



## **African Americans and College Experiences**

### Article

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## Gender and Sexism

### *Intersectionality (Gender, Race, and Class)*

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### *Campus Climate*

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### *Campus Leaders*

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## Videography

### Rethinking Thinking

Trevor Maber

Ted-Ed video describing how people process thinking and interactions every day. As beliefs and worldviews are created, this video by Trevor Maber utilizes a ladder to illustrate inference and our thought process during interactions.

### [A Peacock in the Land of Penguins](#)

Produced by CRM Learning. This animated video teaches diversity through appreciation for those whose backgrounds are different from the norm. Viewers can recognize strengths created in a diverse work environment and can see limitations created by seeking conformity.

### [Setting the Tone for Inclusion on Campus](#) -Joanne Berger-Sweeney

Joanne Berger-Sweeney, Ph.D., President of Trinity College (Conn.). Berger-Sweeney talks about race and marginalized groups on campus at Trinity College, examines how socioeconomic factors create challenges for students on campus, and details how Trinity College is implementing programs to assist these students.

### [What Kind of Asian are You](#)

Ken Tanaka with David Ury

This video takes a look at stereotypes and how implementing assumptions about a person's culture creates division between people of diverse backgrounds. Humor is used in this video to offset microaggressions implemented by both parties, which creates an interesting conversation between an Asian American and a Caucasian American.

### <https://www.youtube.com/watch?v=ec9Oh3JtIJM>

Let's Talk Diversity and Inclusion | Courtney Tritch | TEDxFortWayne

### <https://www.youtube.com/watch?v=QCFb4BiDDcE>

Unconscious bias: Stereotypical hiring practices. | Gail Tolstoi-Miller | TEDxLincolnSquare

### <https://www.youtube.com/watch?v=thkmVv54e6M>

It's About Time We Challenge Our Unconscious Biases | Juliette Powell | TEDxStLouisWomen

### [https://www.youtube.com/watch?v=Bq\\_xYSOZrgU](https://www.youtube.com/watch?v=Bq_xYSOZrgU)

Are you biased? I am | Kristen Pressner | TEDxBasel

### <https://www.youtube.com/watch?v=K4gY6Kh4UM0>

Diversity and Exclusion | Donnetrice Allison | TEDxStocktonUniversity

### <https://www.c-span.org/video/?c4618211/overcome-prejudice>

[A C-SPAN caller asked a black guest how to stop being prejudiced. Here's how she responded](#)

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### **Annotated Books: Curriculum, Instruction, and Pedagogy**

[Committing to Equity and Inclusive Excellence](#). Peer Review, Spring 2017  
Retrieved from <https://www.aacu.org/peerreview/2017/Spring>

Since 1970, bachelor degree attainment among students from wealthy families nearly doubled, but it has barely changed for those from the poorest families. Sponsored by Strada Education Network and Great Lakes Higher Education Corporation & Affiliates, this issue details the action plans from thirteen institutions for enhancing student success and academic achievement, especially among underserved populations of low-income, first-generation and minority students, as well as adult learners.

[Committing to Equity and Inclusive Excellence: A Campus Guide for Self-Study and Planning 2015](#). Retrieved from <https://www.aacu.org/publications/committing-to-equity>

*Committing to Equity and Inclusive Excellence: A Campus Guide for Self-Study and Planning* provides a framework for needed dialogue, assessment, and action to address inequities in higher education institutions. Focusing on issues of access and success, it can be used as a tool for bringing together campus leaders and practitioners – across divisions and departments - to engage in internal assessment and chart a path forward to improve all students’ success and achievement of key learning outcomes. The *Guide* is designed with a particular focus on the success of students who come from groups traditionally underserved in higher education.

