

From the Desk of Denise Pearson

Here is a list of readings that were useful over the many months I collaborated with campus leaders to develop the systemwide *Diversity, Equity, and Inclusion Strategic Priorities* affirmed by the Board of Governors. It is by no means an exhaustive list, and I look forward to learning more from you as we continue this systemwide partnership to build and maintain diverse, equitable, and inclusive policies, standards, and practices.

Priority 1. Faculty, Staff, and Student Diversity

Faculty Diversity

Cardenas, S. and Davis, A. (2021). How Colleges Can Increase Faculty Diversity. Inside Higher Education. Retrieved from <https://www.insidehighered.com/views/2021/11/02/advice-how-colleges-can-increase-faculty-diversity-opinion> .

Chapman University. (2020). *Diversity, Equity, and Inclusion: A Roadmap for Best Practices*. Retrieved from https://www.chapman.edu/diversity/files/dei-roadmap-to-best-practices_september2020_compressed.pdf

Kyaw, A. (2020). *Faculty Diversity Falling Behind Student Diversity (Opinion)*. Diverse Education. (2020). Retrieved from <https://www.diverseeducation.com/faculty-staff/article/15109063/report-faculty-diversity-falling-behind-student-diversity>.

Staff Diversity

Pedulla, D. (2020). *Diversity and Inclusion Efforts That Really Work*. Harvard Business Review. Retrieved from <https://hbr.org/2020/05/diversity-and-inclusion-efforts-that-really-work>.

Council for Inclusion in Financial Services. (2020). Best Diversity and Inclusion Efforts to Focus on in 2020. Retrieved from <https://councilforinclusion.org/best-diversity-inclusion-practices-to-focus-on-in-2020/>.

Student Diversity

Drexel University. (n.d.). *The Importance of Diversity and Cultural Awareness in the Classroom*. Retrieved from <https://drexel.edu/soe/resources/student-teaching/advice/importance-of-cultural-diversity-in-classroom/>

Educational Testing Services. (n.d.). *Can Holistic Admissions Help Increase Student Diversity?* Diverse Issues. Retrieved from <https://www.diverseeducation.com/page/can-holistic-admissions-help-increase-student-diversity-it-may-depend-upon-how-its-implemented>

James, O. (2020). *How to Achieve Real Diversity in Higher Education*. Retrieved from <https://www.washingtonpost.com/education/2020/06/11/how-achieve-real-diversity-higher-education/>

Kim, E. and Aquino, K.C. (2017). *Disability as Diversity in Higher Education: Policies and Practices to Enhance Student Success*. UK: Routledge Publishers.

Morgan, M. (2013). *Supporting Student Diversity in Higher Education: A Practical Guide*. UK: Routledge Publishers.

Priority 2. Inclusive Communities

Ahmed, S. (2012). *On Being Included: Racism and Diversity in Institutional Life*. NC: Duke University Press.

Anderson, G. (2020). *Campus Climate Surveys are Useful but Not Perfect, GAO Says*. Retrieved from <https://www.insidehighered.com/quicktakes/2020/05/22/campus-climate-surveys-are-useful-not-perfect-gao-says>

Cornell University. (n.d.) *Building Inclusive Classrooms*. Retrieved from: <https://teaching.cornell.edu/teaching-resources/building-inclusive-classrooms>

Hurtado, S., Griffin, K.A., Arrelano, L. and Cuelar, M. (2008). *Assessing the Value of Climate Assessments: Progress and Future Directions*. Retrieved from <https://heri.ucla.edu/PDFs/surveyAdmin/dle/JDHE.Hurtadoetal2008.pdf>

Iowa State (n.d.). Center for Excellence in Learning and Teaching. *Inclusive Learning Environment Strategies*. Retrieved from <https://www.celt.iastate.edu/teaching/creating-an-inclusive-classroom/creating-an-inclusive-learning-environment/>

Priority 3. Equitable Outcomes

Bensimon, E. M. *Closing the Achievement Gap in Higher Education: An Organizational Learning Perspective*. Retrieved from <https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.455.2915&rep=rep1&type=pdf>

Bevevino, D. (n.d.) Five Experts Weigh in on the State of Equity in Higher Education. Education Advisory Board (EAB). Retrieved from <https://eab.com/insights/daily-briefing/student-success/higher-education-equity-gaps/>

Education Trust. (n.d.) *Closing Equity Gaps Across the Achievement Spectrum*. <https://edtrust.org/issue/closing-gaps-across-the-achievement-spectrum/>

Mintz, S. (2021). *Closing Higher Education's Equity and Achievement Gaps*. *Inside Higher Education*. Retrieved from <https://www.insidehighered.com/blogs/higher-ed-gamma/closing-higher-education%E2%80%99s-equity-and-achievement-gaps>

Priority 4. Curriculum Diversity

Ampara, M.I. (2016). *Diversifying the Curriculum: An Analysis of Diversity Course Policies at the University of California San Diego*. Retrieved from <https://digitalcollections.sit.edu/cgi/viewcontent.cgi?article=3971&context=capstones>

Branche, J. Mullennix, J, and Cohn, E.R. (2007). *Diversity Across the Curriculum: A Guide for Faculty in Higher Education*. Bolton, MA: Anker Publishing.

DePaul University. (n.d.). *Diversifying the Curriculum*. Retrieved from <https://resources.depaul.edu/teaching-commons/teaching-guides/inclusive-teaching/Pages/diversifying-curriculum.aspx>

University of Washington. (n.d.) *Diversity in Curriculum*. University of Washington. Retrieved from <https://www.washington.edu/diversity/appraisal-process/sec-ix-diversity-in-curriculum/>

Priority 5. Enabling Infrastructures

Atcheson, S. (2021). Inclusion Without Clear Lines of Accountability is Pointless. Here's Why. Retrieved from: <https://www.forbes.com/sites/shereeatcheson/2021/03/22/inclusion-without-clear-lines-of-accountability-is-pointless-heres-why/?sh=2cd6bf9b1a33>

Evans, C.E. and Evans, A. (2019). *Conducting an Institutional Diversity Audit: A Practitioners Guide to Systematic Diversity Transformation*. Sterling, VA: Stylus.

D5. (n.d.). *Growing Diversity, Equity and Inclusion in Philanthropy. Message Manual for the Field*. Retrieved from <https://www.d5coalition.org/wp-content/uploads/2014/01/Advancing-DEI-Message-Manual-09.27.13-FINAL.pdf>

U.S. Office of Social Innovation and Civic Participation. (2016). *Build the Enabling Infrastructure*. Retrieved from <https://obamawhitehouse.archives.gov/administration/eop/sicp/initiatives/build-the-enabling-infrastructure>

Here are some general readings that were also helpful in my thinking and also considered in the development of the strategic plan.

Crenshaw, K., Gotanda, N., Peller, G., and Thomas, K. (eds.). (1995). *Critical Race Theory: The Key Writings that Formed the Movement*. NY: The New Press.

Douglass, F. (2015). *Narrative of Frederick Douglass: An American Slave*. NY: Chartwell Books.

Friere, P. (2003). *Pedagogy of the Oppressed*. 30th Anniversary Edition. NY: Continuum.

Lane, J.E. and Johnstone, D.B. *Higher Education Systems 3.0: Harnessing Systemness, Delivering Performance*. NY: SUNY Press.

Smith, W.A., Altbach, P.G. and Lomofey, K. (2002). *The Racial Crisis in American Higher Education*. NY: SUNY Press.

Smith, D. (2020). *Diversity's Promise for Higher Education*. Baltimore, MD: Johns Hopkins University Press.