-power-of-diversity/#76bf992149c6>

National Institute for Transformation and Equity **(Article)** Social Action, Leadership, and Transformation (SALT) Model by Samuel Museus, Nue Lee, Kevin Calhoun, Laura Sanchez-Parkinson, & Marie Ting [https://lsa.umich.edu/content/dam/ncid-assets/ncid-documents/publications/Museus%20et%20al%20\(2017\)%20SALT%20Model%20Brief.pdf](https://lsa.umich.edu/content/dam/ncid-assets/ncid-documents/publications/Museus%20et%20al%20(2017)%20SALT%20Model%20Brief.pdf)

FACILITATING DIALOGUE

AACU **(Article)** Evaluating Intergroup Dialogue: Engaging Diversity for Personal and Social Responsibility by Biren A. Nagda, Patricia Gurin, Nicholas Sorensen and Ximena Zuniga
<https://www.aacu.org/publications-research/periodicals/evaluating-intergroup-dialogue-engaging-diversity-personal-and>

Cornell University **(Podcast)** "I" Statements
<https://idp.cornell.edu/podcast/>

University of Michigan **(Consolidated List of Resources)** Working Paper
<https://igr.umich.edu/working-paper-series>

Vanderbilt University **(Website)** Difficult Dialogues
<https://cft.vanderbilt.edu/guides-sub-pages/difficult-dialogues/>

INCLUSIVE LEADERSHIP

ASGW **(Article)** Ten Strategies to Intentionally Use Group Work to Transform Hate, Facilitate Courageous Conversations, and Enhance Community Building by Lorraine J. Guth, Amy Nitza, Brittany L. Pollard, Ana Puig, Christian D. Chan, Hopeton Bailey, & Anneliese A. Singh
https://docs.wixstatic.com/uqgd/513c96_fe59b76c04b040f8bb17f653b3092b10.pdf

Deloitte **(Article)** Six Signature Traits of Inclusive Leadership by Juliet Bourke and Bernadette Dillion

JOY AND SELF-CARE AS RESISTANCE

Forbes **(Article)** Creating Joy in your Workplace by Rodger Dean Duncan
<https://www.forbes.com/sites/rodgerdeanduncan/2019/02/27/creating-joy-in-your-workplace/#6d209a701b63>

Obama Foundation **(Video)** Michelle Obama and Julia Roberts in Conversation with Deborah Henry
<https://www.youtube.com/watch?v=UbpNGJis9bs>

Psychology Today **(Article)** Radical Self-Care in the Face of Mounting Racial Stress: Cultivating Hope through Acts of Affirmation by Grace A. Chen, Helen A. Neville, Jioni A. Lewis, Hector Y. Adames, Nayeli Y. Chavez-Duenas, Della V. Mosley, & Bryana H. French
<https://www.psychologytoday.com/us/blog/healing-through-social-justice/201911/radical-self-care-in-the-face-mounting-racial-stress>

Psychology Today **(Article)** 10 Smart Self-Care Tips to Avoid Stress and Increase Joy: The Practice of Self-Initiated Acts of Kindness by Linda Esposito, LCSW
<https://www.psychologytoday.com/us/blog/anxiety-zen/201602/10-smart-self-care-tips-avoid-stress-and-increase-joy>

<https://www2.deloitte.com/insights/us/en/topics/talent/six-signature-traits-of-inclusive-leadership.html>

Intercultural Development Inventory **(Article)** The Roadmap to Intercultural Competence Using the IDI
<https://idiinventory.com/>

NAAEE **(Article)** Developing Multicultural Organizations: A Change Model By Evangelina Holvino, Ed. D.
<https://naaee.org/sites/default/files/mcodmodel.pdf>

RACE AND ANTI-RACISM EDUCATION

AMA **(Video)** Ethics Talk: Antiracism, Health Equity, and a Post-COVID Future
<https://edhub.ama-assn.org/ama-journal-of-ethics/video-player/18516050>

Beacon Press **(Book)** *White Fragility* by Robin Diangelo
<https://robindiangelo.com/publications/>

Big Think **(Video)** Being Nice is Not Going to End Racism by Dr. Robin DiAngelo
<https://www.youtube.com/watch?v=9Jin7ISV85s>

