

JEDI Journal Archive 2020-21

OEB JEDI Fellow: [Kadambari Devarajan](#)

I started a [DEIJ Resources spreadsheet](#) to bookmark articles, peer-reviewed publications, podcasts, videos, websites, and resources related to diversity, equity, inclusion, and justice - mostly for my personal reference. Since there seemed to be some interest from other folks in accessing this spreadsheet, I've made it publicly available, and I continue to update it. I have also added a tab focussing on DEIJ statements by individuals and institutions, mostly dealing with STEM fields and research (particularly biology, ecology, and conservation) to serve as a compilation and reference resource. I plan to organize the spreadsheet better so that navigating it becomes easier.

JEDI Journal - 1

September 12, 2020

Articles:

1. [America's long history of scapegoating its Asian citizens](#) - Nina Storchlic - National Geographic: History & Culture
(I found the [A Brief Timeline of Racism Against Asians in America slideshow](#) particularly useful.)
2. [Does Our Vision of Diversity Reduce Harm and Promote Justice?](#) - Benjamin Keisling, Raquel Bryant, Nigel Golden, Laura A. Stevens, Ellen Alexander - GSA Today
3. [Racism and harassment are common in field research — scientists are speaking up](#) - Giuliana Viglione - Nature: News

Events:

1. [#ScholarStrike](#)
September 8-9, 2020

2. 500 Women Scientists - "[Picture a Scientist](#)" Documentary Screening Trailer



"Viewers will have access to the documentary film for 48 hours, between 12am EST on September 12th and 12am EST on September 14th. Featuring geologist Jane Willenbring, chemist Raychelle Burks, and biologist Nancy Hopkins, as well as key social scientists working to understand and reduce gender bias in the sciences, the independent documentary film *Picture a Scientist* brings diversity in science into sharp view at a critical time. Scheduled to premiere at the postponed 2020 Tribeca Film Festival, *Picture a Scientist* paints a nuanced, emotional but unflinching portrait of the struggles women in science have faced, in recent decades up to today. The film challenges audiences of all backgrounds and genders to question their own implicit biases and move toward change. **Content warning:** Some scenes from the movie feature firsthand stories of explicit and brutal harassment, implicit gender and racial bias, and entrenched institutional discrimination."

3. (Online with OPD) **Diversity Statements for the Academic Job Market**

Monday, September 14th - 2:30-4:00pm

"If you are applying to faculty jobs, you are likely going to be asked to submit a diversity statement. This workshop will help you get started writing (or revising): we'll discuss the two things that every statement should include, as well as tips and examples!"

4. (Online with OIE) **Identifying and Resisting Implicit Bias**

Wednesday, September 16th - 2:30-3:45pm

"Whether you are aware or not, we all hold biases in the forms of stereotypes and implicit biases. We at UMass take diversity, equity and inclusion seriously. We believe that everyone belongs here, no matter their background, and we strive to cultivate a culture of dignity and respect for all. Therefore, it is important to recognize our implicit biases so that we can work towards resisting them in our daily interactions with others. This workshop will provide an introduction to implicit bias and will offer some best practices for identifying and resisting implicit bias in your daily interactions."

Resources:

1. [Tools: Interrupting Microaggressions](#)
 2. [Funded Ecology, Evolution, and Organismal Biology MS Programs + Programs That Support BIPOC Grads](#)
 3. [Coloring Science](#) (Google Folder) - University of Michigan EEB DEIJ Committee
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JEDI Journal - 2

September 19, 2020

Articles:

1. [America's Long History of Scapegoating its Asian Citizens](#) - Nina Storchlic - National Geographic: History & Culture
(I found the [A Brief Timeline of Racism Against Asians in America slideshow](#) particularly useful - wanted to share this again in case folks missed it last time.)
2. [Elevate, Don't Assimilate, to Revolutionize the Experience of Scientists who are Black, Indigenous and People of Colour](#) - Samniqueka J. Halsey, Lynette R. Strickland, Maya Scott-Richardson, Tolulope Perrin-Stowe & Lynnicia Massenburg - Nature Ecology & Evolution
3. [Strategies and Support for Black, Indigenous, and People of Colour in Ecology and Evolutionary Biology](#) - Michelle Tseng, Rana W. El-Sabaawi, Michael B. Kantar, Jelena H. Pantel, Diane S. Srivastava & Jessica L. Ware - Nature Ecology & Evolution

4. [Ruth Bader Ginsburg, Supreme Court's Feminist Icon, Is Dead at 87](#) - Linda Greenhouse - The New York Times

Events:

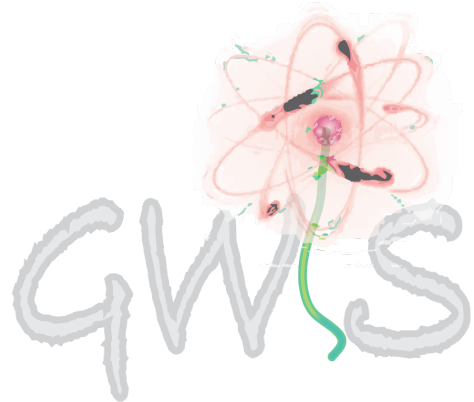
1. (Online with OPD) **Grant and Fellowship Advice for LGBTQIA+ Graduate Students**

Monday, September 28th - 4:00-5:00pm

"The grant and fellowship landscape for LGBTQIA+ students includes many possibilities, but also many questions. This session will outline funding opportunities for LGBTQIA+ graduate students, offer strategies for when and how to discuss your identity in a personal statement, and address questions such as using legal name vs. chosen name in funding applications. Co-sponsored by oSTEM and the Stonewall Center."

2. [GWIS DEI Committee Meeting](#)

"GWIS DEI would like to plan a virtual committee meeting to decide what events we will plan this fall (and to check-in and socialize!) Some ideas we have for virtual events include: Virtual Culture Representation Night, Virtual Culture Cook-along, Virtual Culture Song and Dance party. If you are interested in joining us at the first Diversity and Inclusion committee meeting held on Tuesday, September 22nd at 4:00pm."



3. [Black Mammalogists Week](#)

Sep 13-19, 2020



4. [BRiDGE](#) LARP Scholar - "On Resilience" - [Dr. Kofi Boone](#), North Carolina State University

BRiDGE2Impacts: Sept 23, 2020, 12pm EST

"I work with communities using democratic design approaches to help them address challenges in their environments. Some of these challenges are the results of social and environmental injustice. I try to focus on action research and want academic work to have real world material impact in communities. This talk will continue on the topic of resilience as a means to acknowledge our strong professional toolset for addressing non-human ecological matters but also call attention to the need to build more robust and impactful tools for nurturing human resilience."

