



## FACULTY RESOURCE LIST ADVANCING EQUITY, INCLUSION, AND DIVERSITY Fall 2016

Thank you for your continuing commitment to equity, inclusion and diversity at UC Berkeley. In response to recent events, many faculty have been asking what they can do to ensure the campus and our nation remain safe and welcoming for people of all backgrounds, identities and communities.

Given the country's current political climate, many Berkeley students are experiencing heightened fear, anxiety, and stress over their physical and emotional safety, and a number have recently encountered identity-based harassment. Groups that may feel especially vulnerable at this time include: undocumented students, members of underrepresented racial and ethnic groups, women, LGBTQ students, low income students, Muslim students, Jewish students, students with disabilities, and survivors of sexual harassment or sexual violence.

Faculty awareness, care, support – and, if needed, intervention – are crucial to ensuring student and community well-being.

Toward that end, the Division of Equity & Inclusion has compiled this list of resources for:

- supporting students from underserved and marginalized groups
- creating inclusive classrooms
- responding to incidents of bias, harassment and discrimination, and
- advancing equity and inclusion throughout the campus.

### Supporting Students from Underserved and Marginalized Groups

The campus has many programs and resources that provide academic, personal, legal, mental health and basic needs support for students from marginalized communities – as well as developing leadership to address campus and societal challenges. Several of the following organizations have recently stepped up their efforts to ensure student safety and well-being, and to provide information and assistance to the campus community with regard to the specific populations they serve.

- **Undocumented Student Program**  
Provides guidance and support to undocumented Berkeley students, as well as campuswide, statewide and national leadership on undocumented student issues. USP has recently created important post-election resources, which are available on their website. [undocu.berkeley.edu](http://undocu.berkeley.edu)
- **Centers for Educational Justice & Community Engagement**  
Includes African American Student Development, Asian Pacific American Student Development, Chicanx Latinx Student Development, Native American Student Development, the Multicultural Community Center, and the Gender Equity Resource Center (women, LGBTQ+, sexual and dating violence). Focus is on leadership development, community building, activism, academic excellence, social justice, and campus climate. Please note that the Asian Pacific American Student Development Office serves communities including: Asian American, Pacific Islander, Pilipino, South Asian, Southwest Asian, North African, Muslim, and Middle Eastern. [ejce.berkeley.edu](http://ejce.berkeley.edu)
- **Centers for Educational Equity and Excellence**  
Services, resources and programming for low income and first generation college students, transfer students, student parents, re-entry students, former foster youth, and students who are undocumented. [ce3.berkeley.edu](http://ce3.berkeley.edu)
- **Graduate Diversity Program**  
Supports increased diversity at the graduate level with resources and mentorship related to admissions, academics, financial matters, and professional development. Focus is on serving underrepresented students (current and prospective). [diversity.berkeley.edu/graduate/gdp](http://diversity.berkeley.edu/graduate/gdp)

- **Support for Muslim Students**  
Resources and support for Muslim students is available through the Asian Pacific American Student Development Office. For further information, students, staff or faculty can contact APASD Director Dawn Lee Tu at [dawnleetu@berkeley.edu](mailto:dawnleetu@berkeley.edu). Muslim students may also be interested to connect with the Muslim Student Association, a student group: [berkeleymsa.com](http://berkeleymsa.com).
- **Berkeley Hillel**  
Resources and support for Jewish students, staff and faculty. [berkeleyhillel.org](http://berkeleyhillel.org)
- **Disabled Students' Program**  
Services, resources, accommodations and support for undergraduate and graduate students with disabilities. DSP staff also work closely with faculty to build a more accessible learning environment. [dsp.berkeley.edu](http://dsp.berkeley.edu)
- **University Health Services – Counseling Services** [uhs.berkeley.edu/counseling](http://uhs.berkeley.edu/counseling)

## Creating Inclusive Classrooms

One of the most important things faculty can do to advance campus equity and inclusion is to create a classroom environment that is respectful, responsive, and welcoming to individuals of all backgrounds and identities, and where sensitive topics can be discussed in productive and courageous ways. The following resources offer suggestions and strategies toward this goal, as well as highlighting opportunities for dialogue and learning.

