Resources for DEI and Cultural Competency

All information posted below is merely for educational and informational purposes. It is not intended to malign any one religion, ethnic group, club, organization, company or individual.

Podcasts

The Diversity Gap- https://www.thediversitygap.com/podcast-1

When it comes to diversity, good intentions are only the beginning. Join Bethaney Wilkinson as she explores the gap between good intentions and good impact as it relates to diversity, inclusion and equity. On The Diversity Gap podcast, we'll be learning from thought leaders, authors, creatives and more about the diversity gaps in society and culture. Our goal is to discover promising practices for closing diversity gaps in our everyday lives and work!

Inclusion Works- https://inclusionworks.libsyn.com/

The Inclusion Works podcast explores the secrets of building inclusive culture at work and in the community. We'll be joined by leaders, experts and activists all working to bring fresh thinking to the inclusion debate. We'll be asking those all-important questions to find out more about them, their work and how they make inclusion work. If you're interested in driving change, accelerating diversity or simply finding ways to be more inclusive every day, then join us for Inclusion Works. Because diversity is just half of the battle.

The Forum on Workplace Inclusion Podcast- https://forumworkplaceinclusion.org/podcast/

The Forum on Workplace Inclusion podcast offers an opportunity to engage with diversity, equity, and inclusion topics on a monthly basis. With a wide array of relevant DEI topics, we welcome you to join in each month as attendees from a variety of industries around the globe participate and share their ideas. For 31 years, The Forum on Workplace Inclusion® has served as a convening hub for those seeking to grow their leadership and effectiveness in the field of diversity and inclusion by engaging people, advancing ideas and igniting change.

Crescendo Chats: Scaling Diversity & Inclusion- https://crescendowork.com/podcasts

We feature HR and diversity & inclusion practitioners sharing their experiences and insights to help you scale your D&I program. It is hosted by Stefan Kollenberg, Co-Founder & CMO of Crescendo, a diversity education platform that fosters belonging and builds stronger teams in the workplace.

Diversity & Inclusion Training and Consulting- https://www.littler.com/service-solutions/diversity-inclusion-training-and-consulting

We help organizations develop customized diversity and inclusion initiatives that advance strategic objectives within the legal margins. The purpose of Littler's podcasts is to provide helpful information for employers, addressing the latest developments in labor and employment relations. They are not a substitute for experienced legal counsel and do not provide legal advice or attempt to address the numerous factual issues that arise in any employment-related issue.

The Will to Change: Uncovering True Stories of Diversity & Inclusion-
https://jenniferbrownspeaks.com/podcast/

Everyone has a diversity story- even those you don't expect. Get ready to hear from leading CEO's, bestselling authors and entrepreneurs as we uncover their true stories of diversity and inclusion. The Will to Change is hosted by Jennifer Brown- Jennifer is an award-winning entrepreneur, dynamic speaker, and author and diversity and inclusion expert. She is a passionate social equality advocate committed to helping leaders foster healthier and therefore more productive workplaces, ultimately driving innovation and business results. Informed by more than a decade consulting to Fortune 500 companies, she creates a compelling case for leadership to embrace the opportunity that diversity represents along with empowering advocates at all levels to find their voice and be a driving force in creating more enlightened

Cornell Inclusive Excellence Podcast - https://diversity.cornell.edu/our-commitments/inclusive-excellence-network/inclusive-excellence-podcast

Join Anthony Sis and Toral Patel from the Department of Inclusion and Workforce Diversity as they dive into discussions on topics related to diversity and inclusion in the workplace. They will interview colleagues throughout Cornell who are working to build spaces of belonging for all Cornell employees and provide information on how you can begin building these spaces today.

Dirty Diversity - https://www.drjanicegassam.com/podcast-1

Dirty Diversity is a podcast hosted by Janice Z. Gassam on all thing's diversity, equity, and inclusion in and out of the workplace.

