



ACS
Chemistry for Life[®]



2022

**DIVERSITY, EQUITY,
INCLUSION, & RESPECT**
EDUCATIONAL RESOURCE GUIDE

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Content Disclaimer

The **2022 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.

We will update this document twice a year to ensure it 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.

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)?

Below is how ACS defines these terms.

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

Diversity**

The representation of varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals. ACS seeks to proactively engage, understand, and draw on a variety of perspectives.

Equity**

Seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity. Equity requires the identification and elimination of barriers that have prevented the full participation of some groups.

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*

Video

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

Books & Journal Articles

1. [Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces](#) by Karen Catlin Consulting
2. [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.

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*

Other Related Content

1. [A guide to how gender-neutral language is developing around the world](#) by Miriam Berger for *The Washington Post*
2. [What's the Difference Between a Mentor and a Sponsor?](#) By Janice Omadeke for *Harvard Business Review*



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](#)).

Articles

1. [Cultural Competence: What, Why, and How](#) by Winston Sieck for *Global Cognition*
2. [All About Cultural Competence and Workplace Culture](#) 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.*

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
4. [What is Intersectionality?](#) by *Center for Intersectional Justice*

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.*

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)



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 (5 minutes)
2. [Eliminating Microaggressions: The Next Level of Inclusion](#) by Tiffany Alvoid for TEDx (9 minutes)
3. [Dismantling Microaggressions Through the Power of Connection](#) by Toya Webb for TEDx (10 minutes)

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.

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. [The White Space](#) by Elijah Anderson
2. [The Case for Reparations](#) by Ta-Nehisi Coates
3. [Nothing to Add: The Role of White Silence in Racial Discussions](#) and [White Fragility](#) by Robin DiAngelo
4. [Whiteness as Property](#) by Cheryl Harris
5. [Levels of Racism: A Theoretic Framework and a Gardener’s Tale](#) by Camara Phyllis Jones
6. [A History of Race and Racism in America, in 24 Chapters](#) by Ibram X. Kendi
7. [White Privilege: Unpacking the Invisible Knapsack](#) by Peggy McIntosh
8. [Lens of Systemic Oppression](#) and [Implicit Bias and Structural Racialization](#) by National Equity Project
9. [Identifying Discrimination at Work: The Use of Field Experiments](#) by Devah Pager and Bruce Western
10. [We Charge Genocide](#) by William L. Patterson
11. [Bearing Witness: The Death of George Floyd](#) by Kaitlin Smith
12. [On the Frustration Behind the George Floyd Protests](#) by Bryan Stevenson
13. [Updated Guidance on the Reporting of Race and Ethnicity in Medical and Science Journals](#) by *Journal of American Medical Association*

Video

1. [Racism has a cost for everyone](#) by Heather C. McGhee for *TED Women 2019* (14 minutes)
2. [The difference between being “not racist” and antiracist](#) by Ibram X. Kendi for *TED 2020* (51 minutes)
3. [3 Myths About Racism that Keep the US from Progress](#) by Candis Watts Smith for *TEDx* (10 minutes)
4. [Why we must confront the painful parts of US history](#) by Hasan Kwame Jeffries for *TEDx* (13 minutes)
5. [Award-Winning PBS KIDS Talk About: Race & Racism](#) by *PBS Kids* (28 minutes)



