

**Southern Illinois University System**  
**Co-Curricular Certificate: Leading for Antiracism, Diversity, Equity, and Inclusion**  
**SIUS Strategic Goal: Anti-Racism, Diversity, Equity, and Inclusion**  
**Sub Goal: Education and Training**

“It is time to teach young people early on that in diversity there is beauty and there is strength.” Maya Angelou

In partnership with SIU Offices of Antiracism, Diversity, Equity, and Inclusion:

The purpose of the Leading for Antiracism, Diversity, Equity, and Inclusion Leadership Certificate is to actively engage students to deepen their knowledge and understanding of diverse perspectives, histories, and voices. Participants will learn how patterns of perception, logic, thought, speech, behavior, and organizational structures influence racial equity in America and globally. Students who complete this certificate will enhance their capacity to lead and work towards advancing antiracism, diversity, equity, and inclusion in their classrooms, communities, and workplace.

Co-Curricular Criteria: Students will participate in a minimum of five events (per year) during their academic tenure. Successful completion of Certificate requires *30 total clock hours* of engagement and professional development. The Certificate consists of five modules, with each topic representing one hour. Self-paced trainings and assessments may be completed at any time prior to graduation. Students will need to show proof of assessment results and training completion to receive clock hour credit.

**Module 1:**

Required Antiracism Instruction in the Following Subject Areas:

- 1) Economics
- 2) Education
- 3) Healthcare
- 4) Media
- 5) Politics
- 6) Law
- 7) Religion

**Module 2:**

Antiracism Professional Development:

- Who are you?
- The Social Construction of Race
- Becoming White in America
- Critical Race Theory, Intersectionality and Counternarratives
- Add case study

### Module 3:

#### Stereotypes, Biases, and Prejudice

- Stereotype Threat
- Counteracting Implicit Bias
- Explicit Bias and Racism
- Microaggressions & Microaffirmations Training

### Module 4:

#### Equity and Justice Professional Development Examples:

- Economics & Financial Literacy Awareness
- Activism and Allyship
- POC Inventors

### Module 5:

#### Inclusion Professional Development:

- Free Speech versus Hate Speech
- Safe Space Training for LGBT+
- Identifying Inequities and Fighting for Justice

#### Self-Paced Assessments:

- Hollaback Bystander Intervention Training
- Safe Colleges Bias Awareness
- Implicit Bias Training
- Intercultural Development Inventory
- Intercultural Conflict Style Inventory
- Myers Briggs Leadership
- Clifton Strengthfinders
- DISC Assessment

#### Heritage Month Campus Celebrations:

- SIUC Diversity Week and SIUE Diversity Day Events
- Hispanic Heritage Month
- LGBTQ+ History Month
- Native American Heritage Celebration
- Black History Month
- Women's History Month
- Jewish American Heritage Month
- Asian American and Pacific Islander Heritage Month

ADEI Resources should also include books, podcasts, and LinkedIn Groups. These additional resources can be helpful to all students in their pursuit of successfully completing the SIU Leading for Antiracism, Diversity, Equity, and Inclusion Certificate.

Students who earn the SIU Leading for Antiracism, Diversity, Equity, and Inclusion Certificate will:

- Articulate one's cultural identity.
- Experience meaningful engagement with members of the global majority.
- Understand the role of race, racism, and culture in shaping lived experiences.
- Understand the impact of injustice in meaningful life activities.
- Understand the historical and present-day realities of inequities in America.
- Understand the role of inclusive excellence in organizational structures.
- Clearly articulate racism and antiracism ideas, policies, and behaviors.
- Communicate effectively cross-culturally.
- Learn diverse leadership and communication styles.
- Understand how to engage difficult conversations effectively.
- Understand the patterns of perception, speech, and behaviors that influence cultural bias and stereotypes.
- Learn to engage others without reliance on bias and stereotypes.
- Learn how to be effective leaders, allies, and advocates.
- Build mutually beneficial and respectful relationships.