BRiDGE2Students: Sept. 24, 12pm EST

"An event for students to engage in informal conversation with LARP's visiting BRiDGE scholar Dr. Kofi Boone. Join us for an open conversation about navigating academia or any questions you may have for our visiting scholar."



BRiDGE2Science: Sept. 24, 4pm EST

"From the ongoing COVID pandemic to the rebellions that have gripped communities around the world in the aftermath of the police murder of George Floyd, unprecedented popular attention has been paid to systemic inequities in our environments. What might this mean for landscape architecture? This talk will use the topic of resilience as a means to acknowledge our strong professional toolset for addressing non-human ecological matters but also call attention to the need to build more robust and impactful tools for nurturing human resilience."

#UMassBRiDGE

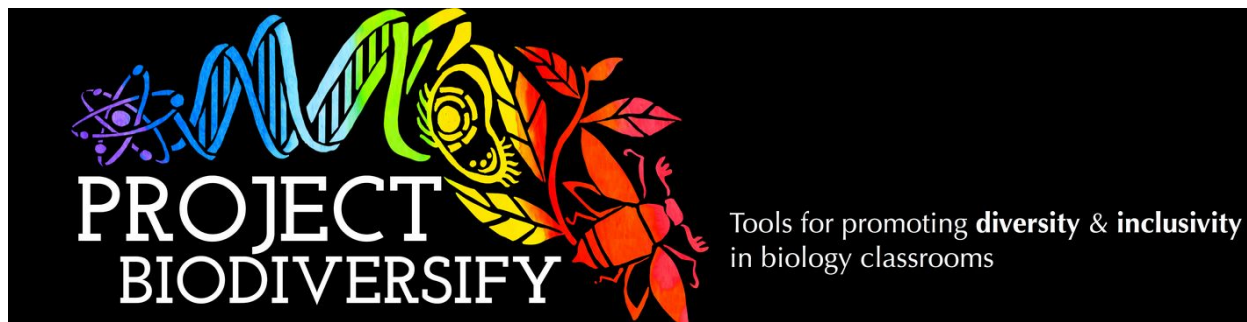
5. [W.E.B. Du Bois Department of Afro-American Studies 50th Anniversary Virtual Symposium](#) - **Conscious to Woke: Fifty Years of Revolutionary Black Thought**
Oct 22-24, 2020 - [Program](#)



Resources:

1. [Project Biodiversify](#)

([Dr. Ash Zemenik](#) - OEB seminar speaker - Spring 2021)



2. [hollaback!](#)

Harassment prevention and bystander intervention training and resources

3. **IDGP DEI Committee**

The IDGP DEI Committee has set up a Slack workspace which is developing as a rich resource on DEIJ topics of relevance to OEB, in addition to productive conversations and offering affinity and support. The Committee is open to IDGP (including OEB) grads, faculty and staff interested in DEIJ issues within the Programs. If interested in joining the Committee (and Slack workspace), please reach out to Lian and Kim.

The Committee has started a monthly Selfeducate Challenge, "where we will choose a monthly resource that we challenge our members to read. Everyone is so busy, so let's try to make sure we at least take bite-size amounts of time to increase our knowledge in DEI." The September Selfeducate Challenge is to watch: [Don't Be a Savior, Be an Ally](#) - TED talk by Rayna Gordon.

JEDI Journal - 3

September 26, 2020

Actions:

1. Attend: **Ecology and Evolution's Hidden Figures: A Community Learning Exercise Around Recent Articles on Diversity, Equity, Inclusion, and Justice** - UMass [OEB Seminar Series](#)

Hosted by: Paige Warren & Kadambari Devarajan

Friday, October 2, 2020 4:00pm EST Virtual Seminar

University of Massachusetts Amherst



Oct 2 Ecology and evolution's hidden figures: A community learning exercise around recent articles on diversity, equity, inclusion, and justice
Hosts: Paige Warren and Kadambari Devarajan
4:00pm Virtual Meeting

2. Petition: Oppose Unfair Visa Revocation

"In reaction to [reports](#) that the Trump administration has revoked the visas of more than 1,000 Chinese students and scholars, academic workers from UAW unions across the US are calling on our universities to take steps to protect international researchers. The United States government started enforcing Trump's proclamation from May that would cancel/deny visa to international students and scholars if they attended any school in China (middle school, high school, undergrad, or grad school) that had any ties with the military (this is similar to if your school had an ROTC program here in the United States). We condemn the scapegoating - here is a petition opportunity for our members to sign [\[LINK\]](#)."

Articles:

1. [When the Academy Wants You to Be Black](#) - Lauren Edwards (Director of 500 Women Scientists' [Fellowship for the Future](#)) - We Rep STEM
(I highly recommend this article.)
2. [American Environmentalism's Racist Roots Have Shaped Global Thinking About Conservation](#) - Prakash Kashwan - The Conversation
3. [The Scientific Community's Fight for Immigrants Isn't Over Yet](#) - Christopher Jackson - Massive Science
4. [Millennials and Gen Z are Spreading Coronavirus—But Not Because of Parties and Bars](#) - Rebecca Renner - National Geographic: Science (Coronavirus Coverage)

5. [Underrepresented Faculty Play a Disproportionate Role in Advancing Diversity and Inclusion](#) - Miguel F. Jimenez, Theresa M. Laverty, Sara P. Bombaci, Kate Wilkins, Drew E. Bennett, Liba Pejchar - Nature Ecology & Evolution

Events:

1. [Creative Women Leading Climate Action - A Virtual Symposium](#)



"Creative Women Leading Climate Action engages women and nonbinary people in building an intergenerational network with a shared goal of creative climate action. This virtual symposium highlights artists and arts professionals responding to climate change and provides opportunities for students to both learn from arts leaders and forge their own network as they pursue leadership in arts and activism fields. Open to UMass and Five College students, faculty, and staff, as well as artists and professionals at large."

Keynote Lecture: "What Does the Earth Ask of Us?" with **Robin Wall Kimmerer**, Distinguished Professor and Author of **Braiding Sweetgrass**.

Wednesday, September 30 at 6 p.m. ET

Live and recorded via Zoom, [YouTube](#), and [Facebook](#).

