

Resources for Further Education

Moving forward, if you wish to better understand race issues, we suggest that you do some race specific training personally and professionally. We personally attend as many trainings as we can in terms of race, gender, sexual orientation, etc. There are some amazing groups out there doing really important work.

- <https://courageousconversation.com/about/>
- <https://www.racialequityinstitute.org/>

Other places to start with personal assessment before attending a training might include:

- Harvard Implicit Bias Test <https://implicit.harvard.edu/implicit/takeatest.html>

The Human Resources Issue

- Engage To Excel: Producing One Million Additional College Graduates With Degrees In Science, Technology, Engineering, And Mathematics
 - https://obamawhitehouse.archives.gov/sites/default/files/microsites/ostp/pcast-executive-report-final_2-13-12.pdf

Mentoring

- Pathways to Science Mentorship
 - <https://www.pathwaystoscience.org/manual.aspx?sort=7&subsort=74>
- Paving the Way: Institutional Interventions for Academic Excellence and Success in Engineering
 - <https://diversityrecognition.asee.org/wp-content/uploads/sites/22/2019/03/Paving-the-Way-NSBE-White-Paper-Reid-Ross-Yates-Resource.pdf>

Resources for students and young professionals

- Compiled Resources – Pathways to Science
 - <https://www.pathwaystoscience.org/Grad.aspx>
- National Society of Black Engineers Retention Program
 - <https://www.nsbe.org/Programs/NSBE-Programs/Retention-Program.aspx#.X4qOuGhKhPY>
- Benchmark Program: Doris Duke Conservation Scholars
 - <https://www.ddcf.org/what-we-fund/environment/goals-and-strategies/strengthening-the-conservation-field/doris-duke-conservation-scholars-program/>
- Benchmark Program: Meyerhoff Scholars Program
 - <https://meyerhoff.umbc.edu/prospective-students-2/>

Technical and Peer Reviewed Resources

The resources in this section provide some background on issues that pertain more specifically to our community of practice.

- [Environmental Racism in America: An Overview of the Environmental Justice Movement and the Role of Race in Environmental Policies](#)
- [Moving Racial Equity and Inclusion from the Periphery to the Center: Lessons from an Incomplete Project](#) by Nadia Owusu & Micah Gilmer, NPQ
- [Collaborative for Equity and Justice](#)
By Tom Wolff, Meredith Minkler, Susan M. Wolfe, Bill Berkowitz, Linda Bowen, Brian D. Christens, Vincent T. Francisco, Arthur T. Himmelman, Kien S. Lee and Frances Dunn Butterfoss
- [There Are No Urban Design Courses on Race and Justice, So We Made Our Own Syllabus](#) by Brentin Mock, CityLab
- [Racial Inequity in Social Impact Design](#) by Christopher Scott

Academic Papers on Practice and Equity in Coastal Projects

- Ashley, M. (2017), "Building Better Bridges into STEM: A Synthesis of 25 Years of Literature on STEM Summer Bridge Programs," CBE Life Sci Educ. 2017 Winter; 16(4): es3. (doi: 10.1187/cbe.17-05-0085)
- Clewell, B.C., Cosentino de Cohen, C. , Tsui, L. and Deterding, N. (2006). *Revitalizing the Nation's Talent Pool in STEM*. Urban Institute. Washington, D.C.
- Deloitte (2019), The Bias Barrier: Allyships, Inclusion and everyday behaviors in the 2019 State of Inclusion Survey [Accessed:
<https://www2.deloitte.com/content/dam/Deloitte/us/Documents/about-deloitte/inclusion-survey-research-the-bias-barrier.pdf>
- Alan Fechter (2000), "Policy Issues." In George Campbell, Jr. at al (eds) *Access Denied: Race, Ethnicity, and the Scientific Enterprise*. New York: Oxford University Press.
- Forman F. (2020) Climate Justice and Public Health: Practical Ethics in Urgent Times. In: Al-Delaimy W., Ramanathan V., Sánchez Sorondo M. (eds) *Health of People, Health of Planet and Our Responsibility*. Springer, Cham.
- Herreros-Cantis, P. V. Olivotto, ZJ Grabowski & T. McPhearson. 2020. Shifting landscapes of coastal flood risk: environmental (in)justice of urban change, sea level rise, and differential vulnerability in New York City *Urban Transformations* 2(9).
- Scriven, Olivia A. and Albert N. Thompson (2008). *African American Women in Chemistry: Spelman College as a National Model for Baccalaureate Degree Production in Models for Success: Successful Academic Models for Increasing the Pipeline of Black and Hispanic Students in STEM Areas*, New York, NY: Thurgood Marshall College Fund.
- Scriven, Olivia A. and Ellen E. Kirkman, eds. (2008). *Promoting Diversity at the Graduate Level in Mathematics: Proceedings of a National Forum*. Berkeley, CA: Mathematical Sciences Research Institute.
- Tinto, V. (1993). *Leaving college: Rethinking the causes and cures of student attrition* (2nd ed.). Chicago: University of Chicago Press.
- Woodruff, S, TK BenDor, and AL Strong. 2018. Fighting the inevitable: infrastructure investment and coastal community adaptation to sea level rise. *System Dynamics Review*. 34 (1): 48-77.