[Diversity Across the Curriculum: A Guide for Faculty in Higher Education](#), Branche, J. (Ed.), Mullennix, J., and Cohn, E. (Jossey-Bass, 2007)

A collection of vignettes profiling the ways in which exceptional college professors actively incorporate diversity into their teaching, including practical guidance on culturally inclusive course design, syllabus construction, textbook selection, and assessment strategies. The book is organized by discipline, and includes profiles from health sciences, humanities, sciences, and social sciences.

[Diversity and Motivation: Culturally Responsive Teaching in College](#), Ginsberg, M., and Wlodkowski, R. (Jossey-Bass, 2009)

Designed to apply across disciplines, this book defines norms, illustrates practices, and provides tools to develop four foundational conditions for learning: establishing inclusion, developing a positive attitude, enhancing meaning, and engendering competence.

[Engaging Ideas: The Professor’s Guide to Integrating Writing, Critical Thinking, and Active Learning in the Classroom](#), Bean, J. (Jossey-Bass, 2001)

This book provides practical approaches to integrating critical thinking and writing across the curriculum in a way that encourages inquiry, exploration, discussion, and debate. Includes information about quantitative/scientific literacy, blended and online learning, and other current issues.

[Gender Equity in Higher Education, Diversity & Democracy](#), Spring 2015  
Retrieved from <https://www.aacu.org/diversitydemocracy/2015/spring>

This issue of *Diversity & Democracy* extends AAC&U’s long-standing commitment to addressing gender-based inequities in higher education. Article topics include gender equity among STEM students and faculty, women’s leadership in areas such as higher education administration, the role of women’s colleges and universities worldwide, and the importance of creating campuses that are safe and inclusive for students of all gender identities.

[Getting Culture: Incorporating Diversity Across the Curriculum](#), Gurung, R. (Ed.), and Prieto, L. (Stylus Publishing, 2009)

This book identifies classroom practices that can optimize students’ learning; describes principles of education that promote learning for all students; and addresses principles of

effective online instruction for diverse populations. It also offers methods, techniques, and activities that can be applied in classrooms to create more inclusive learning spaces.

[How Learning Works: Seven Research-Based Principles for Smart Teaching](#), Ambrose, S. (Ed.). (Jossey-Bass, 2010)

Drawing on research from multiple disciplines (cognitive, developmental, and social psychology; educational research; anthropology; demographics; organizational behavior), this book identifies a set of key principles underlying learning. It integrates theory with real classroom examples to help faculty improve their teaching.

[Included in Sociology: Learning Climates That Cultivate Racial and Ethnic Diversity](#), Chin, J. (Ed.), Berheide, C., and Rome, D. (Stylus Publishing, 2002)

Written by sociology faculty for their colleagues, this book provides a practice-oriented approach for promoting success and retention among students of color in gateway sociology courses.

[Included in English Studies: Learning Climates That Cultivate Racial and Ethnic Diversity](#), Fowler, S.B., and Villanueva, V. (Stylus Publishing, 2002)

Written by English studies faculty for their colleagues, this book provides a practice-oriented approach for promoting success and retention among students of color in gateway English studies courses.

[Included in Communication: Learning Climates That Cultivate Racial and Ethnic Diversity](#), Trent, J. (Ed.) (Stylus Publishing, 2002)

Written by communication faculty for their colleagues, this book provides a practice-oriented approach for promoting success and retention among students of color in gateway communication courses.

[Multicultural Course Transformation in Higher Education: A Broader Truth](#), Morey, A. (Ed.), and Kitano, M. (Pearson, 1997)

Offers a two-dimensional model for infusing multicultural elements into a course, and provides examples of how the model may be applied in specific disciplines and courses.

[Teaching Inclusively: Resources for Course, Department & Institutional Change in Higher Education](#), Ouellett, M. (Ed.) (New Forums Press, 2005)

Describes a broad array of current best practices in the design, implementation, and assessment of multicultural change initiatives on college and university campuses. Offers theoretical models and demonstration projects that address change processes at three levels: individual courses, programs and departments, and across schools and institutions.