2. **Bodies at Risk:** [Black Violin](#)

Friday, October 2, 7 p.m. ET

[Live Virtual Performance](#) with post-show Q&A

Black Violin is led by classically trained string players Wil B. (viola) and Kev Marcus (violin). The band uses their unique blend of classical and hip-hop music, often described as "classical boom," to overcome stereotypes and encourage people of all ages, races, and economic backgrounds to join together to break down cultural barriers. As part of their engagement, Wil and Kev offer a special live virtual concert followed by a post-show conversation on the state of Black music and art in the U.S.

today moderated by African American studies scholar Stephanie Shonekan. [Free tickets](#) are encouraged so you don't miss this one-time live presentation. You may also submit questions in advance through the check out process.

3. [Breathing While Black](#)



Digital exhibition - Augusta Savage Gallery - UMass Fine Arts Center

Sep 1st - Nov 20th, 2020

"Featuring works by over 50 artists from 17 countries, Breathing While Black is a juried digital visual art exhibition, inviting international response to the recent and ongoing slaughter of Black Americans."

4. [Black Geographies, Black Feminism, Racial Capitalism, Carceral Geographies, Police Abolition; Marronage, Migrant Diasporas, Critical GIS](#) - UMass Geosciences Seminar Series

[Dr. Celeste Winston](#) - Temple University

Friday, October 2, 2020 - 12:20pm

5. (Virtual) [Indigenous History Conference](#)

Oct. 3-Nov. 22, 2020

"Here It Began: 2020 Hindsight or Foresight," a signature Plymouth 400 event, is an Indigenous History Conference to inspire educators to learn about creation histories and traditional life; colonization and its aftermath; and the continued resilience and life of New England Natives today. The virtual event, sponsored by Bridgewater State University, Plymouth 400 and the Wampanoag Advisory Council, is **free of charge** and offers nine weekend sessions during the months of October and November that will feature well-known experts and testimonials."

Opportunities:

1. Volunteer, Mentor or lead with MUSE Mentorship

"A group of graduate students and STEM professionals recently created the organization [MUSE](#) (Mentorship for Underrepresented STEM Enthusiasts) and are looking for committee volunteers, mentors and one Executive Board Member.

This organization recognizes representation and mentorship as resources for the success of underrepresented students in STEM fields. We offer 1:1 online mentorship for high school, undergraduate and post baccalaureate students across the country. Our website also lists blog posts with STEM professionals, funding opportunities for mentors and mentees and more.

We are currently filing for 501c3 nonprofit status. Once we obtain 501c3 status, we will be launching our new website with opportunities for mentors to be paid for mentoring students and scholarships for our mentees. We are hoping to increase our number of mentors, committee volunteers and add one Board member.

To apply to be considered for a Board Member, Committee Member or Mentor role please follow the links below:

a. [Finance & Operations, Co-Chair & Executive Board Member Application Form](#)

**Note: ideal candidates must be from an underrepresented group*

b. [Committee Volunteer](#)

**Note: Everyone is welcome to apply*

c. [MUSE Mentor](#)

**Note: for underrepresented students, trainees and faculty"*

Contact: Melise Edwards (medwards@umass.edu)

Resources:

1. Breonna Taylor resources:

<https://www.standwithbre.com>

<https://justiceforbreonna.org>

<https://www.forbreonna.com>

2. [Anti-Racist Resources from Greater Good](#) - Greater Good Magazine (Greater Good Science Center - UC Berkeley)

3. [Ten Keys to Everyday Anti-Racism](#) - Kirsten Ivey-Colson, Lynn Turner - Greater Good Magazine (Greater Good Science Center - UC Berkeley)

JEDI Journal - 4

October 03, 2020

Thanks to everyone who made it to the session yesterday. I just wanted to mention that October 2nd, the birth anniversary of Mahatma Gandhi, is celebrated as Gandhi Jayanti (a national holiday) here in India and as the [International Day of Non-violence](#). I think it is somehow apt that we had this OEB seminar coincide with the birth anniversary of a person who helped lead India's independence movement and inspired civil rights movements across the world.

Articles:

1. [Palm Oil Labor Abuses Linked to World's Top Banks, Brands](#) - Margie Mason, Robin McDowell - Associated Press (AP News)
2. [Double Jeopardy? Gender Bias Against Women in Science](#) - Worklife Law (University of California Hastings College of Law) Report

Events:

1. [Black in Microbiology Week Lecture Series](#)
Monday, **September 29** - Sunday, **October 4, 2020**
#BlackInMicro



2. [Making Your Courses Inclusive](#) - Facilitated by Bryan Dewsbury (Associate Professor of Biology, University of Rhode Island)
Tuesday, October 6th 12:00 PM

Keynote address: **"The Revolution Will be Backward Designed - Inclusive Practices in the Higher Education Classroom"**

Tuesday, October 6th 2:30-4:00 PM

Workshop 1: **"A Chance at Birth - Power, Privilege and Their Impacts on the Higher Ed Classroom"**

Friday, October 9th 10:30 AM to 12:00 PM

Workshop 2: **"We are Talking About Practice! - Considering Specific Strategies for Your Classroom"**

Registration is required for both the keynote and the workshops.

3. (Through the Ecological Society of America Traditional Ecological Knowledge section) **Building Effective Partnerships with Indigenous Communities**

Guest Speaker: **James Rattling Leaf, Sr, Rosebud Sioux Tribe**, Rattling Leaf Consulting LLC

Wed, Oct 7, 2020 2:00 PM - 3:00 PM EDT / 12:00 PM – 1:00 PM MDT

The presentation will outline recommendations and best practices when working with indigenous communities (in the US).

4. (Online with OIE & CIRTL@UMass) **Being an Effective Ally**

Wednesday, October 7th - 2:30-3:45pm

"Would you like to play your part in ensuring an inclusive climate for everyone, but not sure how? Interested in learning how to be an ally to your peers who identify as being from a marginalized or underrepresented group? Join us as we discuss and practice strategies you can take to be an effective ally to your peers and students. Part of the [Empowering Future Leaders for an Inclusive Academy](#) series."

5. (UMass Fall 2020 Distinguished Faculty Lecture Series) **"Why the Menstrual Cycle Matters" - Professor Elizabeth Bertone-Johnson.**

Wednesday, October 7, 2020 - 4-5:15 p.m.

