

We are all responsible for the environment we create on our campus. Here are some great starting places for (1) becoming more aware about the existence of biases in the earth, atmosphere, and ocean sciences (and academia in general), and (2) empowering yourself with tools to help make our scientific environment more inclusive:

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- Dr. Kuheli Dutt's seminar at RSMAS: [Racial Bias Awareness: Power and Privilege](#)
- Dutt K (2020) [Race and Racism in the Geosciences. \*Nature Geoscience\*, 13, 2-3.](#)
- Bernard RE, Cooperdock EHG (2018) [No progress on diversity in 40 years. \*Nature Geoscience\*, 11, 292-295.](#)
- [Ulearn.Miami.edu](#), search for "bias" (Good course, 22 min: Overcoming Your Own Unconscious Biases)
- [iil.miami.edu](#), search for "bias" or "microaggression" (Good course, 55 min: [Communicating about Culturally Sensitive Issues](#))
- **Guide to Organizing Inclusive Scientific Meetings** (Pendergrass et al. 2019) <https://500womenscientists.org/inclusive-scientific-meetings> (Excellent documentation and lots of good links, just as applicable to building an inclusive campus environment.)
- **Microaggressions in the Classroom, Dr. Yolanda Flores Niemann (UNT)**. Video: <https://youtu.be/ZahtlxW2CIQ>
- **Recognizing and Responding to Microaggressions, Renee Wells (NC State)**
  - Slideshow presentation: <https://docs.google.com/presentation/d/1y-ScAwQ3WA0Xay4-zw098bFfleUMx-5smOESPv6oEzo/pub?start=true&loop=false&delayms=5000&slide=id.p1>
- **Kirwan Institute: Being an Active Bystander (OSU)**
  - Useful tip sheet: <http://kirwaninstitute.osu.edu/wp-content/uploads/2017/11/Being-an-Active-Bystander-2017.pdf>
  - Virtual Training: <https://youtu.be/-gKWxk0xDWo>
  - Links described in training: <http://test-higher-ed-live.pantheonsite.io/wp-content/uploads/2017/09/Educational-Resources-2017.pdf>