[Race in the College Classroom: Pedagogy and Politics](#), Reddy, M. (Ed.), and Tusmith, B. (Rutgers University Press, 2002)

In this volume of essays, professors from the humanities, social sciences, sciences, and education consider topics such as how the classroom environment is structured by race; complexities faced by faculty of color in mostly white classrooms; and the varying ways in which white faculty and faculty of color are impacted by teaching about race.

[Step Up and Lead for Equity: What Higher Education Can Do to Reverse Our Deepening Divides](#). 2015. Retrieved from <https://www.aacu.org/publications/step-up-and-lead>

*Step Up and Lead for Equity: What Higher Education Can Do to Reverse our Deepening Divides* makes the case that America's persistent gaps in education, income, and wealth are widening, with the fastest growing segments of our population the least likely to have the opportunities they need to succeed. It argues that, to effectively educate today's students, higher education must focus more urgently on equity—and on bringing together what we know about closing the achievement gaps and advancing high-quality learning outcomes for all students. This brochure builds the case for leadership to challenge the status quo and make the most empowering forms of college learning available to all students. *Step Up and Lead for Equity* is a call to action, supported by clear and convincing data, for college leaders to accept this challenge and begin this work by examining their own institutions' history and data to develop an action plan. It is ideal for advancing dialogue.

[Student Engagement in Higher Education: Theoretical Perspectives and Practical Approaches for Diverse Populations](#), Harper, S. (Ed.), and Quayle, S. (Routledge, 2009)

A resource for understanding how diverse populations of students experience college and encounter group-specific barriers to success. Each chapter focuses on a different population—from low-income students to students of color to religious minority students, among others—and offers strategies for engaging these populations more effectively.

[Student Engagement Techniques: A Handbook for College Faculty](#), Barkley, E. (Jossey-Bass, 2010)

This book offers more than 100 tips, strategies, and techniques, proven across disciplines, to help college teachers motivate and connect with their students. The format demonstrates how to apply each technique in the classroom and includes purpose, preparation, procedures, examples, online implementation, variations and extensions, observations and advice, and key resources.

[Student Success in College: Creating Conditions That Matter](#), Kuh, G. (Ed.) (Jossey-Bass, 2010)

Offers descriptions of policies, programs, and practices used by 20 institutions to create success-oriented campus cultures and learning environments and enhance student achievement.

[Teaching for Diversity and Social Justice](#), Adams, M. (Ed.), Bell, L., and Griffin, P. (Routledge, 2007)

A sourcebook of theoretical foundations and curricular frameworks for social justice teaching practice, this book provides teachers and facilitators an accessible pedagogical approach and curriculum design strategies for issues of oppression in classrooms. Includes a CD with printable worksheets and teaching resources.

[The Equity Imperative. \*Diversity & Democracy\*](#), Winter 2016

Retrieved from <https://www.aacu.org/diversitydemocracy/2016/winter>

This issue of *Diversity & Democracy* calls readers to invest in high-quality learning for all students by ensuring equitable access to both effective educational practices and welcoming campus climates. Contributing authors share evaluation and implementation strategies that support college success, particularly for students who have been underserved within higher education.

[The First-Generation Student Experience: Implications for Campus Practice, and Strategies for Improving Persistence and Success](#), Davis, J. (Stylus Publishing, 2010)

Offers insights into the first-generation-student experience, suggestions for defining their status and quantifying their enrollment, and suggestions for meeting the challenges they face in attending college.

[Tools for Teaching](#), Davis, B. (Jossey-Bass, 2009)

A practical, accessible reference manual designed to improve the teaching of beginning, midcareer, or senior faculty members. Addresses the traditional tasks of teaching, as well as issues of diversity and inclusion, and technology and teaching in large classrooms, among many others.

[Truth, Racial Healing & Transformation. \*Liberal Education\*](#), Fall 2016.