6. (SABER seminar series focused on striving for racial justice in academic biology)

"Language Matters: Considering Racial Microaggressions in Science" led by Dr. Colin Harrison and Dr. Kimberly Tanner

Thursday Oct 8th, 11:30 am Pacific time

Previous session videos available on the SABER website: https://saberbio.wildapricot.org/Diversity_Inclusion.

7. (ECo Seminar) **An Organization-wide Approach to Diversity, Equity, Inclusion and Justice (DEIJ) for Conservation Organizations** - Karena Mahung, Indufor North America

Friday, October 9, 2020 12:20 - 1:10 PM

Opportunities:

1. [Fellowship for the Future](#) - 500 Women Scientists

Resources:

1. [Slides with additional resources](#) from the UMass [OEB Seminar](#) yesterday (October 2nd) that was led by Paige Warren & I.

"Ecology and Evolution's Hidden Figures: A Community Learning Exercise Around Recent Articles on Diversity, Equity, Inclusion, and Justice"

JEDI Journal - 5

October 10, 2020

Activities:

1. Watch [What Does the Earth Ask of Us?](#) - Robin Wall Kimmerer ("Planet on a Precipice" keynote video available until October 20th, 2020)



Robin Wall Kimmerer
Distinguished Professor and
Author of *Braiding Sweetgrass*

Recorded on September 30, 6pm

Co-presented by the [Arts Extension Service](#), Creative Women
[Leading Climate Action](#) and partners (see below)

We are showered every day with the gifts of the Earth and yet we are tied to institutions which relentlessly ask, what more can we take? Drawing upon both scientific and Indigenous knowledges, this talk explores the covenant of reciprocity. How might we use the gifts and the responsibilities of human people in support of mutual thriving in a time of ecological crisis?

Video and audio recordings are available by registration only.

2. Watch [Picture A Scientist](#)
(Link to [trailer](#))

3. Watch Bryan Dewsbury's **The Revolution Will Be Backward Designed** talk [recording](#).

Articles:

1. [Ten Simple Rules for Building an Antiracist Lab](#) - V. Bala Chaudhary, Asmeret Asefaw Berhe - PLoS Computational Biology

2. [I'm a black climate expert. Racism derails our efforts to save the planet.](#) - Ayana Elizabeth Johnson - The Washington Post

3. [Why Was It So Easy for Jessica Krug to Fool Everyone? Academe Fetishizes Fake Racial Authenticity.](#) - Jason England - The Chronicle of Higher Education

4. [Africa Has Defied the Covid-19 Nightmare Scenarios. We Shouldn't Be Surprised.](#) - Karen Attiah - The Washington Post

5. [How to Ask if Everything Is OK When It's Clearly Not](#) - Anna Goldfarb - The New York Times

Events:

1. (Amherst College) [The History of Anti-Black Racism in America Lecture Series and Seminar](#)

The Condemnation of Blackness - Wednesday, October 14, 2020 - 7 p.m. EDT

From the War on Poverty to the War on Crime - Tuesday, November 17, 2020 - 5 p.m. EDT

2. Online (NIH) **Exploring Our Self-Talk: Cognitive Distortions and Imposter Fears**
Tuesday, October 13th - 2:00-4:00pm

"In this webinar we will explore how our self-talk is generated and look at ways our self-talk can either help us be more resilient or how it can hurt us and hold us back. We will discuss cognitive distortions and imposter fears and explore ways to recognize internal messages and input from others that distorts our views of our abilities and accomplishments. This session is part of the "Becoming a Resilient Scientist" series hosted by NIH and pre-registration for "Exploring Our Self-Talk" is required."

3. **Superfest Disability Film Festival**

SUPERFEST

DISABILITY FILM FESTIVAL



October 16th, 17th & 18th: ONLINE

About Superfest: The Office of Equity and Inclusion is purchasing tickets for anyone who would like to watch the Superfest Film Festival.

Deadline to request tickets: **Monday, October 12, 2020.**

Superfest Disability Film Festival is the longest-running disability film festival in the world. Since it first debuted in a small Los Angeles showcase in 1970 it has become an eagerly anticipated international event—hosted by Paul K. Longmore Institute on Disability at San Francisco State. For more than 30 years, Superfest has celebrated cutting-edge cinema that portrays disability through a diverse, complex, unabashed, and engaging lens. Superfest is one of the few festivals worldwide that prioritizes access for disabled filmgoers of all kinds. The 2019 festival concludes a long and successful partnership between the Paul K. Longmore Institute on Disability and the LightHouse for the Blind and Visually Impaired.

Media:

1. **Black Violin** - [Stereotype](#)

Resources:

1. [Slides with additional resources](#) from the UMass [OEB Seminar](#) that Paige and I led on October 2nd.

"Ecology and Evolution's Hidden Figures: A Community Learning Exercise Around Recent Articles on Diversity, Equity, Inclusion, and Justice"

JEDI Journal - 6

October 17, 2020

Activities:

1. Watch [The Standing Rock Resistance and Our Fight for Indigenous Rights](#) - TED talk by Tara Houska, tribal attorney and Couchiching First Nation citizen (Oct 12th was Indigenous Peoples Day)
2. Watch [Storm the Gates](#) - Free virtual film screening - [500 Women Scientists registration link](#)
(Access available from 12am ET on October 10th to 11:59pm ET on October 17th.)
3. [Sign up](#) for the free course on "**Jazz as a Tool of Liberation**" as part of Jazz at Lincoln Center Orchestra's Reimagine Residency. The class will be taught by Seton Hawkins, director of public programs and education resources at Jazz at Lincoln Center. The course runs twice a week on Mondays and Wednesdays from 6 to 7 p.m. starting Monday, October 26. Limited registration through October 19.
4. Watch [What Does the Earth Ask of Us?](#) - "[Planet on a Precipice](#)" keynote by Robin Wall Kimmerer
(Keynote video available until October 20th, 2020)

Articles:

1. [Climate Justice is Social Justice](#) - Tatiana Eaves - Sister
2. [The Virus Moved Female Faculty to the Brink. Will Universities Help?](#) - Jillian Kramer - The New York Times
3. [What Does Effective PhD Supervision Look Like? Towards A Student-Centred Graduate Research System.](#) - Shane T Huntington - Medium

Events:

1. [Third Annual Distinguished Scientist & Engineer Seminar Series.](#)

Erich Jarvis, Ph.D. Professor, The Rockefeller University

Discussion: Oct. 19 at 10am: "*Surviving and Thriving as an Under-represented Minority Scientist in a Majority Environment*"

Science Talk: Oct. 19 at 4pm: "*Evolution of Brain Pathways for Vocal Learning and Speech*"

Jessica Ware, Ph.D Assistant Curator, Invertebrate zoology, American Museum of Natural History

Workshop: Oct. 23 at 11:15am: "*A BIPOC Academic Journey*"

Seminar: Oct. 23 at 4pm: "*The Evolution of Odonata (Dragonflies and Damselflies)*"

2. (Online with CIRT@UMass) **Principles of Inclusive Teaching**

Tuesday, October 20th - 2:30-4:00pm

"You want to ensure all of your students have the opportunity to learn and feel included in your classroom. How can you ensure that students feel a sense of belonging - especially in the online space? This workshop will introduce you to principles of inclusive teaching, and share ideas for creating an inclusive and accessible online class."