Inclusion in Progress- https://kayfabella.com/category/podcast/

We've been talking about diversity, equity, and inclusion (DEI) in companies for 50+ years, but the conversation isn't keeping up with how quickly our world is changing. So isn't it about time we updated the conversation for our multihyphenate, intersectional world? This podcast provides equity-minded leaders practical advice to create more inclusion at work. Inclusion in Progress is hosted by Kay Fabella. Kay is a Filipina-American, an expat in Spain since 2010, an author and global DEI expert. Having worked with companies like Philips, the IMF, Red Hat, S&P and more, she brings a nuanced international perspective to her work with distributed teams. Kay believes that everyone — regardless of race, ethnicity, gender, ability, age or background — has a role to play in creating inclusion for all. Through Kay's own stories and her interviews with experts, Inclusion in Progress will give you the insights, daily micro-actions, and data-driven strategies you need to create an equitable work environment for all. So, if you're an organizational leader who's ready to turn DEI from insight into action — hit that subscribe button to learn how your leadership can create a more inclusive world for us all.

Intersectionality Matters! - https://podcasts.apple.com/us/podcast/intersectionality-matters/id1441348908

Intersectionality Matters! is a podcast hosted by Kimberlé Crenshaw, an American civil rights advocate and a leading scholar of critical race theory.

Code Switch- **https://www.npr.org/podcasts/510312/codeswitch**

It's the fearless conversations about race that you've been waiting for! Hosted by journalists of color, our podcast tackles the subject of race head-on. We explore how it impacts every part of society — from politics and pop culture to history, sports and everything in between. This podcast makes ALL OF US part of the conversation — because we're all part of the story. "We're talking to people who have been marginalized and underrepresented for so long, who are so hungry to see themselves represented fully and with nuance and complexity," says Shereen Marisol Meraji, co-host of Code Switch, Apple Podcasts' first-ever Show of the Year for 2020. "

LGBTQ&A- https://podcasts.apple.com/us/podcast/lgbtq-a/id1151561226

Weekly interviews with the most interesting LGBTQ+ people in the world. Recent guests include Laverne Cox, Roxane Gay, Pete Buttigieg, and Trixie Mattel. LGBTQ&A is hosted by Jeffrey Masters and produced by The Advocate magazine, in partnership with GLAAD.

Queer America Teaching Tolerance- https://podcasts.apple.com/us/podcast/queer-america/id1436048459

Without LGBTQ history, there is no American history. Queer America takes listeners on a journey that spans from Harlem to the Frontier West, revealing stories of LGBTQ life we should have learned in school. Your hosts are Leila Rupp and John D'Emilio.

Disability Visibility- https://podcasts.apple.com/us/podcast/disability-visibility/id1282878324

This is life from a disabled lens. Disability Visibility is a podcast hosted by San Francisco night owl Alice Wong featuring conversations on politics, culture, and media with disabled people. If you're interested in disability rights, social justice, and intersectionality, this show is for you. It's time to hear more disabled voices in radio. Disability Visibility is a production of the Disability Visibility Project®, an online community dedicated to recording, amplifying, and sharing disability media and culture.

Websites

Diversity, Equity, and Inclusion A Professional Development Offering of the eXtension Foundation Impact Collaborative- https://dei.extension.org/

DIVERSITY, EQUITY, AND INCLUSION IN 4-H- https://4-h.org/about/equity-and-inclusion/

**Quick guide to OSU Extension DEI tools and resources-
https://employee.extension.oregonstate.edu/dei**

**Remote DEI Toolkit A guide for remote organizations exploring
diversity, equity, and inclusion (DEI)**- https://www.remotedei.org/home

**Open Learning & Teaching Collaborative out of Plymouth State University Inclusive Pedagogy-
https://colab.plymouthcreate.net/resource-category/inclusive-pedagogy/**

Diversity, Equity and Inclusion Organization https://diversityequityinclusion.com/

UF instructor guide Preparing to Teach Diversity, Equity and Inclusion -
https://ufl.pb.unizin.org/instructorguide/chapter/diversity-and-inclusion/#sources-8

Life Labs Leaning- https://lifelabslearning.com/

Diversity, Equity, & Inclusion Playbook- https://docs.google.com/document/d/11aVZbj9jMbo9-JoH9_xHtpXYwmSZh-uhPXpNNzKVQRY/edit?_hsmi=88935481&_hsenc=p2ANqtz-8p1eG7-05FMDVVDrh5yZHjxn9x9_5mvcVBH7WS_UUYPUf7E0-h-vfXrZ1t3qK6aapfFzzLiBBFtVYfxc-r_V1yGkjJYw

The Diversity Style Guide is a resource to help journalists and other media professionals cover a complex, multicultural world with accuracy, authority and sensitivity. It brings together definitions and information from more than two dozen style guides, journalism organizations and other resources.