Retrieved from <https://www.aacu.org/liberaleducation/2016/fall>

AAC&U has joined with more than a hundred diverse organizations and individuals as partner in the W. K. Kellogg Foundations' Truth, Racial Healing & Transformation enterprise. With particular attention to the role of higher education, this special issue provides an overview of this wide-ranging effort to heal racial divides in communities across the country.

[What the Best College Teachers Do](#), Bain, K. (Harvard University Press, 2004)

This book, the conclusion of a 15-year study, defines best practices exhibited by nearly 100 college teachers in a wide variety of fields and universities. It discusses what teachers know, how they prepare and conduct classes, their expectations and evaluations of themselves and their students, and offers practical advice for fostering strategic learning.

[Working Collectively across Differences. \*Diversity & Democracy\*](#), Spring 2016.

Retrieved from <https://www.aacu.org/diversitydemocracy/2016/spring>

College students should have significant practice solving complex problems with diverse groups of collaborators in order to prepare for the challenges they will face in the workplace and in civic life. This issue of *Diversity & Democracy* contains articles highlighting courses, programs, and initiatives where students are engaging in such collaborative problem-solving across differences.

### **Organizations with Diversity Resources**

**American Association of University Professors (<http://www.aaup.org>)**

A resource guide for diversity and affirmative action in higher education.

**American Association of University Women (AAUW) (<http://www.aauw.org>)**

AAUW advances equity and promotes education for women and girls through advocacy, education, philanthropy, and research. Since its founding in 1881, AAUW members have examined and taken positions on the fundamental issues of the day—educational, social, economic and political.

**American Indian College Fund (<http://www.collegefund.org>)**

Provides scholarships and other support for American Indian students. The site includes resources for students, scholarship information, and information regarding tribal colleges.

**American Library Association (<http://www.ala.org/aboutala/offices/diversity/index.cfm>)**

The Office of Diversity within the American Library Association includes news updates, projects, initiatives, meetings and events schedules.

**Americans with Disabilities Act (<http://www.ada.gov/>)**

Maintained by the Department of Justice, this site includes continuously updated information on new and proposed regulations, resources and programs.

**Association for Asian American Studies (<http://www.aaastudies.org/>)**

Geared towards advancing the standard of excellence in teaching and research in the field of Asian American Studies, this association also advocates the interests and welfare of Asian America Studies and Asian Americans.

**Association of American Colleges & Universities (<http://www.aacu.org/>)**

A community of institutions committed to making diversity an integral part of educational excellence and civic engagement. Site includes initiatives, publications, and links to resources on campus diversity

**CollegeBoard.com (<http://professionals.collegeboard.com/policy-advocacy/diversity>)**

This site includes information regarding achieving diversity in higher education, including the Access & Diversity Collaborative, Minority Issues in Education, and Diversity Conferences

**Consortium of Higher Education Lesbian Gay Bisexual Transgender Resource Professionals (<http://www.lgbtcampus.org/>)**

The Consortium of Higher Education LGBT Resource Professionals seeks to achieve higher education environments in which LGBTQ students, faculty, staff, administrators, and alumni have equity in every respect. The Consortium's goals are to support colleagues and develop curriculum to professionally enhance this work, to seek climate improvement on campuses, and to advocate for policy change, program development, and establishment of LGBTQ Office/Centers.

**Context Diversity: Reframing Higher Education in the 21<sup>st</sup> Century**

(<https://compact.org/resource-posts/context-diversity-reframing-higher-education-in-the-21st-century/>)

Article by Roberto Ibarra that discusses Context Diversity, a concept that the author believes could provide solutions for achieving equity without relying on traditional methods of affirmative action.

**Council for Opportunity in Education (<http://www.coenet.org/membership.shtml>)**

A nonprofit organization focused on expanding educational opportunities in the United States. Works in conjunction with colleges, universities and agencies that host TRIO Programs to help low-income students enter and graduate college.