Bold Type Books **(Book)** *Stamped from the Beginning* by Ibram X. Kendi
<https://www.ibramxkendi.com/stamped-from-the-beginning>

Center for the Study of Social Policy **(Article)** Recognizing Race in Language: Why We Capitalize “Black” and “White” by Ann Thuy Nguyen and Maya Pendleton
https://cssp.org/2020/03/recognizing-race-in-language-why-we-capitalize-black-and-white/?fbclid=IwAR3MT99mJRTY6IV5IRf2uh1IZPsgwa4L55DHruz9Y348reW1JE2_oopg6xM

Center for Racial Justice in Education **(Website)** Dismantling Racism. Transforming Communities
<https://centerracialjustice.org/>

Frontline PBS **(Documentary)** A Class Divided by Jane Elliott
https://www.youtube.com/watch?v=1mcCLm_LwpE&feature=youtu.be

Frontline PBS **(Documentary)** Separate and Unequal by Mary Robertson
<https://www.pbs.org/wgbh/frontline/film/separate-and-unequal/>

Google Docs **(Consolidated List of Resources)** Anti-Racism Resources by Multiple
bit.ly/ANTIRACISMRESOURCES

Greater Good in Science **(Consolidated List of Resources)** Resources to Support Anti-Racist Learning
https://ggie.berkeley.edu/school-challenges/anti-racist-resources-for-educators/?utm_source=Greater+Good+Science+Center&utm_campaign=5334c8760b-ED_NEWSLETTER_JUNE_2020_1&utm_medium=email&utm_term=0_5ae73e326e-5334c8760b-65189651#tab_2

Harper Collins **(Book)** *The Cooking Gene* by Micheal Twitty
<https://thecookinggene.com/>

Harvard Business Review **(Articles)** Consolidated List of Resources for Confronting Racism at Work by the Editors
<https://hbr.org/2020/06/confronting-racism-at-work-a-reading-list>

Harvard Business Review **(Article)** It’s Not Your Coworkers’ Job to Teach You About Social Issues by Lily Zheng
<https://hbr-org.cdn.ampproject.org/c/s/hbr.org/amp/2019/07/its-not-your-coworkers-job-to-teach-you-about-social-issues>

Multi **(Movie, Video, TV, Documentaries)** 29 Movies, Shows, and Documentaries to Watch to Educate Yourself on Racial Injustice

<https://theeverygirl.com/movies-shows-documentaries-racial-injustice/>

Multi **(Podcasts)** Anti-Racism Podcasts

<https://www.elle.com/culture/movies-tv/g32732684/anti-racism-podcasts/>

Netflix **(Documentary)** *13th* dir. Ava Duvarney

Netflix **(Documentary)** *Strong Island* dir. Yance Ford

Netflix **(Documentary)** *Cop Watchers* dir. Ben Steele

Net Impact **(Article)** The 10 R's of Talking about Race: How to Have Meaningful Conversations by Dwight Smith

<https://www.netimpact.org/blog/talking-about-race>

New York Times **(Video)** A Conversation with My Black Son

<https://www.youtube.com/watch?v=IXqfX1y60Gw>

NPR **(Podcast)** How Black Men Try to Appear Non-Threatening Host Ari Shapiro

<https://www.npr.org/2020/05/07/852319565/sociologist-on-how-black-men-try-to-appear-non-threatening-as-a-defense-mechanis>

Parade **(Consolidated List of Resources)** The Anti-Racist Started Pack: 40 TV Series, Documentaries, Movies, TED Talks, and Books to Add to Your List by Brea Baker

<https://parade.com/1046031/breabaker/anti-racist-tv-movies-documentaries-ted-talks-books/#.Xt4VYtJyGu5.facebook>

Random House **(Book)** *How To Be An Anti-Racist* by Ibram X. Kendi

<https://www.ibramxkendi.com/how-to-be-an-antiracist-1>

The New Press **(Book)** *The New Jim Crow* by Michelle Alexander

<https://newjimcrow.com/>

Random House **(Book)** *Just Mercy* by Bryan Stevenson

<https://justmercy.eji.org/>

Rowman and Littlefield **(Book)** *Racism without Racists* By Eduardo Bonilla-Silva