3. Structural Obstacles to Holistic Disability Support in Higher Education

Wednesday, October 21st - 2:00-3:00pm

"How can existing resources and systems create a more inclusive and holistic model of support for students with disabilities? Moderator Dr. Amanda Kraus will facilitate a panel of faculty and disability services professionals exploring topics such as funding, disability identity, campus culture, faculty perceptions, and disability stigma. Sponsored by UMass Disability Services."

4. ([GSCA](#)) "Looking Back and Thinking Ahead: UMass Alums on Being POC, Anti-racist and Community-oriented"

October 20th (Tuesday) from 4 to 5pm

"We invite you to join our conversations with recent alumni about life at UMass, navigating institutional obstacles, preparing for life outside graduate school and, most importantly, holding space for anti-racist and community-oriented actions. We welcome [Dr. Ashley Carpenter](#) (Assistant Professor, Higher Education Program, Appalachian State University), [Dr. Neelofer Qadir](#) (Assistant Professor, Department of English + Program in International & Global Studies, University of North Carolina, Greensboro), and [Josh Odam](#) (Trauma-Informed Life Coach and Founder of Healing While Black). We will begin with some thoughts from the panelists and then move to questions from the moderators and the audience."

5. Everyday Ableism: Disability Through a Social Justice Lens

Thursday, October 22nd - 2:00-3:00pm

"When we understand disability in a context of social justice, a cultural and political experience shaped by dynamics of power and privilege, we can begin to unpack the many ways ableism influences the system of higher education. This presentation will use relevant research to identify pervasive disability stereotypes and microaggressions and explore how these perspectives inform our personal and professional behaviors and attitudes. Sponsored by UMass Disability Services. "

Media:

1. [Mothers of Invention](#) (a podcast about climate with a feminist lens) - Jane Zelikova - microbe magic and climate solutions.
 2. [Labor](#) covers the history of the “mom” beat and the misogyny faced by mothers.
 3. [Who Owns Oregon? Some Historical Context on the so-called Militia Occupation of Public Lands](#) - vlogbrothers
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JEDI Journal - 7

October 24, 2020

Activities:

1. Take the **IDGP DEI Committee Monthly Selfeducate Challenge:** The Yikes Podcast's episode on [Toxic Positivity and Anti-Racism](#)
2. Watch the [recording of the webinar panel](#) on **Harassment in STEM** with [Jane Willenbring](#) (whose story is prominently featured in the film [Picture a Scientist](#)), [Sora Kim](#), [Billy Williams](#), and moderator [Avani Wildani](#).

Articles:

1. [Black Americans see a health-care system infected by racism, new poll shows](#) - Michael A Fletcher - National Geographic
2. [Native American Imagery is All Around Us, While the People Are Often Forgotten](#) - Mark Trahant - National Geographic Magazine
3. [These Are the Best and Worst States For Women](#) - Irene Berman-Vaporis, Lawson Parker, Rosemary Wardley - National Geographic Magazine
4. [Promoting Inclusion in Ecological Field Experiences: Examining and Overcoming Barriers to a Professional Rite of Passage](#) - Nia Morales, Kari Bisbee O'Connell, Stacy McNulty, Alan Berkowitz, Gillian Bowser, Michael Giamellaro, Maria N. Miriti - Ecological Society of America Bulletin

Events:

1. Diversifying your Departmental Seminar with the BRiDGE Program

Monday, October 26th - 10:00-11:00am

Are you interested in increasing the representation of speakers from under-represented groups in your departmental seminars, and increasing the visibility of early-career scholars? The [BRiDGE program](#) does just that and is interested in expanding it to more departments within UMass. For more information, attend this [information panel](#) with the BRiDGE graduate student organizers. The event is open and encouraged for all UMass community members.

2. Virtual [Inaugural Diversity and Science Symposium](#), October 27th-29th, featuring a diverse array of faculty, postdoc, and student [speakers](#) in the life sciences presenting their cutting edge research and their journey in academia.

"The Symposium is fully trainee organized, and features 20 incredible speakers, 4 panel discussions on racism, ableism, misogyny, and homophobia in academia, and culminates with a special keynote presentation, featuring **Shirley Lacks and Jeri Lacks Whye**, the descendants of Henrietta Lacks, whose cells were taken without permission and now form the backbone of in vitro human medicine across the world, along with **Rebecca Skloot**, author of *The Immortal Life of Henrietta Lacks*. Register for the symposium [here](#) to gain access to the agenda, Zoom links (when posted), discussion boards, and more."



3. Building Bridges Virtual Showcase

June 30 to December 31

"Building Bridges draws on the power of solidarity and creative expression to bring people together and create a bridge across difference. Featuring more than 55 current and retired UMass staff members, including UMass Alumni. Check out their Digital Galleries, [Virtual Galleries](#) and [Archive Videos](#)."

4. (Online with OIE & CIRTL@UMass!) Building Inclusion into Your Academic Career

Friday, October 30th - 1:30-2:30pm

"Are you considering a career in academia? Want to be intentional about building a more inclusive academy? In this event, we will discuss the landscape of academia in the US, and ways in which you can intentionally build inclusion into your academic career. We also welcome [Dr. Nathaniel Whitaker](#), Professor and Head of Department of Mathematics & Statistics, who will talk about his career path and his efforts to

increase the representation of Black people in mathematics. Part of the [Empowering Future Leaders for an Inclusive Academy](#) series."

