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# Podcast episodes

## Speaking of Psychology: Does diversity training work? Episode 120: Does diversity training work?

In our increasingly diverse country, many workplaces have implemented diversity training programs aimed at fostering cohesion, mutual respect and understanding among employees of different backgrounds. Calvin Lai, PhD, an assistant professor of psychology at Washington University in St. Louis, discusses what we can learn from psychological research about whether diversity training works and what makes for effective training.

<https://www.apa.org/research/action/speaking-of-psychology/diversity-training>

Quirks & Quarks 20 Sept 2019 Glass obstacle course: Why so few women hold top STEM spots

<https://www.cbc.ca/radio/quirks/july-25-2020-women-in-science-special-how-science-has-done-women-wrong-1.5291077/glass-obstacle-course-why-so-few-women-hold-top-stem-spots-1.5291082>

## Teaching in Higher Ed podcast series

### Culturally Responsive Online Teaching

<https://teachinginhighered.com/podcast/culturally-responsive-online-teaching/>

### Transformative Inclusion

https://teachinginhighered.com/podcast/transformative-inclusion/

### Filling the Equity Gap in STEM fields

<https://teachinginhighered.com/podcast/filling-the-equity-gap-in-stem-fields/>

### Meeting the Moment Through Inclusive Teaching:

<https://teachinginhighered.com/podcast/meeting-the-moment-through-inclusive-teaching/>

### Inclusive Excellence

<https://teachinginhighered.com/podcast/inclusive-excellence/>

### Equity in STEM

<https://teachinginhighered.com/podcast/equity-in-stem/>

### Inclusified Teaching Evaluation

<https://teachinginhighered.com/podcast/inclusified-teaching-evaluation/>

### Inclusive Practices Through Digital Accessibility:

<https://teachinginhighered.com/podcast/inclusive-practices-through-digital-accessibility/>

### Inclusive Pedagogy:

<https://teachinginhighered.com/podcast/inclusive-pedagogy/>

### A Student's Perspective:

<https://teachinginhighered.com/podcast/a-students-perspective/>

### Removing Learning Barriers with Universal Design for Learning (UDL):

<https://teachinginhighered.com/podcast/removing-learning-barriers-with-universal-design-for-learning-udl/>

### Fostering Inclusion in Our Teaching:

<https://teachinginhighered.com/podcast/fostering-inclusion-in-our-teaching/>

### Mental Health on the College Campus:

<https://teachinginhighered.com/podcast/mental-health-on-the-college-campus/>

### Interactivity and Inclusivity Can Help Close the Achievement Gap:

<https://teachinginhighered.com/podcast/how-interactivity-and-inclusivity-can-help-close-the-achievement-gap/>

### Diversity and Inclusion - How Does Higher Ed Rate?:

<https://teachinginhighered.com/podcast/diversity-inclusion-higher-ed-rate/>

# Videos

## SMRTS webinar – BIPOC Experiences in STEM: Confronting Racism in Academia

<https://youtu.be/jYnIvnfHaBg>

## Writing effective EDI statements – Dr. Lisa Willis (2hrs)

<https://www.youtube.com/watch?v=4L6SlIlc1Vo&t=1s&ab_channel=OfficeofResearchandInnovationServicesUWindsor>

Writing effective EDI statements workshop – EDI statements are now required for tricouncil funding applications but most scientists do not know what goes into one. Additionally, scientists who are used to working with facts and figures cannot adequately write these statements without knowing what the literature says about EDI in science. Join Dr. Lisa Willis from the University of Alberta for a session which will provide researchers with the knowledge to write outstanding EDI statements, all based on the scientific literature. It includes information about the rationale for working with diverse scientific teams, the current numbers for diversity in Canadian STEM, and the controlled studies demonstrating bias in STEM. We will also discuss mechanisms for integrating good EDI principles with the daily lab environment and how to incorporate this information into effective EDI statements.

## TED Talk: Dena Simmons - How Students of Color Confront Imposter Syndrome

<https://www.ted.com/talks/dena_simmons_how_students_of_color_confront_impostor_syndrome>

## TED Talk: Kimberle Crenshaw - The Urgency of Intersectionality

<https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality>

## Gender Pronouns, Teaching and Learning, and Cultures of Respect - Keynote by Tommy Mayberry

<https://youtu.be/Z4fm6DmpLK8>

## Indigenous Ally Panel and Reconciliation Circle

16 June 2021, University of Alberta

<https://www.youtube.com/watch?v=l6hRr9asf0U>

# EDI statements

## NSERC EDI

<http://www.nserc-crsng.gc.ca/NSERC-CRSNG/EDI-EDI/index_eng.asp>

## Government of Canada Best Practices in Equity, Diversity and Inclusion in Research

<https://www.sshrc-crsh.gc.ca/funding-financement/nfrf-fnfr/edi-eng.aspx>

# Training modules/courses/papers

## Psychology Department Notes on Inclusive Design and EDI (Summer 2020)

<https://drive.google.com/file/d/1_vw3jHOTDxoxUQPsn4R5_zLrJPwNA6Ho/view?usp=sharing>

## Getting Started with Equity: A Guide for Academic Department Leaders

<https://www.everylearnereverywhere.org/resources/getting-started-with-equity-a-guide-for-academic-department-leaders/>

## Socially Just Design in Higher Education: A Series from The Gardner Institute

– a series of recorded modules. Fee required past the first module.

<https://www.jngi.org/socially-just-design>

## Canada Research Chairs Unconscious Bias Training Module

<https://www.chairs-chaires.gc.ca/program-programme/equity-equite/bias/module-eng.aspx?pedisable=false>

## Gender-based Analysis Plus training

<https://cfc-swc.gc.ca/gba-acs/course-cours-en.html>

## Avoiding racial bias in letter of reference writing

[https://mail.google.com/mail/u/0/#search/EDI/FMfcgxwKjTNZfgdlDHBdSDVfmQQkHjfg?projector=1&messagePartId=0.1](https://mail.google.com/mail/u/0/%23search/EDI/FMfcgxwKjTNZfgdlDHBdSDVfmQQkHjfg?projector=1&messagePartId=0.1)

## Avoiding gender bias in reference writing

<https://csw.arizona.edu/sites/default/files/avoiding_gender_bias_in_letter_of_reference_writing.pdf?fbclid=IwAR3PhCJTQ3CLnaz4Gc5fbhyG0sJfSWt693yH2YUTpoaDkaVXhhDTYbtdnlQ>

## Indigenous Canada MOOC

Created by the U of A and offered for free through Coursera.  <https://www.coursera.org/learn/indigenous-canada?page=2&index=prod_all_products_term_optimization#faq>

## UBC Introductory Online Course (5 Modules) on Inclusive Teaching:

<https://inclusiveteaching.ctlt.ubc.ca/resources/resources-for-faculty/>

# Data papers

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# Opinions

## How to actually hire for diversity, Forbes, February 2021

<https://www.forbes.com/sites/alineholzwarth/2021/02/18/how-to-actually-hire-for-diversity/?fbclid=IwAR3rJZCJlLAre8GZJSxDddP6_Z0ExRxtUpQpf5TZu8JNtdsCcl_N1grcefQ&sh=436153a846f9>

# Academic resources

## Spreadsheet of BIPOC-authored Psychology Papers

<https://docs.google.com/spreadsheets/d/1i7Eacoyv9VVg2lBbCV-KJZg4nSGvR_VZFOysOyOGG8g/edit#gid=666010790>