Useful links to help you build a diverse community through effective teaching and mentoring

Mentoring resources

- ROOT & SHOOT https://rootandshoot.org/
- Volunteers wanted for beta test of ROOT & SHOOT "See Me" mentoring program
- Center for the Improvement of Mentored Experiences in Research https://cimerproject.org/
- McIntosh, Peggy. (1989) White Privilege: Unpacking the Invisible Knapsack. Peace and Freedom (July/August). https://med.umn.edu/sites/med.umn.edu/files/2022-12/White-Privilege_McIntosh-1989.pdf
- Montgomery, BL., Sancheznieto, F, and Dahlberg, ML. "Academic Mentorship Needs a More Scientific Approach." *Issues in Science and Technology 38*, no. 4 (Summer 2022): 84–87. https://issues.org/academic-mentorship-scientific-approach-montgomery-sancheznieto-dahlberg/
- National Academies of Sciences, Engineering, and Medicine. 2019. The Science of Effective Mentorship in STEMM. Washington, DC: The National Academies Press. https://doi.org/10.17226/25568.
- National Research Mentoring Network https://nrmnet.net/
- Hopkins, MJ, Moore, BN, Jeffery, JL, and Young, AS (2024) Equity, Diversity and Inclusion: Demystifying the 'hidden curriculum' for minoritized graduate students. *eLife* 13:e94422. https://doi.org/10.7554/eLife.94422
- Session chair training For Effective & Inclusive Sessions (PPT): https://doi.org/10.5281/zenodo.15723098

Institutional examples

- VIB https://vib.be/en/careers/diversity-equity-inclusion-vib#/

Community resources

- Black in Plant Science https://blackinplantscience.org/
- Women in Science BeWise: Empowering Women in Science - Non-profit
- Queer scientists https://500queerscientists.com/
- Project Biodiversify https://projectbiodiversify.org/
- Diversify Plant Science database https://rdale1.shinyapps.io/diversifyplantsci/ or https://tinyurl.com/DiversifyPlantSci

Teaching resources

- Reflective tool for inclusive teaching https://teaching.uoregon.edu/introduction-inclusive-teaching
- (Some) Principles of inclusive teaching https://mi.mcmaster.ca/5-principles/
- Gladstone, J. R., & Cimpian, A. (2021). Which role models are effective for which students? A systematic review and four recommendations for maximizing the effectiveness of role models in STEM. *International journal of STEM education 8*, 1-20. https://pmc.ncbi.nlm.nih.gov/articles/PMC8636406/
- Inclusive curriculum/teaching toolkits https://www.liverpool.ac.uk/centre-for-innovation-in-education/resources/all-resources/inclusive-curriculum-toolkit.html
- Equity vs equality https://www.buffalo.edu/catt/teach/develop/design/equitable-inclusive.html#:~:text=Equality%3A%20Providing%20equal%20support%20to,through%20a%20process%20called%20differentiation.

Individual actions

- Willis LM, Mehta D, and Davis A (2020) Twelve Principles Trainees, PIs, Departments, and Faculties Can Use to Reduce Bias and Discrimination in STEM. ACS Cent. Sci. 2020, 6, 12, 2294–2300 https://pubs.acs.org/doi/10.1021/acscentsci.0c01120
- Mehta D, Bediako Y, de Winde CM, Ebrahimi H, Fernández-Chiappe F, Ilangovan V, Paz Quezada C, Riley JL, Saladi SM, Tay A, Weissgerber T. (2020) Research Communication: Ways to increase equity, diversity and inclusion. *eLife* 9:e60438. https://doi.org/10.7554/eLife.60438
- Mehta D (2018) Lab heads should learn to talk about racism. *Nature* 559, 153 *https://doi.org/10.1038/d41586-018-05646-4*

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