From the Desk of Denise Pearson

Here is a list of readings that were useful over the many months I collaborated with campus leaders to develop the systemwide *Diversity, Equity, and Inclusion Strategic Priorities* affirmed by the Board of Governors. It is by no means an exhaustive list, and I look forward to learning more from you as we continue this systemwide partnership to build and maintain diverse, equitable, and inclusive policies, standards, and practices.

Priority 1. Faculty, Staff, and Student Diversity

Faculty Diversity

Cardenas, S. and Davis, A. (2021). How Colleges Can Increase Faculty Diversity. Inside Higher Education. Retrieved from https://www.insidehighered.com/views/2021/11/02/advice-how-colleges-can-increase-faculty-diversity-opinion .

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Student Diversity

Drexel University. (n.d.). *The Importance of Diversity and Cultural Awareness in the Classroom.* Retrieved from https://drexel.edu/soe/resources/student-teaching/advice/importance-of-cultural-diversity-in-classroom/

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James, O. (2020). *How to Achieve Real Diversity in Higher Education*. Retrieved from https://www.washingtonpost.com/education/2020/06/11/how-achieve-real-diversity-higher-education/

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Morgan, M. (2013). *Supporting Student Diversity in Higher Education: A Practical Guide*. UK: Routledge Publishers.

Priority 2. Inclusive Communities

Ahmed, S. (2012). *On Being Included: Racism and Diversity in Institutional Life*. NC: Duke University Press.

Anderson, G. (2020). Campus Climate Surveys are Useful but Not Perfect, GAO Says. Retrieved from https://www.insidehighered.com/quicktakes/2020/05/22/campus-climate-surveys-are-useful-not-perfect-gao-says

Cornell University. (n.d.) *Building Inclusive Classrooms*. Retrieved from: https://teaching.cornell.edu/teaching-resources/building-inclusive-classrooms

Hurtado, S., Griffin, K.A., Arrelano, L. and Cuelar, M. (2008). *Assessing the Value of Climate Assessments: Progress and Future Directions*. Retrieved from https://heri.ucla.edu/PDFs/surveyAdmin/dle/JDHE.Hurtadoetal2008.pdf

Iowa State (n.d.). Center for Excellence in Learning and Teaching. *Inclusive Learning Environment Strategies.* Retrieved from https://www.celt.iastate.edu/teaching/creating-an-inclusive-classroom/creating-an-inclusive-learning-environment/

Priority 3. Equitable Outcomes

Bensimon, E. M. *Closing the Achievement Gap in Higher Education: An Organizational Learning Perspective*. Retrieved from https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.455.2915&rep=rep1&type=pdf

Bevevino, D. (n.d.) Five Experts Weigh in on the State of Equity in Higher Education. Education Advisory Board (EAB). Retrieved from https://eab.com/insights/daily-briefing/student-success/higher-education-equity-gaps/

Education Trust. (n.d.) *Closing Equity Gaps Across the Achievement Spectrum.* https://edtrust.org/issue/closing-gaps-across-the-achievement-spectrum/

Mintz, S. (2021). *Closing Higher Education's Equity and Achievement Gaps. Inside Higher Education.* Retrieved from https://www.insidehighered.com/blogs/higher-ed-gamma/closing-higher-education%E2%80%99s-equity-and-achievement-gaps

Priority 4. Curriculum Diversity

Ampara, M.l. (2016). *Diversifying the Curriculum: An Analysis of Diversity Course Policies at the University of California San Diego.* Retrieved from https://digitalcollections.sit.edu/cgi/viewcontent.cgi?article=3971&context=capstones

Branche, J. Mullennix, J, and Cohn, E.R. (2007). *Diversity Across the Curriculum: A Guide for Faculty in Higher Education.* Bolton, MA: Anker Publishing.

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Priority 5. Enabling Infrastructures

Atcheson, S. (2021). Inclusion Without Clear Lines of Accountability is Pointless. Here's Why. Retrieved from: https://www.forbes.com/sites/shereeatcheson/2021/03/22/inclusion-without-clear-lines-of-accountability-is-pointless-heres-why/?sh=2cd6bf9b1a33

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Friere, P. (2003). *Pedagogy of the Oppressed.* 30th Anniversary Edition. NY: Continuum.

Lane, J.E. and Johnstone, D.B. *Higher Education Systems 3.0: Harnessing Systemness, Delivering Performance.* NY: SUNY Press.

Smith, W.A., Altbach, P.G. and Lomofey, K. (2002). *The Racial Crisis in American Higher Education.* NY: SUNY Press.

Smith, D. (2020). *Diversity's Promise for Higher Education.* Baltimore, MD: Johns Hopkins University Press.