



ACS  
Chemistry for Life®



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DIVERSITY, EQUITY,  
INCLUSION, and RESPECT  
**EDUCATIONAL RESOURCES GUIDE**

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# Content Disclaimer

The 2023 Diversity, Equity, Inclusion, and Respect (DEIR) Educational Resource Guide contains a non-exhaustive list of resources meant to provide further enrichment and education on common DEIR topics and terms. It is meant as a starting point for those interested in learning more about DEIR issues. The terms included in this guide are listed in alphabetical order, not in order of relevance or importance.

This document is updated periodically to ensure the information within remains up-to-date and relevant. Some of the terms may have more resources than others as it depends on how much content there is related to the topic. If you have any suggestions about related content you would like to see included in future iterations, please send your suggestions to [diversity@acs.org](mailto:diversity@acs.org).

The external links provided in this document are for informational purposes only and they do not constitute an endorsement by the American Chemical Society (ACS). Some of the references may contain material or language that some people may find offensive. The views and opinions expressed in any referenced document do not necessarily state or reflect those of the ACS.



# What is Diversity, Equity, Inclusion, and Respect (DEIR)?

*\*\*Adapted from definitions from the Ford Foundation Center for Social Justice*

## Diversity\*\*

Diversity is the representation of varied identities and differences (race, religion, country or ethnic origin, country of residence, citizenship, language, political opinion, sex, gender identity and expression, sexual orientation, disability, age, economic status, and educational attainment). ACS believes that an enduring commitment to diversity enables excellence, innovation, and transformative action by current and future generations of chemistry professionals.

## Equity\*\*

Equity ensures fair processes and treatment, equality of opportunity and advancement, and impartiality in access to information and resources. Equity requires the identification and elimination of barriers that prevent full participation and success of marginalized and underrepresented groups. We believe this is only possible in an environment built on dignity, inclusivity, and true belonging.

## Inclusion\*\*

Builds a culture of belonging by actively inviting the contribution and participation of all people. Every person's voice adds value, and ACS strives to create balance in the face of power differences. In addition, no one person can or should be called upon to represent an entire community.

## Respect

Ensures that each person is treated with professionalism, integrity, and ethics underpinning all interpersonal interactions.



# Allyship

*Allyship is an act of trust, support, active listening, and other processes to help groups and individuals unfairly marginalized. In the context of the workplace, an ally is a person who works to facilitate the development of, and to improve the experience of all employees, in particular, those who are underrepresented or in groups that are marginalized ([IBIS Consulting Group](#)).*

## Articles

1. [Be a Better Ally](#) by Tsedale M. Melaku, Angie Beeman, David G. Smith, and W. Brad Johnson for *Harvard Business Review*
2. [What Can Allies Do?](#) by Leslie Ashburn-Nardo for *The Oxford Handbook of Workplace Discrimination*
3. [Allyship - The Key to Unlocking the Power Of Diversity](#) by Sheree Atcheson for *Forbes*
4. [7 Ways to Practice Active Allyship](#) by *Harvard Business Review*

## Video

1. [5 Tips on Being an Ally](#) by Franchesca Ramsey
2. [3 Ways to Be a Better Ally](#) in the Workplace by Melinda Epler
3. [Allyship in Practice](#) by *Lean In*
4. [Allyship in the Workplace: Training For An Inclusive Culture](#) by *Lean In*

## Books & Journal Articles

1. [Allyship in Action: 10 Practices for Living Inclusively](#) by Julie Kratz
2. [Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces](#) by Karen Catlin Consulting
3. [Perceiving Allies from the Perspective of Non-Dominant Group Members: Comparisons to Friends and Activists](#) by Kendrick T. Brown for *Current Psychology*

## Training

*Note: Some of the trainings listed below may not be free. You might also be prompted to sign in for some of these courses.*

1. [Allyship at Work](#) by *Lean In*
2. [Allyship: Being an Advocate for All](#) by *Learnit*
3. [How to Engage Meaningfully in Allyship and Anti-Racism](#) by *LinkedIn Learning*
4. [Inclusive Mindset of Committed Allies](#) by *LinkedIn Learning*
5. [Understanding and Supporting LGBTQ Employees](#) by *LinkedIn Learning*



# Cultural Competence

*Cultural competence, also known as intercultural competence or multicultural fluency, refers to the knowledge, skills, and mindset needed to live and work effectively and successfully in a globally connected world ([Columbus Council on World Affairs – Global Fluency Training](#)).*