Media:

1. [Everything You Ever Wanted to Know About Race: And Why That's Important for Evolutionary Medicine](#) - Joseph L. Graves Jr. - Club EvMed: Virtual Evolutionary Medicine Conversations (Duke University)

Participate:

1. (Ecological Society of America) [Time for Action: ESA initiates a Diversity, Equity, Inclusion and Justice \(DEIJ\) task force](#)

"Please read [this post on the EcoTone blog](#) for more details, and [submit your feedback](#) on how we as a Society can improve our processes and culture. We must conduct critical self-reflection so that we can do more to increase the diversity of our members, programs and leadership."

Reflect:

1. Oct 11th was National Coming Out Day - I encourage you to read [Fourteen Recommendations to Create a More Inclusive Environment for LGBTQ+ Individuals in Academic Biology](#)

2. Oct 12th was Indigenous Peoples' Day - I encourage you to take a moment and acknowledge the groups whose land we [occupy](#). I also encourage you to use such acknowledgements in any talks you give.

Resources:

1. [UMass Pronoun Policies & Practices for Instructors](#) - Genny Beemyn, Stonewall Center
 2. [Research Justice Worksheet](#) - Free Radicals (Forrest Bowlick had shared this as part of a Diversity, Inclusion, & Pedagogy Seminar discussion.)
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JEDI Journal - 8

October 31, 2020

Activities:

1. Vote

2. Attend: **Jazz at Lincoln Center Orchestra Septet with Wynton Marsalis: The Sounds of Democracy**

Sunday, November 15, 3 p.m. ET

This free digital concert features a premiere of *The Democracy Suite*, a Marsalis composition written during the COVID-19 crisis in response to our nation's political, social & economic struggles. Live Q&A with Wynton Marsalis after the concert.

3. View: **Augusta Savage Gallery - Breathing While Black**

View online through November 20

Featuring works by over 50 artists from 17 countries, Breathing While Black is a juried digital visual art exhibition, inviting international response to the recent and ongoing slaughter of Black Americans. ([View exhibition](#))

Articles:

1. [How Inequality Keeps People from Voting](#) - Jeremy Adam Smith, Teja Pattabhiraman - Greater Good Magazine

2. [Scientific Journals Commit to Diversity, but Lack the Data](#) - Katherine J. Wu - The New York Times

3. [Reviewers, Don't be Rude to Nonnative English Speakers](#) - Adriana L. Romero-Olivares - Science Magazine

Events:

1. **Strategies for Responding to Microaggressions**

Thursday, November 5 from 11:30AM - 12:45PM

"We live in divisive times, which may increase the likelihood that people will be targeted or witness microaggressions. Our classrooms, labs, and other spaces shared by students and instructors are no exception to that. If left unaddressed, microaggressions negatively impact the learning climate and can hurt students' engagement, their sense of belonging and academic success. Join co-facilitators Neena Thota (CICS) and Kirsten Helmer (CTL) for an interactive session that will offer

you opportunities to explore strategies, approaches and interventions for responding more effectively to microaggressions when they occur. Please note that this workshop is for those who are already familiar with the concept of microaggressions and is building on a previously offered introductory workshop to the topic.

Workshop Goals

- Share and reflect on strategies that move us from reacting to responding to microaggressions.
- Learn why it matters to distinguish between intent and impact.
- Use brief case scenarios to practice ways for taking action when faced with a microaggression."

2. EHS Seminar - EPA: "Native American Communities and Environmental Justice: Why Water Quality Matters" - Capt. Michael Stover

Nov 11th, 2020 - 4-5:30 PM EST

3. (Online with IPO) Life After UMass: Immigration Panel Discussion

Wednesday, November 18th - 5:00-6:00pm

"Immigration attorneys from Curran, Berger & Kludt Immigration Law Firm will join Ken Reade from the UMass International Programs Office to discuss a variety of immigration topics, including employment-based visas, permanent residency, and green cards. Organized by the International Programs Office and open to all students, scholars and postdocs. "

4. [6th LGBTQ+ STEMinar](#)

8 January 2021 (held online this year)

"It is hosted by Wadham College, University of Oxford. The conference is designed for people who work or study in STEM subjects (Science, Technology, Engineering, Mathematics) and identify as LGBTQ+"



Opportunities:

1. REBLS Summer Leadership Academy

[5-minute video](#) that will give you an overview of this program

"The REBLS Summer 2020 Leadership Academy was a six-week on-line program for undergraduate Computer Science and Engineering students from diverse backgrounds and was designed to empower these students as they prepare for and enter early careers in STEM fields. Please find more details [here](#). We plan to offer the Leadership Academy this coming summer again and encourage you to share this with students who may be interested. Students may express interest [here](#) and we will follow-up as our plans for summer 2021 take shape."

Participate:

1. Vote

2. [Socially Just Science Collective](#)

"**Socially Just Science (SJS)** is a trainee-led collective of scientists in the NSB program at UMass. It was started by graduate student Kate Otter in the fall of 2019 with the goal of discussing the intersection of science with social justice. This collective is open to **all members of the NSB community**. More information about the mission, goals, and structure of SJS are available [here](#)."

JEDI Journal - 9

November 07, 2020

(I hope everyone's enjoying this heartening start to the weekend. I'm told it's a sunny day back in Amherst and other parts of the US. Along with celebratory cheers from 8000 miles away, I wanted to give a heads-up that this JEDI Journal, coming after a long, seemingly endless week, might be the penultimate one planned. I'll let you know in case of any changes. Meanwhile, here's to a more just, equitable, diverse, and inclusive future.)

Articles:

1. [After a Breast Cancer Diagnosis, Many Black Women Face Barriers That Delay Their Care](#) - Priyanka Runwal - Stat

(Happy to share this fantastic article by a friend of mine.)

2. ["Two-Eyed Seeing": An Indigenous Framework to Transform Fisheries Research and Management](#) - Andrea J. Reid, Lauren E. Eckert, John-Francis Lane, Nathan Young, Scott G. Hinch, Chris T. Darimont, Steven J. Cooke, Natalie C. Ban, Albert Marshall - Fish and Fisheries

3. [Opening Up About My Invisible Health Condition](#) - Anne Charmantier - Nature: Career Column

4. [Kamala Harris will be first woman vice president. Meet the VP contenders who paved the way](#) - Rachel Hartigan - National Geographic

5. [The Field After Cancer](#) - Kadambari Devarajan - Field Secrets
(After reading (3), I thought it might be helpful to share this article of mine about navigating research with health issues.)

Events:

1. [New England Botanical Club](#) - "Decolonizing Botany"



**New England
Botanical Club**



Dr. Banu Subramaniam (Professor and Chair of Women, Gender, and Sexuality Studies, UMass Amherst)

Saturday, November 7, 2020 at 7pm via Zoom.

