DEIR Education Resource List

This collated list provides selected resources including articles, videos, podcasts, books, and guides that will help you learn and live the work of diversity, equity, inclusion and respect. These resources are meant to enhance opportunities for individuals and groups to provide further enrichment and education on issues of inclusivity and belonging. Note: This list is not exhaustive and will be updated periodically. Most of these resources focus on racism in the US. Anti-racism work, much like work in other areas of diversity, requires sustained, proactive education and engagement as well as systemic, intentional efforts at micro- and macro-levels. We encourage you to use this specific resource in tandem with other resources available across other personal and professional networks.

Reference in this list to specific commercial products or to any trade, firm or corporation names is for purposes of identification and convenience only and does not constitute endorsement or recommendation by the American Chemical Society. This collection is provided as a starting point for those interested in learning more about the subjects of diversity, inclusion and respect. The views and opinions expressed in any referenced document do not necessarily state or reflect those of the ACS. Some of the references contain material, e.g., language, which some people may find offensive.

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Guides and References

- ACS Inclusivity Style Guide: A style guide specifically focusing on inclusive communication with images and written word. Utilizes examples of what to use and avoid as well as explanations and definitions.
- Additional Style Guides and tool kits:
  - The Diversity Style Guide: An in-depth glossary of terms
  - Coalition for Diversity & Inclusion in Scholarly Communications: Anti-racism toolkit for organizations
  - Google Inclusive Marketing and Advertising guide and marketing tool kit. [https://all-in.withgoogle.com/](https://all-in.withgoogle.com/)
  - Ascend Pan-Asian Leaders, COVID-19 Resource
  - Diversity Best Practices, Upstanding Against Racism
  - Smithsonian National Museum of African American History and Culture, "Talking About Race: Being Antiracist"
  - The Micropedia - the first encyclopedia of microaggressions
  - Equity in Graduate Education Resource Center

Articles

- The 1619 Project (all the articles) | The New York Times Magazine
- The Combahee River Collective Statement
- Elijah Anderson, "The White Space"
- Ta-Nehisi Coates, "The Case for Reparations"
- Robin DiAngelo, "Nothing to Add: The Role of White Silence in Racial Discussions" and "White Fragility"
- Cheryl Harris, "Whiteness as Property"
Camara Phyllis Jones, "Levels of Racism: A Theoretic Framework and a Gardener's Tale"
Ibram X. Kendi, "A History of Race and Racism in America, in 24 Chapters"
Peggy McIntosh, "White Privilege: Unpacking the Invisible Knapsack"
National Equity Project, "Lens of Systemic Oppression" and "Implicit Bias and Structural Racialization"
Devah Pager and Bruce Western, "Identifying Discrimination at Work: The Use of Field Experiments"
William L. Patterson, We Charge Genocide
Kaitlin Smith, "Bearing Witness: The Death of George Floyd"
Bryan Stevenson, "On the Frustration Behind the George Floyd Protests"
Miriam Berger, "A guide to how gender-neutral language is developing around the world", Washington Post
Nature Editorial, "The lack of people of colour in science images must be fixed"
Journal of American Medical Association, "Updated Guidance on the Reporting of Race and Ethnicity in Medical and Science Journals"

Videos
Kimberlé Crenshaw, "The Urgency of Intersectionality"
William A. Darity Jr., "How Do We Span the Racial Wealth Gap?"
Mellody Hobson, "Color Blind or Color Brave?"
Bryan Stevenson, "There's a Direct Line From Lynching to George Floyd"

Podcasts
1619 (New York Times)
About Race
Code Switch (NPR)
Ear Hustle
Intersectionality Matters! hosted by Kimberlé Crenshaw
Momentum: A Race Forward Podcast
Pod For The Cause (from The Leadership Conference on Civil & Human Rights)
Pod Save the People (Crooked Media)
Seeing White

Books
Mumia Abu-Jamal, Have Black Lives Ever Mattered?
Carol Anderson, White Rage: The Unspoken Truth of Our Racial Divide
Maya Angelou, I Know Why the Caged Bird Sings
Michelle Alexander, The New Jim Crow: Mass Incarceration in the Age of Colorblindness
James Baldwin, The Fire Next Time
Moustafa Bayoumi, How Does it Feel to be a Problem? Being Young and Arab in America
Aime Cesaire, Discourse on Colonialism
Brittney Cooper, Eloquent Rage: A Black Feminist Discovers Her Superpower
Dolly Chugh, The Person You Mean To Be: How Good People Fight Bias ● Ta-Nehisi Coates, Between the World and Me
Patricia Hill Collins, Black Feminist Thought
Kimberly McClain DaCosta, Making Multiracial: State, Family, and Market in the Redrawing of the Color Line
Angela Davis, Policing the Black Man
Matthew Desmond, Evicted
Robin DiAngelo, White Fragility: Why It's So Hard for White People to Talk About Racism
W.E.B Du Bois, The Souls of Black Folk
Roxane Dunbar-Ortiz, An Indigenous Peoples’ History of the United States
Frantz Fanon, Black Skin, White Masks
Anthony Greenwald and Mahzarin Banaji, Blindsight: Hidden Biases of Good People
Alan H. Goodman, Yolanda T. Moses, and Joseph L. Jones, Race: Are We So Different?
● Annette Gordon-Reed, On Juneteenth
● Nikole Hannah-Jones: The 1619 Project: A New Origin Story
● Allan G. Johnson, Privilege, Power, and Difference
● Ira Katznelson, When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America
● Ibram X. Kendi, How To Be An Antiracist
● Patrisse Khan-Cullors and Asha Bandele, When They Call You a Terrorist: A Black Lives Matter Memoir
● Kiese Laymon, Heavy: An American Memoir
● Robert Livingston, The Conversation: How seeking and speaking the truth about racism can radically transform individuals and organizations
● Audre Lorde, Sister Outsider
● Janet Mock, Redefining Realness
● Darnell Moore, No Ashes in the Fire
● Cherrie Moraga and Gloria Anzaldúa, eds. This Bridge Called My Back: Writings by Radical Women of Color
● Toni Morrison, The Bluest Eye and The Source of Self-Regard
● Abdias do Nascimento, Brazil: Mixture or Massacre: Essays in the Genocide of a Black People
● Zora Neale Hurston, Their Eyes Were Watching God
● Ijeoma Oluo, So You Want to Talk About Race
● Paul Ortiz, An African-American and Latinx History of the United States
● Richard Rothstein, The Color of Law
● Layla F. Saad, Me and White Supremacy
● Michelle Silverthorn, Authentic Diversity
● Bryan Stevenson, Just Mercy
● Derald Wing Sue, Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race
● Jesmyn Ward, ed. The Fire This Time
● Isabel Wilkerson, The Warmth of Other Suns and Caste: The Origins of our Discontents
● Kenji Yoshino, Covering: The hidden assault on our civil rights

Other Collated Lists
● #BlackLivesMatter, NYU Press
● 24 Books For White People To Read Beyond Black History Month
● Ibram X. Kendi, An Antiracist Reading List

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Have additional recommendations? Submit them with our feedback form. Note that this form is used for all member feedback, not just for resource recommendations.