<https://rowman.com/isbn/9781442276239/racism-without-racists-color-blind-racism-and-the-persistence-of-racial-inequality-in-america-fifth-edition>

Scaffolded Anti-Racist Resources **(Consolidated List of Resources)** Working Document for Scaffolding Anti-Racism Documents

<https://docs.google.com/document/d/1PrAq4iBNb4nVlCtsLcNIW8zjaQXBLkWayL8EaPlh0bc/mobilebasic?fbclid=IwAR2jr8jyc-h8TtrLbUx7hjAy41IVPfUT1wmWnNTS3wOBhd-xZAJAvnaRQQc>

Smithsonian **(Website)** Talking About Race by National Museum of African American History and Culture
<https://nmaahc.si.edu/learn/talking-about-race>

Teaching Tolerance **(Website)** Teaching about Race, Racism, and Police Violence
<https://www.tolerance.org/moment/racism-and-police-violence>

TEDTalks **(Videos)** Consolidated List of Resources of Ted Talks to Help You Understand Racism in America
https://www.ted.com/playlists/250/talks_to_help_you_understand_r

TEDX **(Video)** The Urgency of Intersectionality by Kimberlé Crenshaw
<https://www.youtube.com/watch?v=akOe5-UsQ2o>

TEDTalk **(Video)** How to Resolve Racially Stressful Situations by Howard Stevenson, Ph.D.
<https://www.youtube.com/watch?v=EV3OmxrowWE>

The Guardian **(Article)** White People Assume Niceness is the Answer to Racial Inequality. It's Not. By Robin diAngelo
<https://www.theguardian.com/commentisfree/2019/jan/16/racial-inequality-niceness-white-people>

UnboundEdu **(Video)** An Argument Between Racist and Anti-Racist Ideas by Dr. Ibram X. Kendi
<https://www.youtube.com/watch?v=W7zGTx89Ar4>

Undoing Racism® Principles **(Website)** Undoing Racism: The People's Institute for Survival and Beyond
<https://www.pisab.org/our-principles/>

RACIAL EQUITY TOOLS

Huffington Post **(Article)** This is What I Want to Tell my White Professors When They Ask, 'How Are You Today?' by LaShyra "Lash" Nolen
https://www.huffpost.com/entry/black-medical-student-wants-white-professors-to-know_n_5ed91238c5b6e0feefc26315

Racial Equity Tools **(Consolidated List of Resources)** Resource Lists
<https://www.racialequitytools.org/fundamentals/resource-lists>

The Management Center **(Website)** How to Manage When Things are Not Okay (and Haven't Been for Centuries)
<https://www.managementcenter.org/resources/how-to-manage-when-things-are-not-okay-and-havent-been-for-centuries/>

SELF-REFLECTION

Everyday Feminism (**Article**) *Calling In: A Quick Guide on When and How* by Sian Ferguson

<https://everydayfeminism.com/2015/01/guide-to-calling-in/>

TEDTalk (**Video**) Get Comfortable with Being Uncomfortable by Luvvie Ajayi

<https://www.youtube.com/watch?v=QijH4UAqGD8>

The College Student Affairs Journal (**Article**) Difficult Dialogues, Privilege and Social Justice: Uses of the Privileged Identity Exploration (PIE) Model in Student Affairs Practice by Sherry K. Watt <https://files.eric.ed.gov/fulltext/EJ899385.pdf>

UNDERSTANDING MICROAGGRESSIONS

NPR (**Podcast**) Microaggressions Are A Big Deal: How To Talk Them Out And When To Walk Away by Andrew Limbong

<https://www.npr.org/2020/06/08/872371063/microaggressions-are-a-big-deal-how-to-talk-them-outand-when-to-walk-away>

TEDTalk (**Video**) The Danger of a Single Story by Chimamanda Ngozi Adichie

<https://www.youtube.com/watch?v=D9lhs241zeg>

UNDERSTANDING UNCONSCIOUS/IMPLICIT BIAS

Devex (**Video**) 4 Steps for Busting Unconscious Bias

<https://www.youtube.com/watch?v=K-n7el87Dmo>

New York Times (**Videos**) Who, Me? Biased? By Saleem Reshamwala

<https://www.nytimes.com/video/who-me-biased>