## Articles

1. [Cultural Competence: What, Why, and How](#) by Winston Sieck for *Global Cognition*
2. [What Is Cultural Competence and Why Is It Important?](#) by Indeed Editorial Team for *Indeed.com*
3. [How to Assess Cultural Competence, Awareness, and Sensitivity Within Your Workplace](#) by ELI, Inc.
4. [Workplace Cultural Competence](#) by Erich Toll for *Diversity Resources*

## Video

1. [Cultural Competence](#) by *Extenda Touch* (3 minutes)
2. [What is Cultural Humility](#) by *Psych Hub* (3 minutes)
3. [Education System v. Cultural Competence](#) by Gracia Bareti for *TEDx* (13 minutes)

## Books & Journal Articles

1. [White Awake: An Honest Look at What It Means to Be White](#) by Daniel Hill
2. [Teaching Interculturally: A Framework for Integrating Disciplinary Knowledge and Intercultural Development](#) by Amy Lee, Robert Poch, Mary Katherine O'Brien, Catherine Solheim
3. [What if I Say the Wrong Thing?: 25 Habits for Culturally Effective People](#) by Verna A. Myers
4. [Cultural Competence: An Important Skill Set for the 21st Century](#) by Maria Rosario T. de Guzman, Tonia R. Durden, Sarah A. Taylor, et. al. for *UNL Extension*

## Training

*Note: Some of the trainings listed below may not be free. You might also be prompted to sign in for some of these courses.*

1. [Cultural Competency in the Workplace](#) by *Knowledge City*
2. [Global Fluency Training](#) by *Columbus Council on World Affairs*
3. [Cultivating Cultural Competence and Inclusion](#) by *LinkedIn Learning*
4. [Developing Cross-Cultural Intelligence](#) by *LinkedIn Learning*
5. [What is Cultural Competence?](#) By *LinkedIn Learning*



# Intersectionality

*Intersectionality is a social construct that recognizes the fluid diversity of identities that a person can hold such as gender, race, class, religion, professional status, marital status, socioeconomic status, and others.*

## Articles

1. [What's Intersectionality? Let These Scholars Explain the Theory and Its History](#) by Arica I. Coleman for *TIME Magazine*
2. [The Effect of Intersectionality in the Workplace](#) by Alina Tugend for *The New York Times*
3. [Intersectionality 101: What is it and why is it Important?](#) By Bridie Taylor for Womankind Worldwide

## Video and Other Media

1. [The urgency of intersectionality](#) by Kimberlé W. Crenshaw for *TED Women 2016* (19 minutes)
2. [What Is Intersectionality? Why Is It Important?](#) by *Get Smarter with Blair Imani* (7 minutes)
3. [What Is Intersectionality? Queer 101](#) for *The Advocate* (3 minutes)
4. [Podcast: Intersectionality Matters! With Kimberlé Crenshaw](#) by *African American Policy Forum*

## Books & Journal Articles

1. [On Intersectionality: Essential Writings](#) by Kimberlé W. Crenshaw
2. [Intersectionality: Mapping the Movements of a Theory](#) by Devon Carbado, Kimberlé W. Crenshaw, Vicki M. Mays and Barbara Tomlison
3. [Inclusion on Purpose: An Intersectional Approach to Creating a Culture of Belonging at Work](#) by Ruchika Tilshyan
4. [Understanding Intersectionality](#) by Mary Romero
5. [My First Little Book of Intersectional Activism](#) by Titania McGrath
6. [Re-Thinking Intersectionality](#) by Jennifer C. Nash

## Training

*Note: Some of the trainings listed below may not be free. You might also be prompted to sign in for some of these courses.*

1. [Introduction to Intersectionality](#) by the *Brooklyn Institute for Social Research*
2. [Intersectionality in the Workplace](#) by *LinkedIn Learning*
3. [Intersectionality Research Salon](#) by the *Intersectionality Training Institute* (focused on intersectional research and health equity research)



# LGBTQ+ Inclusion

*The LGBTQ+ acronym stands for lesbian, gay, bisexual, transgender, and queer. The plus (+) stands for all other gender identities, sexualities, and sexual orientations. There are other variations of the acronym, including LGBTQIA, LGBTQI+, and others.*