**Cultural Diversity in Higher Education (<http://shell.cas.usf.edu/math/mug/diversity.htm>)**

Article by David Milligan of the University of South Florida.

**Diverse: Issues in Higher Education (<http://diverseeducation.com/>)**

News magazine focused on diversity trends and issues in higher education. Includes archives of past publications.

**Federal TRIO Programs – Office of Postsecondary Education**

(<http://www2.ed.gov/about/offices/list/ope/trio/index.html>)

Maintained by the U.S. Department of Education, this site provides information regarding educational opportunity outreach programs designed to support low-income, first-generation college students, and students with disabilities.

**Hispanic Association of Colleges and Universities (HACU) (<http://www.hacu.net>)**

An association of institutions committed to Hispanic higher education success in the U.S., Puerto Rico, Latin America, Spain and Portugal. This association helps promote the development of member colleges and universities, and improve access to and quality of post-secondary educational opportunities for Hispanic students.

**INSIGHT Into Diversity (<http://www.insightintodiversity.com>)**

Since the mid-1970s, INSIGHT Into Diversity (formerly Affirmative Action Register) has been connecting diverse professionals with institutions and businesses that embrace a workforce that reflects our local and national communities. Created as a national recruitment publication, INSIGHT Into Diversity was originally intended to help employers comply with equal opportunity employment legislation.

**Minority Access, Inc. (<http://www.minorityaccess.org/>)**

A non-profit educational organization that works to improve diversity in education, employment and research. Also, supports academic institutions, individuals, and other sectors to diversify campuses and other places of employment

**National Action Council on Minorities in Engineering (<http://www.nacme.org/>)**

Provides leadership and support to increase the representation of African American, American Indians and Latinos in science, technology, engineering and mathematics careers. The site includes articles, publications, upcoming events, and list of resources focused on engineering education and careers.

**National Association for College Admissions Counseling (NACAC)**

**<http://www.nacacnet.org/membership/overview/>**

NACAC is an organization of professionals, including college counselors and admission officers, from around the world who are dedicated to serving students as they make choices about pursuing post-secondary education. NACAC maintains a listing of job opportunities in guidance counseling and college admissions.

**National Research Center for College and University Admissions (<http://www.nrccua.org/>)**

A link to the NRCCUA's diversity section that includes articles, suggestions on expanding diversity programs, and diversity information and resources.

**The Hispanic Outlook in Higher Education Magazine (<http://www.hispanicoutlook.com>)**

A magazine that covers news, events and trends that affect multicultural institutions.

**The Journal of Blacks in Higher Education Publication (<http://www.jbhe.com>)**

A journal that provides racial statistics, on an institution-by-institution basis, as well as news, featured articles and job opportunities.

**The National Women's Studies Association (<http://www.nwsa.org/>)**

An organization dedicated to leading the field of women's studies. Site includes a variety of professional resources, awards, scholarship information, and links to various publications.

**The PhD Project (<http://www.phdproject.org>)**

The PhD project was founded upon the premise that advancements in workplace diversity could be propelled forward by increasing the diversity of business school faculty. Today, our expansive network of supporters, sponsors and universities helps African-Americans, Hispanic-Americans and Native Americans attain their business PhD and become the business professors who will encourage, mentor, support and enhance the preparation of the next generation of leaders.

**United Negro College Fund (UNCF) (<http://www.uncf.org/>)**

A minority higher education assistance organization that provides support for undergraduate education, as well as students pursuing masters and doctoral degrees. The site include various resources and information for students and colleges.



**Women in Higher Education (WIHE) (<http://www.wihe.com>)**

Women in Higher Education is a monthly practitioner's newsletter. Its goals are to enlighten, encourage, empower and enrage women on campus. WIHE seeks to increase the number of women in campus leadership jobs and provide a continuing source of education and passion on relevant gendered issues to leaders, including males.