Books

1. [Have Black Lives Ever Mattered?](#) By Mumia Abu-Jamal
2. [White Rage: The Unspoken Truth of Our Racial Divide](#) by Carol Anderson,
3. [I Know Why the Caged Bird Sings](#) by Maya Angelou
4. [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) by Michelle Alexander
5. [The Fire Next Time](#) by James Baldwin,
6. [How Does it Feel to be a Problem? Being Young and Arab in America](#) by Moustafa Bayoumi
7. [Discourse on Colonialism](#) by Aime Cesaire
8. [Eloquent Rage: A Black Feminist Discovers Her Superpower](#) by Brittney Cooper
9. [The Person You Mean To Be: How Good People Fight Bias](#) by Dolly Chugh
10. [Between the World and Me](#) by Ta-Nehisi Coates
11. [Black Feminist Thought](#) by Patricia Hill Collins
12. [Making Multiracials: State, Family, and Market in the Redrawing of the Color Line](#) by Kimberly McClain DaCosta
13. [Policing the Black Man](#) by Angela Davis
14. [Evicted](#) Matthew Desmond
15. [White Fragility: Why It's So Hard for White People to Talk About Racism](#) by Robin DiAngelo
16. [The Souls of Black Folk](#) by W.E.B Du Bois
17. [An Indigenous Peoples' History of the United States](#) by Roxane Dunbar-Ortiz
18. [Black Skin, White Masks](#) by Frantz Fanon
19. [Race: Are We So Different?](#) by Alan H. Goodman by Yolanda T. Moses, and Joseph L. Jones
20. [On Juneteenth](#) by Annette Gordon-Reed
21. [The 1619 Project: A New Origin Story](#) by Nikole Hannah-Jones
22. [Privilege, Power, and Difference](#) by Allan G. Johnson
23. [When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America](#) by Ira Katznelson
24. [How To Be An Antiracist](#) by Ibram X. Kendi
25. [When They Call You a Terrorist: A Black Lives Matter Memoir](#) by Patrisse Khan-Cullors and Asha Bandele
26. [Heavy: An American Memoir](#) by Kiese Laymon
27. [The Conversation: How seeking and speaking the truth about racism can radically transform individuals and organizations](#) by Robert Livingston
28. [Sister Outsider](#) by Audre Lorde,
29. [Redefining Realness](#) by Janet Mock



30. [No Ashes in the Fire](#) by Darnell Moore
31. [This Bridge Called My Back: Writings by Radical Women of Color](#) by Cherríe Moraga and Gloria Anzaldúa, eds.
32. [The Bluest Eye](#) and [The Source of Self-Regard](#) by Toni Morrison
33. [Brazil: Mixture or Massacre: Essays in the Genocide of a Black People](#) by Abdias do Nascimento
34. [Their Eyes Were Watching God](#) by Zora Neale Hurston
35. [So You Want to Talk About Race](#) by Ijeoma Oluo
36. [An African-American and Latinx History of the United States](#) by Paul Ortiz
37. [The Color of Law](#) by Richard Rothstein
38. [Me and White Supremacy](#) by Layla F. Saad
39. [Authentic Diversity](#) by Michelle Silverthorn,
40. [Just Mercy](#) by Bryan Stevenson
41. [Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race](#) by Derald Wing Sue,
42. [The Fire This Time](#) by Jesmyn Ward, ed.
43. [The Warmth of Other Suns](#) and [Caste: The Origins of our Discontents](#) by Isabel Wilkerson,
44. [Covering: The hidden assault on our civil rights](#) by Kenji Yoshino

Training

Note: Some of the trainings listed below may not be free.

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*

Other Related Content

1. [#BlackLivesMatter](#) by *NYU Press*
2. [24 Books For White People To Read Beyond Black History Month](#)
3. [An Antiracist Reading List](#) by Ibram X. Kendi



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.

Online Articles

1. [Types of Unconscious Bias](#) by Eric Toll for *Diversity Resources*
2. [Unconscious Bias Training That Works](#) by Francesca Gino and Katherine Coffman for *Harvard Business Review*
3. [The Lack of People of Color in Science Images Must be Fixed](#) by *Nature Editorial*
4. [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 (18 minutes)
2. [Unconscious Bias at Work — Making the Unconscious Conscious](#) by *Life at Google* (4 minutes)
3. [How to Check Your Unconscious Bias](#) by Dr. Jennifer Eberhardt for *Global Goals* (9 minutes)
4. [What is Unconscious Bias?](#) by *Equality and Inclusion* (4 minutes)

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

Training

Note: *Some of the trainings listed below may not be free.*

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.