"What does it mean to be a feminist botanist? Tracing the colonial roots of botany, I re-imagine a more inclusive and capacious field of botany untethered and decentered from its origins in histories of racism, slavery, and colonialism. Drawing on recent scholarship in the biological sciences, queer ecology, indigenous ecology, and postcolonial and feminist Science and Technology Studies (STS), I show how gender, race, class, sexuality, and nation shape the foundational language, terminology, and theories of modern botany, and how botany remains grounded in the violence of its colonial pasts. Decolonizing Botany reckons with these difficult origins and lays a roadmap to imagine a new feminist botany that harnesses the power of feminist thought to reimagine the practices of experimental biology"

2. STEM Education Institute Seminar - **Effective Interventions for Minorities in STEM: The Benefits of Ingroup Peers**

Deborah Wu (UMass Department of Psychological and Brain Sciences)

Tuesday Nov 10, 2020, 4:00 – 5:00 pm EST

"Members of traditionally underrepresented groups in college, especially those majoring in science, technology, engineering, and mathematics (STEM) fields, report doubts about their belonging, confidence, and persistence in these fields. To address these disparities, it is important to examine interventions that have the most benefit for students' achievement-oriented self-concept. In this talk, I will present two separate studies, in which my collaborators and I examined how the presence of ingroup peers benefit women in engineering and first-generation college students in biology.

Speaker Bio: Deborah Wu is a 5th-year doctoral student at the University of Massachusetts Amherst. Her work focuses on psychological antecedents of stereotyping, its consequences on individuals' self-concept and their impressions of others in terms of how they think and behave, and the efficacy of interventions to disrupt stereotyping's negative effects."

3. Jazz at Lincoln Center Orchestra Septet with Wynton Marsalis: The Sounds of Democracy

Sunday, November 15, 3 p.m. ET

"This free digital concert features a premiere of *The Democracy Suite*, a Marsalis composition written during the COVID-19 crisis in response to our nation's political, social & economic struggles. Live Q&A with Wynton Marsalis after the concert."

Resources:

1. [Election Support Spaces](#) through the [Center for Counseling and Psychological Health](#) (CCPH)
2. [Post-Election Community Support for International Students](#) (Nov 20, 9-10am)
3. Free Face Masks Available to Graduate Students: The GSS has face masks available for graduate students and their families. If you are interested in receiving **free face masks** please complete [this form](#).

JEDI Journal - 10

November 14, 2020

(This is the final issue of JEDI Journal planned. We are now exploring the possibility of archiving these JEDI Journal editions for posterity on the OEB website to continue being a resource for the community. Thanks to everyone who reached out to me with comments and feedback. I sincerely hope folks have been finding this initiative useful. I will continue updating the [DEI Resources spreadsheet](#). I am also hoping to reorganize these resources within the spreadsheet so that they're easier to navigate and access.)

If you have limited time this week, perhaps time for only one item in this JEDI Journal, kindly consider checking out the short exercise listed in the **Activities** section below.

Activities:

1. Participate in the DEIJ statement exercise for the OEB community

I encourage you to share a DEIJ statement, either your own and/or something you've come across (within or outside UMass), that can be added to the **DEIJ_Statements** sheet of the [DEI Resources spreadsheet](#). The statement could be that of an individual (PI), lab, department, or institution. Kindly email the link to me (by the end of the month if possible) and I'll add this to the growing list of DEIJ statements in the spreadsheet.

Articles:

1. [The Misuse of Colour in Science Communication](#) - Fabio Cramer, Grace E. Shephard, Philip J. Heron - Nature Communications

2. [Ecologically and Culturally Rich Deserts, Swamps and Grasslands Must Not be Labelled Wastelands](#) - Kadambari Devarajan - [The Hindu](#) - [Sunday Magazine](#)

3. [If Indigenous Peoples Stand with the Sciences, Will Scientists Stand with Us?](#) - Megan Bang, Ananda Marin, Douglas Medin - Daedalus (Journal of the American Academy of Arts and Sciences)

4. [Ten Steps to Protect BIPOC Scholars in the Field](#) - Joshua Anadu, Hendratta Ali, Christopher Jackson - Eos

Events:

1. Jazz at Lincoln Center Orchestra Septet with Wynton Marsalis: The Sounds of Democracy

Sunday, November 15 | 3 pm EDT

"This free digital concert features a premiere of *The Democracy Suite*, a Marsalis composition written during the COVID-19 crisis in response to our nation's political, social & economic struggles. Live Q&A with Wynton Marsalis after the concert."

[Tickets](#)

2. Black Lives Matter in a Global Context

Monday, November 16 | 4-6:30 pm EDT

(pre-recorded panel viewing followed by discussion; registration required)

3. ([The History of Anti-Black Racism in America Lecture Series and Seminar](#) - Amherst College) **From the War on Poverty to the War on Crime**
Tuesday, November 17, 2020 | 5 pm EDT

4. (STEM Education Institute Seminar) **Professional Learning Networks as Just-in-Time Learning and Support for a Changing Profession**
Prof. Torrey Trust (Associate Professor, Department of Teacher Education and Curriculum Studies, College of Education, UMass Amherst)
Tuesday Nov 17, 2020 | 4:00 – 5:00 pm EST

"In this seminar, you will learn how to engage with STEM educator social media spaces and use digital tools and apps to cultivate a digitally enhanced professional learning network (PLN) that will help you keep your practice up to date with the rapidly changing technological and educational landscape. Research has shown that educators with diverse PLNs that expand beyond their local schools feel less isolated, feel part of a supportive global community, are more willing to try out new strategies and tools, and discover teaching resources and technologies that meet their immediate professional needs and interests. Learn more about PLNs in this interactive session where you will not only discover the benefits of PLNs but also leave the seminar with tips and tools for expanding your own network."

Speaker Bio: Torrey Trust, Ph.D. is an Associate Professor of Learning Technology in the Department of Teacher Education and Curriculum Studies in the College of Education, where she is the coordinator of the Learning, Media and Technology master's degree program and the Digital Media Design and Making in Education online graduate certificate program. Her research and teaching focus on how technology can support teachers in designing contexts that enhance student learning. Dr. Trust's research, teaching, and service to the field of educational technology has received noticeable recognition, including the 2016 ISTE Online Learning Network Award, 2017 Outstanding Research Paper Award for the Journal of Digital Learning in Teacher Education, and 2019 AERA Technology as an Agent of Change for Teaching & Learning (Special Interest Group) Early Career Scholar Award. In 2018, Dr. Trust was selected as one of the six recipients worldwide for the ISTE Making IT Happen Award, which "honors outstanding educators and leaders who demonstrate extraordinary commitment, leadership, courage and persistence in improving digital learning opportunities for students."