https://www.diversitystyleguide.com/resources/

DEI of UC Davis- https://diversity.ucdavis.edu/

INSIGHT Into Diversity is the oldest and largest diversity magazine and website in higher education today. https://www.insightintodiversity.com/our-company/

Race & Ethnicity

The Management Center - https://www.managementcenter.org/trainings/

Anti-Racism in Academia- https://aria.uga.edu/

Racial Equity Tools- https://www.racialequitytools.org/

11 Suggested Actions Toward Anti-racism in the Office and on Your Own- https://diversity.ucdavis.edu/being-ally-requires-being-anti-racist

LGBTQ+

Resources on Personal Pronouns- https://www.mypronouns.org/

Answers to your questions about transgender people, gender identity, and gender expression- https://www.apa.org/topics/lgbt/transgender

Answers to your questions for a better understanding of sexual orientation and homosexuality- https://www.apa.org/topics/lgbt/orientation

GLSEN SafeSpace Book- **https://www.glsen.org/sites/default/files/2019-11/GLSEN%20English%20SafeSpace%20Book%20Text%20Updated%202019.pdf**

Handbooks & Manuals

MSU Extension Multicultural Resource List- **https://www.canr.msu.edu/od/uploads/files/Multiculturalism_Diversity/multi-cultural_resource_guide01.pdf**

The Diversity and Inclusion Handbook - https://ideas.wharton.upenn.edu/wp-content/uploads/2018/07/Leading-Diversity-in-Organizations_Lever-2017.pdf

Program Planning and Reporting Resources- As an organization committed to issues of equity, inclusion and civil rights, Michigan State University Extension expects its staff members to intentionally plan and report their outreach and engagement with Michigan's diverse community members. Three resources have been developed to assist individual staff and institute work teams in this planning and reporting process.

https://www.canr.msu.edu/od/diversity-and-multiculturalism/resources

RACIAL EQUITY RESOURCE GUIDE (W.K. KELLOGG FOUNDATION)- **https://www.canr.msu.edu/od/uploads/files/Multiculturalism_Diversity/Racial_Equity_Resource_Guide1.pdf**

Advancing Diversity, Equity and Inclusion: Message Manual for Organizations- http://inclusivedbq.org/wp-content/uploads/2016/10/Message-Manual-for-Orgs.pdf

Equity & Inclusion Lens Guide - https://nonprofitoregon.org/sites/default/files/NAO-Equity-Lens-Guide-2019.pdf

The Time's Up Guide to Equity and Inclusion During Crisis- **https://timesupfoundation.org/wp-content/uploads/2020/05/TIMES-UP-Guide-to-Equity-and-Inclusion-During-Crisis.pdf?utm_medium=web&utm_source=gdidc-download&utm_campaign=gdidc&ref=ba42a189-561c-4053-982b-04e5b5f38ae7**

 Improving Cultural Competence Quick Guide for Administrators - **https://store.samhsa.gov/sites/default/files/d7/priv/sma16-4932.pdf**

Practical Strategies for Culturally Competent Evaluation Guide- **https://www.cdc.gov/asthma/program_eval/cultural_competence_guide.pdf**

Developing Culturally Responsive Approaches to Serving Diverse Populations: A Resource Guide for Community-Based Organizations- **https://www.nsvrc.org/sites/default/files/2017-06/cultural-competence-guide.pdf**

Working with Differences in Communities: A Handbook for People Who Care About Inclusive Communities- **https://catalog.extension.oregonstate.edu/manual13**

Anti-racism Series Resource Book UC Davis- **https://diversity.ucdavis.edu/sites/g/files/dgvnsk731/files/inline-files/Anti-racism%20FULL%20JITT.pdf**

Guide to Being an Ally to Transgender & Nonbinary Youth- **https://www.thetrevorproject.org/wp-content/uploads/2020/03/Guide-to-Being-an-Ally-to-Transgender-and-Nonbinary-Youth.pdf**

Inclusive Scientific Meetings (500 Women Scientists) - **https://static1.squarespace.com/static/582cce42bebafbfc47a82b04/t/5ca0fe7d9b747a3d7dc7a71f/1554054781756/Formatted+Inclusive+Meeting+Guide-v5.pdf**

Free online courses, trainings and videos

Understanding Diversity and Inclusion- https://www.futurelearn.com/courses/diversity-inclusion-awareness

