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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.

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
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

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)

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 Bernardis 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
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 Derald 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
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*
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.