5. (Online with IPO) **Life After UMass: Immigration Panel Discussion**
Wednesday, November 18th | 5:00-6:00 pm EDT

"Immigration attorneys from Curran, Berger & Kludt Immigration Law Firm will join Ken Reade from the UMass International Programs Office to discuss a variety of immigration topics, including employment-based visas, permanent residency, and

green cards. Organized by the International Programs Office and open to all students, scholars and postdocs. "

6. ([UMass iCons](#) faculty development workshop) **Cultural Competency in the Classroom**

Thursday, November 19 | 1:30 – 3:00 pm EDT

Facilitator: Dr. Ally Hunter (Postdoctoral Fellow for the Center for Youth Engagement, College of Education, UMass Amherst ; iCons Instructor)

"In this workshop, we will consider the experiences of our students in our classrooms through the lens of "Social Inclusion." We will examine what it means to build multi-cultural competency in ourselves and how this is connected to creating inclusive learning environments. We will align this with broader notions of belonging in the STEM fields toward classrooms that affirm kindness and ensure dignity in the classroom for all learners. The context of the workshop will focus on STEM teaching, however, the framework, ideas, and pedagogies we will work with are not STEM specifically. They can be used in any classroom/discipline. *Participation is limited to 20 attendees.*

This workshop is part of a series of faculty development workshops designed to educate on inclusive pedagogy. For more information on upcoming workshops, visit <https://icons.cns.umass.edu/>.

8. The link to the recording of the STEM Education Institute seminar by Deborah Wu on November 10th titled **Effective Interventions for Minorities in STEM: The Benefits of Ingroup Peers** is [here](#). (valid until Nov 30th)

Media:

1. "[So You Care About Indigenous Scholars?](#)" poster series

"We are a North American & Australian collective of Indigenous and allied scholars and artists that have created four comic art posters centering the experiences of Indigenous scholars in the academy.

The four posters, described below, can be viewed and downloaded for free at <https://adastracomix.com/2020/10/22/comic-art-poster-series-so-you-care-about-indigenous-scholars/>.

- Extraction Zombies (just in time for Halloween!) highlights the tokenism and minority tax experienced by many Indigenous scholars, perhaps in your university department.
- Pass the Ball expresses frustration about non-native scholars occupying the fields of Native knowledge and refusing to "pass the ball" or recognize Native scholars as experts in these very fields -- and imagines a win for the team when Native scholars are valued.

- The S.S. Academy depicts microaggressions experienced by Indigenous scholars, who are working in all corners of the academy but are not always appreciated for their merits.
- Indigenous Land emphasizes that the university campus always was, always will be Indigenous land, and a place of Indigenous teaching.

Led by Indigenous academics, and supported by non-Indigenous allies, the four posters call out the extractive academy. At the same time, they recognize and celebrate Indigenous peoples and their ongoing survival, resistance and resurgence. The posters are an arts-based intervention: using humour and irony to create teachable moments for a broad audience and build critical consciousness.

To show your support for Indigenous scholars fighting off the zombie apocalypse--still happening in an Ivory Tower near you--please forward this email to your networks. You can also share these images on social media, and download a PDF [here](#) and print it out for your department, office, dorm room, etc.

Check us out on [Facebook](#) and on Twitter @Rin_Sullivan, @casmith_phd, @AdAstraComics, @DrJKWeir, @SibylDiver and on Instagram @bethpiatote."

Opportunities:

1. (Online with OIE) BIPOC Voices at UMass

"BIPOC Voices at UMass is an initiative designed to celebrate points of positivity from our diverse body of graduate students. Every other week, one student will share through social media (in 100 words or less) how their personal trials, successes, and experiences have helped them to thrive in their studies at UMass. If you are interested in sharing your story, we would love to have you! Please email oie@grad.umass.edu for further details regarding your submission."

Participate:

1. NSB [Anti-racism Faculty Development Series](#) - Racial and gender bias in the workplace - Dr. Karine Fenelon

Friday, November 20 | 12 pm

"Dr. Karine Fenelon is an Assistant Professor at UMass in the College of Natural Sciences. Dept of Biology. She was trained at McGill University, University of Sherbrooke. She obtained her PhD at University of Montreal and performed her postdoctoral research training at Columbia University. As a Neuroscientist, Dr. Fenelon's research program focuses on better understanding the neural elements and circuits underlying sensory information filtering involved in pre-attentive processing. Her laboratory uses animal models to provide a better understanding of the physiological dysfunction in patients suffering from sensory information filtering and identify potential targets for therapeutic interventions. Through the *Teaching for Inclusiveness, Diversity, & Equity* training offered to faculty at UMass, Dr. Fenelon

developed skills to enhance students' learning and academic success across cultural, social and learning differences by adopting a strength-based, inclusive and equitable approach to teaching and learning grounded in the value of diversity. This, along with her personal experience, allowed her to acquire expertise and contribute to the dialogue about and practice for inclusiveness, diversity, and equity not only in the classroom but also in the workplace."

2. NSB [Anti-racism Faculty Development Series](#) - **Developing students' sense of belonging across different cultural background - Dr. Marialuisa Di Stefano**

Friday, December 11 | 12 pm

"Dr. Marialuisa Di Stefano is an Assistant Professor at UMass in the College of Education, Dept. Language, Literacy, & Culture. She was trained at the University of Messina and Washington State University. She obtained her PhD and performed her postdoctoral research training at Utah State University. Dr. Di Stefano is a multilingual and multicultural educator, researcher, and advocate for historically marginalized groups in education. Her research interest lies in bridging perspectives between STEAM education, bilingual education, and transnational civic education, and how such intersections may lead to a more equitable education system. Dr. Di Stefano is the MABE (Multistate Association for Bilingual Education, Northeast), vice-president (2018-2020), and the AATI (American Association of Teachers of Italian) New England Co-Representative (2020-2022)."

Resources:

1. [The Movement for Black Lives](#)

Stay tuned for more information on the JEDI Journal archive of all ten editions. Meanwhile, feel free to check this [DEI Resources spreadsheet](#) that I put together and keep updating.