Diversity Podcasts:

### [1. The Will to Change: Uncovering True Stories of Diversity and Inclusion](#)

This podcast is hosted by Jennifer Brown, an entrepreneur, speaker, author and diversity and inclusion expert. Brown interviews CEO's, bestselling authors, and entrepreneurs to discuss diversity and inclusion in their work and how diversity drives innovation and business results

### [2. Code Switch](#)

NPR's Code Switch takes on subjects such as intersectionality and how experiences of diverse groups of people play out in everyday life, including in the workplace. Hosted by journalists of color, the podcast "tackles the subject of race head-on" and explores "how it impacts every part of society."

### [3. Latinos Who Lunch](#)

FavyFav, an artist, and Babelito, an art historian, host *Latinos Who Lunch*, a podcast that dives deep into the issue of intersectionality. They intermix conversations about food, wealth, body positivity, and cultural appropriation.

#### **4. Women at Work**

Harvard Business Review (HBR)'s *Women at Work* was created by duo Amy Bernstein, HBR editor, and Amy Gallo, author of the HBR Guide to Dealing with Conflict and a contributing editor for the publication. Now in its fifth season, the podcast covers issues related to women in workplace.

#### **5. The Future of Work**

The Future of Work is a weekly podcast hosted by Jacob Morgan. Each episode is an in-depth interview with both U.S. and international senior executives and business leaders about working in and running a business with current events in mind.

#### **6. The Diversity Gap**

The Diversity Gap takes a hard look at the difference between having good intentions and have good impact. Host Bethaney Wilkinson interviews a broad range of people, from business leaders to authors, who offer insights on how they perceive diversity gaps in their world and offer solutions for filling those gaps.

#### **7. Making Gay History**

In order to get where we're going, we need to take a hard look about how we got here. *Making Gay History* is an oral history of key figures from the LGBTQ+ movement from 1945-1990. The podcast mines author and historian Eric Marcus's decades-old audio archive of rare interviews to create intimate, personal portraits of both known and long-forgotten champions, heroes, and witnesses to history.

#### **8. Race at Work**

Host Porter Braswell wants to create a safe space to talk about how race can affect work experiences and outcomes. On the podcast, produced by the *Harvard Business Review*, leaders share their personal career journeys and talk about how race, equity and inclusion has influenced their paths.

#### **9. Disability Matters**

Host Joyce Bender has been on a mission to employ and empower people with disabilities since 2004. With over 700 episodes, the disability employment consultant talks with experts about recruitment, mentoring and accessibility in the workplace.

## 10. Asian Enough

In this podcast that explores being Asian American, hosts Jen Yamato, Johana Bhuiyan, Tracy Brown, and Suhauna Hussain of the *Los Angeles Times* invite guests to share personal stories and unpack identity on their own terms. They explore the vast diaspora across cultures, backgrounds, and generations, and try to expand the ways in which being Asian American is defined.

### Caldwell Recommended Book List:

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1. American Cultural Patterns (Stewart and Bennett, 1972)
2. Americans at the Gate (Bon Tempo, 2008)
3. Between the World and Me (Coates ,2015)
4. Bless Me Ultima (Anya, 1972)
5. Born a Crime (Noah, 2016)
6. Born Confused (Hidier , 2002)
7. Brainwashed (Burrell, 2010)
8. Christian Faith and Same-Sex Attraction (Hopko, 2006)
9. Citizen (Rankin, 2014)
10. Discovering the Real America: Toward a More Perfect Union (Diuguid, 2007)
11. Diversity and Motivation (Ginsberg and Janowski ,1995)
12. Diversity Explosion (Frey, 2014)
13. Diversity Matters (Longman ,2017)
14. Divided by Faith (Emmerson and Smith, 2000)
15. Driven by Difference (Livermore, 2016)
16. How Jews Became White Folks and What That Says About Race in America ( Brodtkin, 1998)
17. I Am Malala (Yousafzai, 2013)
18. I Am Not your Perfect Mexican Daughter (Sanchez, 2017)
19. I'm Still Here (Brown, 2018)
20. Impossible Subjects (Ngai, 2004)
21. Just Mercy: A Story of Justice and Redemption (Stevenson, 2014)
22. Lives in Limbo (Gonzales, 2015)
23. Marching to the Drumbeat of Abolitionism (Maas, 2010)
24. Native Peoples of North America (Cobb, 2016)
25. Native Speaker (Lee, 1995)
26. Not Quite Not White (Sen, 2018)
27. Slavery by Another Name (Blackmon, 2008)

