

## How to Educate Yourself / Allyship 101

Wondering where to start educating yourself on racism and the experience of minoritized groups? Here is a list of resources that serve as a starting point. While not comprehensive, this gives allies a place to begin. We will continue to update this page and welcome your feedback on other great resources to add (email: [inclusion@paleosoc.org](mailto:inclusion@paleosoc.org))

### **Articles and Blog Posts:**

**75 Things White People Can Do for Racial Justice, by Corinne Shutack:**

<https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234>

**What Do I Want From White People (An Illustration of Being Black in America), by Tianna (What's Up With Tiana? Blog)**

<https://whatsupwithtianna.com/2020/05/30/what-do-i-want-from-white-people-an-illustration-on-being-black-in-america/>

**Sorry, I Can't Just Focus on the Science, by Naia Butler-Craig:**

<https://www.naiabutlercraig.com/post/sorry-i-can-t-just-focus-on-the-science>

**Who Gets to Be Afraid in America: Americans don't see me, or Ahmaud Arbery, running down the road—they see their fear, by Ibram X. Kendi:**

<https://www.theatlantic.com/ideas/archive/2020/05/ahmaud-arbery/611539/>

**11 Terms You Should Know to Better Understand Structural Racism, by The Aspen Institute Staff:**

<https://www.aspeninstitute.org/blog-posts/structural-racism-definition/>

**Climate Change Isn't Racist – People Are, by Mary Annaise Heglar**

<https://zora.medium.com/climate-change-isnt-racist-people-are-c586b9380965>

**For Minorities in Science, Building Community Matters, by Lesley Evan Ogden**

<https://undark.org/2017/11/06/mentorship-programs-science-technology/>

**How to best be an ally in STEM, by Valeria Khudiakova**

<https://thevarsity.ca/2020/03/01/how-to-best-be-an-ally-in-stem/>

**Anatomy of an Ally: Be there – for kids and colleagues – when caring just isn't enough, by Carrie Gaffney**

<https://www.tolerance.org/magazine/summer-2016/anatomy-of-an-ally>

**You are not lucky. You earned it! by Monica Vidaurri**

<https://www.editage.com/insights/you-are-not-lucky-you-earned-it>

**Working in Science Was A Brutal Education. That's Why I Left, by Brandon Taylor**

<https://www.buzzfeednews.com/article/brandontaylor/i-dont-miss-being-a-scientist-except-when-i-do>

**It's time to take the 'great' white men of science off their pedestals, by Yarden Katz**

<https://www.theguardian.com/commentisfree/2017/sep/19/white-supremacist-statues-must-fall-scientists>

**Decolonising Science Reading List, by Chanda Prescod-Weinstein**

<https://medium.com/@chanda/decolonising-science-reading-list-339fb773d51f>

**The Geosciences Community Needs to Be More Diverse and Inclusive, by Robin E. Bell and Lisa White**

<https://blogs.scientificamerican.com/voices/the-geosciences-community-needs-to-be-more-diverse-and-inclusive/>

**Webpages:**

**Anti-racism resources for white people**

<http://bit.ly/ANTIRACISMRESOURCES>

**Guide to Allyship: An evolving open-source guide to help you become a more thoughtful and effective ally**

<https://guidetoallyship.com/>

**Racial Equity Tools**

<https://www.racialequitytools.org/>

**#blacklivesmatter resources**

[www.ally.wiki](http://www.ally.wiki)

**On the Vanguard: Conversations with Women of Color in STEM**

[www.vanguardstem.com](http://www.vanguardstem.com)

**Overview of white supremacy culture**

<https://www.showingupforracialjustice.org/white-supremacy-culture.html>

### **Academic Literature:**

Bernard and Cooperdock. 2018. No progress on diversity in 40 years.  
<https://www.nature.com/articles/s41561-018-0116-6>

Boss. 2017. Recognizing the Culture of Geology as a Primary Barrier to Inclusion.  
<https://gsa.confex.com/gsa/2017AM/webprogram/Paper300496.html>

Dutt. 2020. Race and racism in the geosciences.  
<https://www.nature.com/articles/s41561-019-0519-z>

Estrada et al. 2018. A longitudinal study of how quality mentorship and research experience integrate underrepresented minorities into STEM careers.  
<https://www.lifescied.org/doi/full/10.1187/cbe.17-04-0066>

Fish et al. 2019. When the Personal is Political: Ethnic Identity, Ally Identity, and Political Engagement Among Indigenous People and People of Color.  
<https://psyarxiv.com/k7na5/>

Giles et al. 2020. Barriers to fieldwork in undergraduate geoscience degrees.  
<https://www.nature.com/articles/s43017-020-0022-5>

Hofstra et al. 2020. The Diversity-Innovation Paradox.  
<https://nlp.stanford.edu/pubs/hofstra2020innovation.pdf>

Martinez-Cola. 2018. Collectors, Nightlights, and Allies, Oh My! White Mentors in the Academy.

Milkman, Akinola, and Chugh. 2014. What Happens Before? A Field Experiment Exploring How Pay and Representation Differentially Shape Bias on the Pathway into Organizations. [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=2063742](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2063742)

### **Books:**

White Fragility: Why It's So Hard for White People to Talk About Racism, by Robin DiAngelo

How to Be an Antiracist, by Ibram X. Kendi

Eloquent Rage by Brittney Cooper

Women, Race and Class, by Angela Davis

So You Want to Talk About Race, by Ijeoma Oluo

On Being Included: Racism and Diversity in Institutional Life, by Sara Ahmed

Toxic Ivory Towers: The Consequences of Work Stress on Underrepresented Minority Faculty, by Ruth Enid Zambrana

Critical Research on Sexism and Racism in STEM Fields, by Ursula Thomas and Jill Drake

Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do, by Claude M. Steele

A Billion Black Anthropocenes or None, by Kathryn Yosuff

**Podcasts and episodes:**

Code Switch

<https://www.npr.org/sections/codeswitch/>

Episodes:

A Decade of Watching Black People Die

<https://www.npr.org/2020/05/29/865261916/a-decade-of-watching-black-people-die>

The very best of code switch, in 8 episodes

<https://www.npr.org/sections/codeswitch/2020/03/26/820991385/the-very-best-of-code-switch-in-8-episodes>

**Documentaries:**

Can We Talk? Difficult Conversations with Underrepresented People of Color

<https://www.kendallmooredocfilms.com/>

**SocMedia (hashtags to follow):**

#BlackAFinSTEM

#BlackInStem

#BlackInNature

#BlackEcologistsMatter

#IndigenousInSTEM

#POCInSTEM

#NativeandSTEM

#Margininscience

#NativeScience

#LatinxInSTEM

#STEMDiversity

**Professional Organizations:**

National Association of Black Geoscientists

<http://www.nabg-us.org/>

Society for the Advancement of Chicanos and Native Americans in the Sciences

<https://www.sacnas.org/>

American Indian Science and Engineering Society

<https://www.aises.org/>

GeoLatinas

<https://geolatinas.weebly.com/>

Outdoor Afro

<https://outdoorafro.com/>

**Bonus read:**

<https://theriveter.co/voice/the-rules-of-the-diversity-and-inclusion-racket/>