Communicating with Diverse Audiences- https://www.futurelearn.com/courses/communicating-with-diverse-audiences2

eLesson: Unconscious Bias- https://www.mslearning.microsoft.com/course/72169/launch

Optimizing Diversity on Teams- https://www.coursera.org/learn/diverse-teams

Leading With Effective Communication (Inclusive Leadership Training)- https://www.edx.org/course/leading-with-effective-communication-inclusive-lea

Gender Equality and Sexual Diversity- https://www.udemy.com/course/gender-equality-and-sexual-diversity/

Diversity and inclusion in the workplace- https://www.coursera.org/learn/diversity-inclusion-workplace

Inclusive Leadership: The Power of Workplace Diversity- https://www.coursera.org/learn/inclusiveleadership

Gender and Sexuality: Diversity and Inclusion in the Workplace- https://www.coursera.org/learn/gender-sexuality

How to be an Antiracist- https://www.youtube.com/watch?v=TzuOlyyQlug

Addressing Anti-Blackness on Campus: Implications for Educators and Institutions- https://www.youtube.com/watch?v=XLfJME7gnKk&feature=youtu.be

UC Davis Workshop - Building an Anti-Racist Classroom Environment- https://video.ucdavis.edu/media/CEE+Graduate+Student+Workshop+-+Building+an+Anti-Racist+Classroom+Environment/1_4r5hkuym/186572943
What are Microaggressions?- https://video.ucdavis.edu/media/What+are+MicroaggressionsF/1_sukv7tbn

Factsheets

What is Cultural Competence and How to Develop It? https://extension.psu.edu/what-is-cultural-competence-and-how-to-develop-it

Applying Culturally Relevant Teaching to Workshops—The Checklist- https://edis.ifas.ufl.edu/wc351

Culturally Responsive Teaching: A Framework for Educating Diverse Audiences- https://edis.ifas.ufl.edu/wc341

Inclusion of Diverse Learners in the Educational System- https://edis.ifas.ufl.edu/wc150

Getting Engaged: Program and Event Planning for Clients with Diverse Abilities- https://edis.ifas.ufl.edu/wc299

Extension Program and Customer Satisfaction: Are We Serving All Clients Well? - https://edis.ifas.ufl.edu/wc070

Diversity in the Workplace: Benefits, Challenges, and the Required Managerial Tools- https://edis.ifas.ufl.edu/hr022

An Overview of Diversity Awareness- https://extension.psu.edu/an-overview-of-diversity-awareness

More Diversity Activities for Youth and Adults- https://extension.psu.edu/more-diversity-activities-for-youth-and-adults

Communicating with Latino Farmers: Cultural Aspects and Strategies- https://pubs.extension.wsu.edu/communicating-with-latino-farmers-cultural-aspects-and-strategies

Inclusive Pedagogy Framework Core Competencies – Inclusive Communication- https://cirtlincludes.net/wp-content/uploads/2018/03/Inclusive-Pedagogy-Framework.pdf

Cultural Competence an Important Skill Set for the 21st Century (Nebraska Extension)

https://extensionpublications.unl.edu/assets/html/g1375/build/g1375.htm

The Need for Diversity and Inclusion in Extension Efforts (Mississippi State Extension)

Peer-reviewed publications

Cultivating Cultural Competence in Agricultural Education Through Community-based Service-learning-

https://www.jae-online.org/attachments/article/319/45-01-010.pdf

Cultural Self-Identification Among Extension Educators' and Cultural Competence in Cooperative Extension (Thesis Ruddy Y. Benavides University of Nebraska)-

https://digitalcommons.unl.edu/cgi/viewcontent.cgi?article=1301&context=cehsdiss

THE IMPORTANCE OF CULTURAL COMPETENCY FOR AGRICULTURAL EXTENSION WORKER IN MALAYSIA

https://www.sosyalarastirmalar.com/cilt2/sayi8pdf/tiraieyari.pdf?origin=

Navigating Difference: Development and Implementation of a Successful Cultural Competency Training for Extension and Outreach Professionals- https://joe.org/joe/2014february/a2.php

Gender Differences in Access to Extension Services and Agricultural Productivity- http://ebrary.ifpri.org/utils/getfile/collection/p15738coll2/id/127328/filename/127539.pdf