28. Stamped from the Beginning: The Definitive History of Racist Ideas in America (Kendi, 2016)
29. Taking on Diversity (Nacoste, 2015)
30. Teaching for Diversity and Social Justice (Adams, Bell, and Griffin, 1997)
31. The Diary of Anne Frank (Frank, 1947)
32. The End of Anger (Cose, 2011)
33. The Failures of Integration (Cashin, 2004)
34. The Fire Next Time (Baldwin, 1963)
35. The House on Mango Street (Cisneros, 1984)
36. The Miseducation of the Negro (Woodson, 1933)
37. The Model Minority Stereotype (Hartlep, 2013)
38. The Myth of Equality (Wytsma, 2017)
39. The New Jim Crow (Alexander, 2010)
40. The Race Beat (Roberts and Klibanoff, 2006)
41. The Souls of Black Folk (Du Bois, 1903)
42. The Warmth of Other Suns (Wilkerson, 2010)
43. Turning Pages (Sotomayor, 2018)
44. Understanding the World's Cultures (Storti, 2017)
45. What Works (Bohnet, 2016-03)
46. White Awake (Hill, 2017)
47. White Fragility (Diangelo, 2018)
48. Women, Race & Class (Davis, 1981)
49. Working Toward Whiteness: How America's Immigrants Became White: The Strange Journey from Ellis Island to the Suburbs (Roediger, 2005)

### **Case Studies:**

#### Structural Racism in Race/Ethnicity

- [Article: To Dismantle Anti-Asian Racism, We Must Understand Its Roots by Lily Zheng – Kathy Ma](#)
- [Harvard Business Publishing Education](#)
- [Case Study Draft: Racism In America – Social Justice Stories \(msu.edu\)](#)
- [Black Lives Matter, But Not Here: A Case Study \(gvsu.edu\)](#)
- [26 Charts That Show How Systemic Racism Is in the US \(businessinsider.com\)](#)

#### Structural Racism in Healthcare

- [Structural Racism — A 60-Year-Old Black Woman with Breast Cancer | NEJM](#)
- [Measuring Structural Racism: A Guide for Epidemiologists and Other Health Researchers | American Journal of Epidemiology | Oxford Academic \(oup.com\)](#)

#### Structural Racism in Religion

- [Case study: Fighting racism \(snu.edu\)](#)

- [Why Don't We Practice What We Preach? A Meta-Analytic Review of Religious Racism - Deborah L. Hall, David C. Matz, Wendy Wood, 2010 \(sagepub.com\)](#)
- [Does Religion Breed Racism? | Psychology Today](#)
- [Racism among white Christians is higher than among the nonreligious. That's no coincidence. \(nbcnews.com\)](#)
- [Racism In Muslim America - Unpacking The Conversation - MuslimMatters.org](#)

#### Structural Racism in the Judicial System

- [infant-mortality-and-criminal-justice.pdf \(americanprogress.org\)](#)
- [Opinion | Fourteen Examples of Systemic Racism in the US Criminal Justice System | Bill Quigley \(commondreams.org\)](#)
- [Systemic Racial Bias in the Criminal Justice System Is Not a Myth - Public Discourse \(thepublicdiscourse.com\)](#)

#### Structural Racism in the Media

- [Case Study: When Your Brand Is Racist \(hbr.org\)](#)

#### Structural Racism in Politics

- [3 myths about racism that keep the US from progress - Candis | TED-Ed](#)

#### Structural Racism in Education

- [To understand structural racism, look to our schools | The Seattle Times](#)
- [UNEQUAL RETURNS TO CHILDREN'S EFFORTS | Du Bois Review: Social Science Research on Race | Cambridge Core](#)
- [Black-white divide in Seattle schools' gifted programs, discipline rates among worst in nation | The Seattle Times](#)
- [How remediation and transfer policies increase structural racism in higher ed \(opinion\) \(insidehighered.com\)](#)
- [IBHE | Equity Gaps: Latinx Students](#)

#### Structural Racism in Economics

- How free are free agents? Case study about racism and greed.
- [Harvard Business Publishing Education](#)
- [Author Kimberly Jones takes on systemic racism and economic injustice in "How We Can Win" - Bing video](#)