## Articles

1. [Future Proofing Business: Embracing Today and Tomorrow's LGBTQ+ Workers and Customers](#) by the *Human Rights Campaign*
2. [LGBTQ+ Chemists You Should Know About](#) by *C&EN*
3. [LGBTQI+ Workplace Inclusion: Tips for Conscious Employers](#) by *Indeed*
4. [Understanding Transgender People: The Basics](#) by the *National Center for Transgender Equality*
5. [Understanding Non-Binary People: How to Be Respectful and Supportive](#) by the *National Center for Transgender Equality*
6. [Ensuring Workplace Inclusion for LGBTQ Employees](#) by *SHRM*
7. [Know the Facts About Gender-Affirming Care](#) by the *Human Rights Campaign*
8. [Raising Black LGBTQ+ Children](#) by *Equality Magazine*
9. [Pronoun Practices for Teaching and Learning](#) by the *Georgetown University LGBTQ Resource Center*
10. [A guide to how gender-neutral language is developing around the world](#) by Miriam Berger for *The Washington Post*

## Video and Other Media

1. [An Introduction to Transgender People](#) by *National Center for Transgender Equality*

## Books & Research Articles

1. [Promoting School Safety for LGBTQ and All Students](#) by Russell ST, Bishop MD, Saba VC, James I, Ioverno S.
2. [Homophobia and Mental Health: A Scourge of Modern Era](#) by Ventriglio A, Castaldelli-Maia JM, Torales J, De Berardis D, Bhugra D.
3. [Striving for Authenticity: LGBT+ Views on Enduring Discrimination and Expanding Inclusion](#) by the *IBM Institute for Business Value*

## Training

*Note: Some of the trainings listed below may not be free. You might also be prompted to sign in for some of these courses.*

1. [Practitioners for Change: Intersectional Learning Series](#) by *Out & Equal Workplace Advocates*
2. [National LGBTQIA+ Health Education Center Learning Resources and Webinars](#) by the *National LGBTQIA+ Health Education Center*
3. [Understanding and Supporting LGBTQ Employees](#) by *LinkedIn Learning*





# Microaggressions

*Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.*

## Articles

1. [When and How to Respond to Microaggressions](#) by Ella F. Washington, Alison Hall Birch, and Laura Morgan Roberts for *Harvard Business Review*
2. [Recognizing and Responding to Microaggressions at Work](#) by Ella F. Washington for *Harvard Business Review*
3. [Microaggressions: How and why do they impact health?](#) by Savannah James-Bayly for *Medical News Today*
4. [Microaggressions at work: How to spot them & act upon them?](#) Aruna Ganesh Ram in *Voices, India, TOI*

## Video

1. [Little Lesson on Microaggressions](#) by *Augustana College*
2. [Eliminating Microaggressions: The Next Level of Inclusion](#) by Tiffany Alvoid for *TEDx*
3. [Dismantling Microaggressions Through the Power of Connection](#) by Toya Webb for *TEDx*

## Books & Journal Articles

1. [Microaggressions in Everyday Life](#) by Derail Wing Sue and Lisa Spanierman
2. [Subtle Acts of Exclusion: How to Understand, Identify, and Stop Microaggressions](#) by Tiffany Jana and Michael Baran
3. [Implicit Bias: An Educator's Guide to the Language of Microaggressions](#) by Theresa M. Bouley and Anni K. Reinking
4. [Gendered racial microaggressions, internalized racism, and suicidal ideation among emerging adult Asian American women](#) by Brian TaeHyuk Keum, Michele J. Wong, and Rangeena Salim-Eissa

## Training

*Note: Some of the trainings listed below may not be free. You might also be prompted to sign in for some of these courses.*

1. [Workplace Microaggressions Training](#) by *Diversity Resources*
2. [Microaggressions in the Workplace](#) by *Traliant*
3. [Defining Microaggressions](#) by *LinkedIn Learning*
4. [Microaggressions in Action: Scenario](#) by *LinkedIn Learning*



# Race and Racism

*Race refers to any one of the groups that humans are often divided into based on physical traits regarded as common among people of shared ancestry. Racism is a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race.*

## Articles

1. [Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations: Beyond Broadening Participation](#), a Consensus Study Report by the National Academies
2. [A History of Race and Racism in America, in 24 Chapters](#) by Ibram X. Kendi
3. [Confronting the Invisibility of Anti-Asian Racism](#) by *Harvard Business Review*
4. [Lens of Systemic Oppression](#) and [Implicit Bias and Structural Racialization](#) by *National Equity Project*

