



Diversity, Equity and Inclusion Tool Kit



A collection of
resources to
promote
knowledge of
DEI issues and
enhance diverse
programming in
chapters

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Contents

Page 4

Foreword

Page 5

DEI Standing Committee

Page 6

DEI websites

Page 7

Books

Page 8

Book lists

Page 9

Podcasts

Page 10

Movie lists

Page 11

TV shows



Foreword

Mortar Board National College Senior Honor Society is proud to have implemented a Standing Committee on Diversity, Equity and Inclusion (DEI Committee) to go forward into the Society's second century. Implicit in Mortar Board's purpose is an emphasis on the dignity and worth of every person. The purpose urges our Society "to promote equal opportunities among all peoples, to contribute to the self-awareness of (our) members and to establish the opportunity for a meaningful exchange of ideas as individuals and as a group." As a Society, we continue to emphasize the importance of advocating for and supporting all members. We want to foster a community where all are welcome to show up as their true selves.

As part of Mortar Board's strategic planning efforts, the DEI Committee has worked to identify the needs of our local chapters. The committee has gathered into this tool kit valuable resources for chapters to use in their efforts to support education and appreciation of diversity, equity and inclusion. It is the DEI Committee's vision that these resources continue to be updated as a living and viable resource for everyone to use. We invite you to add your resources as well.

Here is a list of our collective thoughts and lessons we have gained in our own journeys. Many are personal to us while others may sound familiar as they are from people who are practitioners in the field of DEI. May they spark some thoughtful conversation in your communities:

- We don't fear the people whose stories we know.
- Just because you fear something does not mean you should avoid it.
- Obstacles are placeholders for miracles.
- Be open to hearing different stories and perspectives.
- Don't rely on one story only, remember the danger of a single story.
- Get comfortable being uncomfortable.
- Think before you speak.
- Assume good intentions, and recognize the power of IMPACT over INTENT.
- Listen to understand, not to respond.
- Check your privilege by completing activities like privilege walks.
- The more you learn and know, the more you will realize there is still more to learn and know—it is definitely a lifelong journey.

Please be in touch with us when you have suggestions and successes!

—Your DEI Committee



Standing Committee on Diversity, Equity and Inclusion



Ms. Gabrielle Going
(Eastern Illinois University,
2016)



Ms. Chaela Minor
(Purdue University, 2020)



Dr. Jane A. Hamblin
(Purdue University, 1973)



Ms. Candi Hironaka Pitts
(Oregon State University,
1971)



Dr. Lashanda Jordan
(Jackson State University,
2020)



Dr. Kirsten Freeman Fox
(The Ohio State University,
1996)



Ms. Bre'una Keeton
(Washington State
University, 2013)

DEI websites

America & Moore - Diversity Education, Research & Consulting —

www.eddiemoorejr.com (Note: the 21-Day Plans link is excellent)

Equal Justice Initiative — www.eji.org

Southern Poverty Law Center — www.splc.org

Human Rights Campaign — www.hrc.org.

Gay & Lesbian Alliance Against Defamation (GLAAD) — www.glaad.org.

Anti-Defamation League — www.adl.org.

Asian Americans/Pacific Islanders in Philanthropy — www.aapip.org.

Uncomfortable Conversations With A Black Man (Emmanuel Acho) —

www.uncomfortableconvo.com

Dr. David Camp/The Dialogue Guy — www.davidcamp.com

TED Talks — www.ted.com

Hispanic Heritage Foundation — www.hispanicheritage.org

Japanese American National Museum — www.janm.org

The National Museum of African American History and Culture — <https://nmaahc.si.edu/>

National Civil Rights Museum — <https://www.civilrightsmuseum.org/>

National Museum of the American Indian — <https://americanindian.si.edu/>

●●● | Books

Uncomfortable Conversations with a Black Man by Emmanuel Acho

White Rage by Carol Anderson

I'm Still Here: Black Dignity in a World Made for Whiteness by Austin Channing Brown

Long Time Coming: Reckoning with Race in America by Michael Eric Dyson

Minor Feelings: An Asian American Reckoning by Cathy Park Hong

The Sum of Us; What Racism Costs Everyone and How We Can Prosper by Heather McGhee

So You Want to Talk About Race by Ljeoma Oluo

Blackballed: The Black and White Politics of Race on America's Campuses by Lawrence Ross