- **Selected Readings for Inclusive Classrooms**  
Shortlist of readings to spark initial thinking and dialogue among faculty. Topics covered include: overview of inclusive classroom practices; stereotype threat; fixed ability mindset; implicit bias; identity, power and privilege in the classroom; and communicating across difference. [diversity.berkeley.edu/faculty-dialogue-selected-readings](http://diversity.berkeley.edu/faculty-dialogue-selected-readings)
- **Faculty Dialogue Series**  
Peer-led dialogue series for faculty focused on inclusive classroom and teaching practices. Dialogues take place within departments. [diversity.berkeley.edu/faculty-dialogue-series-creating-inclusive-classrooms](http://diversity.berkeley.edu/faculty-dialogue-series-creating-inclusive-classrooms)
- **Faculty and Departmental Consultation with Division of Equity & Inclusion (E&I)**  
Consultation, facilitation, departmental support, workshop development and other assistance from E&I consultants. For more information, contact Amy Scharf, Director of Faculty and Departmental Diversity Initiatives: [ascharf@berkeley.edu](mailto:ascharf@berkeley.edu).
- **Center for Teaching and Learning**  
Consultation, resource sharing and facilitation of faculty discussions on teaching and learning. New content area: Addressing sensitive, challenging and heated topics with a focus on promoting student learning. For more information, contact Richard Freishtat, Center Director: [rfreishtat@berkeley.edu](mailto:rfreishtat@berkeley.edu).

## Responding to Incidents of Bias, Harassment and Discrimination

Our community endeavors to be a place where everyone feels safe and included. Still, there are times when faculty find themselves in need to report something they have observed or experienced. If you have experienced or observed an act of intolerance at UC Berkeley, we encourage you to file a report.

You may file a report anonymously or by name on the [UC Systemwide Intolerance Reporting Form](#). You may also choose to file a report with UCPD in 1 Sproul Hall, 510-642-6760 (non emergency) if you experience or observe a [hate crime](#).

UC Berkeley maintains the [stophate.berkeley.edu](https://stophate.berkeley.edu) website where you will find additional information about:

- What is a hate crime?
- What do I do if I become a target of, or witness, a hate crime or hate-motivated act?
- Will the University take action?
- On-Campus Resources for Education, Advocacy, and Support
- Additional Reporting, Support, and Other Information

In addition to any report you may file, if the incident you have witnessed has adversely affected students with whom you work, please consider referring them to one of the above resources for further support.

### Other Partners in Advancing Equity and Inclusion

- **Division of Equity & Inclusion** [diversity.berkeley.edu](https://diversity.berkeley.edu)  
Provides leadership, resources, programming and accountability toward integrating equity, inclusion and diversity into all aspects of campus life. For faculty- or department-related concerns, please contact Amy Scharf, Director of Faculty and Departmental Diversity Initiatives: [ascharf@berkeley.edu](mailto:ascharf@berkeley.edu).
- **Faculty Equity Advisors**  
Network of faculty leaders within each department or school who help ensure that diversity and equity are considered in all aspects of the academic mission. [diversity.berkeley.edu/faculty-equity-advisors](https://diversity.berkeley.edu/faculty-equity-advisors)
- **Multicultural Education Program**  
Offers trainings for the campus community on identity and diversity, unconscious bias, and cross-cultural communication. [mep.berkeley.edu](https://mep.berkeley.edu)
- **Haas Institute for a Fair and Inclusive Society**  
Hub of engaged scholars, researchers, strategic communicators, policymakers, and community partners working to advance belonging for all members of society. Includes 7 cross-disciplinary faculty research clusters focused on different equity and justice issues. The Institute's framework on "othering and belonging" and recent blog posts may be especially helpful to faculty at this time. [haasinstitute.berkeley.edu](https://haasinstitute.berkeley.edu)
- **American Cultures / American Cultures Engaged Scholarship (ACES)**  
Curriculum requirement focused on how the diversity of America's cultural traditions have shaped and continue to shape American identity and experience. ACES courses incorporate community engagement components into American Cultures classes. [americancultures.berkeley.edu](https://americancultures.berkeley.edu)
- **Office for Faculty Equity & Welfare**  
Provides programming, resources, policy recommendations, and support to ensure the full participation in academic careers for all scholars, including those from groups that have been historically underrepresented in higher education. Also provides information on issues important to faculty welfare. [ofew.berkeley.edu](https://ofew.berkeley.edu)
- **Staff Diversity Initiatives**  
Provides programming and resources in support of staff diversity and the creation of inclusive campus work environments. [diversity.berkeley.edu/programs-services/staff](https://diversity.berkeley.edu/programs-services/staff)