## Video

1. [The difference between being “not racist” and antiracist](#) by Ibram X. Kendi for *TED 2020*
2. [3 Myths About Racism that Keep the US from Progress](#) by *Candis Watts Smith* for *TEDx*
3. [Why we must confront the painful parts of US history](#) by Hasan Kwame Jeffries for *TEDx*
4. [Award-Winning PBS KIDS Talk About: Race & Racism](#) by *PBS Kids*
5. [Video Compilation: Generational Impact Of Racism On Health, Voices From American Indian Communities](#)

## Books and Journal Articles

1. [How To Be An Antiracist](#) by Ibram X. Kendi
2. [An African-American and Latinx History of the United States](#) by Paul Ortiz
3. [Discrimination in the United States: Experiences of Native Americans](#) by Findling, MG, Casey, LS, Fryberg, SA, et al.
4. [An Indigenous Peoples’ History of the United States](#) by Roxane Dunbar-Ortiz
5. [Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race](#) by Derald Wing Sue
6. [Between the World and Me](#) by Ta-Nehisi Coates

## Training

*Note: Some of the trainings listed below may not be free. You might also be prompted to sign in for some of these courses.*

1. [Black History, Freedom & Love: Lessons from Influential Black Voices](#) by *Masterclass*
2. [Building Racial Equity](#) by *Race Forward*
3. [Racial Literacy Courses](#) by *Rise for Racial Justice*
4. [Driving Change and Anti-Racism](#) by *LinkedIn Learning*
5. [Discussing Racism with Dr. Christina Greer](#) by *LinkedIn Learning*



# Unconscious Bias

*Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.*

## Articles

1. [Types of Unconscious Bias](#) by Eric Toll for *Diversity Resources*
2. [How Implicit Bias and Lack of Diversity Undermine Science](#) by Kuheli Dutt for *Scientific American*
3. [Unconscious Bias Training That Works](#) by Francesca Gino and Katherine Coffman for *Harvard Business Review*
4. [The Lack of People of Color in Science Images Must be Fixed](#) by *Nature Editorial*
5. [19 Unconscious Biases to Overcome and Help Promote Inclusivity](#) by *Team Asana*

## Video

1. [How to Outsmart Your Own Unconscious Bias](#) by Valerie Alexander for TEDx
2. [Unconscious Bias at Work — Making the Unconscious Conscious](#) by *Life at Google*
3. [How to Check Your Unconscious Bias](#) by Dr. Jennifer Eberhardt for *Global Goals*
4. [What is Unconscious Bias?](#) by *Equality and Inclusion*

## Books & Journals

1. [Blindspot: Hidden Biases of Good People](#) by Mahzarin Banaji and Anthony Greenwald
2. [Overcoming Bias: Building Authentic Relationships across Differences](#) by Tiffany Jana and Matthew Freeman
3. [Erasing Institutional Bias: How to Create Systemic Change for Organizational Inclusion](#) by Tiffany Jana and Ashley Diaz Mejias
4. [The Person You Mean To Be: How Good People Fight Bias](#) by Dolly Chugh

## Training

*Note: Some of the trainings listed below may not be free. You might also be prompted to sign in for some of these courses.*

1. [‘A-Ha’ Activities for Unconscious Bias Training](#) by *Culture Plus Consulting*
2. [The Space2 Model of Mindful Inclusion: Six Proven Strategies for Managing Unconscious Bias](#) by *Culture Plus Consulting*
3. [Unconscious Bias Course](#) by *LinkedIn Learning*
4. [Addressing Unconscious Bias as a Leader](#) by *LinkedIn Learning*
5. [Unconscious Bias Training](#) by *University of California San Francisco, Office Diversity and Outreach*
6. [Unconscious Bias Training](#) by *Traliant*



## Additional ACS Resources

➤ [ACS DEIR Webpage](#)

Dedicated ACS webpage including updated news, announcements, and content related to DEIR.

➤ [Inclusivity Style Guide](#)

This guide aims to help American Chemical Society staff and members communicate in ways that recognize and respect diversity in all its forms.

➤ [How to Hold Inclusion Moments](#)

Learn about what “Inclusion Moments” are and see ideas to host them during your meetings.

➤ [How to Host Inclusive In-Person Events](#)

Recommendations and best practices to ensure that your events accommodate everyone.