The Color of Law: A Forgotten History of How Our Government Segregated America by Richard

Rothstein

Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor by

Layla F. Saad

Caste: The Origins of Our Discontents by Isabel Wilkerson



●●● | Websites containing book lists

The Heller School for Social Policy and Management — <https://heller.brandeis.edu/diversity/learning/readings.html> — Includes videos as well

Edgility Consulting — <https://www.edgilityconsulting.com/11-books-on-diversity-equity-and-inclusion-that-are-actually-worth-reading/>

Educause — <https://library.educause.edu/resources/2019/1/dei-book-recommendations>

University of Missouri—St. Louis Library — https://libguides.umsl.edu/DEI_Reading_List

She Geeks Out — <https://shegeeksout.com/diversity-equity-inclusion-books-reading/>





Podcasts

Asian Enough	Pod Save the People	Included: The Disability Equity Podcast
Asian America: The Ken Fong Project	Still Processing	Disability Visibility
They Call Us Bruce	Code Switch	The Diversity Gap Academy
Asian Not Asian	Dear Culture	Choose Inclusion Podcast
Asian American History	Intersectionality Matters!	The Will To Change: Uncovering True Stories of Diversity & Inclusion
Latino USA	Invisibilia	Inclusion Catalyst
Tamarindo	Making Gay History	Culture Stew Podcast
Latina to Latina	LBGTQ&A	All Inclusive with Jay Ruderman
Selfish Latina Podcast	Teaching Tolerance - Queer America	Inclusion Works
The Latin America HistoryPodcast	Nancy	Militantly Mixed
The Red Nation Podcast	One From The Vaults	Speaking of Racism
This Land	Interfaith Voices Podcast	Speaking Out with Tim Wise
All My Relations	It's Been A Minute with Sam Sanders	
The Cuts with Sterlin Harjo	Sacred & Profane, The Religion, Race and Democracy Lab at the University of Virginia	
Let's Talk Native , with John Kane		

●●● | Movie lists

Western Oregon University: Student Affairs Committee on Inclusion — <https://wou.edu/saci/resources/movie-list/>

Columbia College Chicago: Documentary Films on Race and Culture — <https://about.colum.edu/diversity-equity-inclusion/resources/films>

Café Mom — <https://cafemom.com/entertainment/225658-netflix-movies-racism>



TV shows

CNN United Shades of America with W. Kamau Bell (7 seasons) 2016-now

This is Life with Lisa Ling (7 seasons) 2014-now

Amazon Prime United Shades of America with W. Kamau Bell (7 seasons) 2016-now

ABC Soul of a Nation (Season 1/6 episodes) 2021 - Also available on Hulu

Netflix Amend - the fight for America (6 episodes) 2021

Apple TV Plus The Oprah Conversation 2020-now

- Season 1/episode 1 & 2 - Uncomfortable Conversations With a Black Man:
Emmanuel Acho
- Season 1/episode 3 - How to Be an Antiracist with Ibram X. Kendi
- Season 1/episode 4 - Bryan Stevenson
- Season 1/episode 6 & 7 - Caste Parts 1&2 with Isabel Wilkerson
- Season 1/Episode 11 - Barack Obama
- Season 1/Episode 12 - Amanda Gorman
- Season 1/Episode 14 - Elliot Page

●●● | Seven ways to DEI

1. WATCH or LISTEN in smaller chapter groups followed by small-group discussions. Have the small groups come together and conduct an all-chapter conversation. You could pick A movie, a tv show, a TED talk, a podcast, some music (paying attention to the lyrics).

2. READ and engage with others about ... a book, a poem, an article Discuss your take-aways.

[For 1 and 2, you can find excellent selections at www.eddiemoorejr.com. The 21-Day Plans provide rich resources for watching, listening and reading.]

3. PARTNER with other campus organizations to further DEI initiatives on campus.

4. Become ADVOCATES with the multicultural student organizations on your campus. SUPPORT their programs with your attendance.

5. Consider a BOOK DRIVE for a child care center in your community and focus on books with DEI themes. This is a great Reading-is-Leading initiative!

6. Develop a RELATIONSHIP with at least one campus department or program that can assist your chapter in its DEI growth and development.

7. Plan now to insert DEI programming into your Chapter Action Plan. Use this tool kit to help,

LEARN and be OPEN to how YOU can be that change you wish to see!



Additional Resources and Notes