Gender-Sensitive Approaches to Extension Programme Design- https://www.tandfonline.com/doi/abs/10.1080/1389224X.2013.817345

Accomplishing Cross Cultural Competence in Youth Development Programs- https://www.joe.org/joe/2001december/iw1.php

Cross-Cultural Competence: Theory, Research, and Application-
https://journals.sagepub.com/doi/10.1177/0022022113493716

Collaborating Across State Lines to Leverage Cultural Competency Expertise-
https://www.joe.org/joe/2019june/tt6.php

Embracing Diversity and Inclusion: An Organizational Change Model to Increase Intercultural Competence- https://joe.org/joe/2019december/a1.php

Needs and Perceptions of Cooperative Extension Educators Serving Latino Populations in the South- https://www.joe.org/joe/2013february/a7.php

Anti-Racist Pedagogy: Definition, Theory, and Professional Development. Journal of Curriculum and Pedagogy, 2(1), 119-132. • The paper situates antiracist pedagogy in within the sociological framework of Critical Theory. She argues for integrating antiracist pedagogy in the curriculum and for engaging in the professional development needed for effective implementation.

https://www.tandfonline.com/doi/pdf/10.1080/15505170.2005.10411532

Kishimoto, K. (2018). **Anti-racist pedagogy: from faculty's self-reflection to organizing within and beyond the classroom.** Race Ethnicity and Education, 21(4), 540-554. • The author synthesizes the literature on antiracist pedagogy to define and analyze its application to courses and professional lives. The paper describes the imp

https://www.tandfonline.com/doi/pdf/10.1080/13613324.2016.1248824

Campinha-Bacote, J. (2002). The process of cultural competence in the delivery of healthcare services: A model of care. Journal of transcultural nursing, 13(3), 181-184.
https://journals.sagepub.com/doi/abs/10.1177/10459602013003003?casa_token=JNq-ZRgSG_QAAAAA:S5XgZJtp3wRvtNBPrDc6py4ZlOvyLcnoePpwbd0ZFZII7cObsPnTVxmJ4QEA1XFEfT4yu08gA4tu

Campinha-Bacote, J. (1999). A model and instrument for addressing cultural competence in health care. Journal of Nursing education, 38(5), 203-207. https://doi.org/10.3928/0148-4834-19990501-06

Kirmayer, L. J. (2012). Rethinking cultural competence. https://doi.org/10.1177/1363461512444673

Books

Cultural Competence Now: 56 Exercises to Help Educators Understand and Challenge Bias, Racism, and Privilege- http://www.ascd.org/Publications/Books/Overview/Cultural-Competence-Now.aspx

Building Cultural Competence Innovative Activities and Models- https://styluspub.presswarehouse.com/browse/book/9781579228040/Building-Cultural-Competence

Lynch, E. W., & Hanson, M. J. (Eds.). (1992). Developing cross-cultural competence: A guide for working with young children and their families. Paul H. Brookes Publishing.

https://psycnet.apa.org/record/1992-97525-000

Crowdsourced Repositories

Anti-Racism Resources for White People (google doc)
https://docs.google.com/document/u/1/d/1BRlF2_zhNe86SGgHa6-VlBO-QgirITwCTugSfKie5Fs/mobilebasic?fbclid=IwAR0WW95Xmdne_AsFaDXPP05VegBXXGjfawsEc5C43W-6DjSDInMJCptdQMg

Shareable Anti-Racism Resource Guide (google doc) https://docs.google.com/document/d/1hpub-jkm9cLzJWqZSsETqbE6tZ13Q0UbQz--vQ2avEc/edit

Scaffolded Anti-Racist Resources (google doc) -
https://docs.google.com/document/d/1PrAq4iBNb4nVIcTsLcNlW8zjaQXBLkWayL8EaPlh0bc/edit?fbclid=IwAR0K3Vx7-C-KumZhDE08S5aBEroFq8s4c0Rr9k816RCB9PFuVjfbw8zcUs8

Reclaiming STEM Statement on Black Lives Matter (google doc)-
https://docs.google.com/document/d/1yJXqJ4Ck7kkxpA2vIeR5HZ6zZ7-8Wlwv84A8MQ5_aBY/edit

https://docs.google.com/document/d/1reqEoPhe0rfyjIkl6Uwyy0aeJGA658fr4k228O1LcRE/edit