

Some Resources to Accompany “Diversity, Equity, and Inclusion in Extension Evaluation”

Anti-racist reading list

- Crystal Marie Fleming, *How to Be Less Stupid About Race*
- Ijeoma Oluo, *So You Want to Talk About Race*
- Ibram X. Kendi, *How to Be Anti-Racist*
- Robin DiAngelo, *White Fragility*
- Michelle Alexander, *The New Jim Crow*
- Ta-Nehisi Coates, *Between the World and Me*
- Toni Morrison, *The Bluest Eye*
- Frantz Fanon, *The Wretched of the Earth* and *Black Skin, White Masks*
- James Baldwin, *The Fire Next Time*

White Privilege: Unpacking the Invisible Knapsack, Peggy McIntosh:

<https://www.racialequitytools.org/resourcefiles/mcintosh.pdf>

The Equitable Evaluation Initiative. This initiative seeks evaluation to be a tool for and of equity for those that have placed equity as core to their work: <https://www.equitableeval.org/>

We All Count, a project for equity in data science, from Heather Krause: <https://weallcount.com/tools/>

DataViz for Anti-Racism [Free Course]: <https://freshspectrum.com/dataviz-for-anti-racism/>

How Dataviz Can Unintentionally Perpetuate Inequality Part 2, from Stephanie Evergreen:

<https://stephanieevergreen.com/inequality-part-2/>

Land-grab universities: Expropriated Indigenous land is the foundation of the land-grant university system, by Robert Lee and Tristan Ahtone in *High Country News*:

<https://www.hcn.org/issues/52.4/indigenous-affairs-education-land-grab-universities>

The Center for Culturally Responsive Evaluation and Assessment (CREA) is located in the College of Education at the University of Illinois at Urbana-Champaign: <https://crea.education.illinois.edu/>

Culturally Responsive Evaluation: Theory, Practice, and Future Implications, by Stafford Hood, Rodney K. Hopson, Karen E. Kirkhart: <https://nasaa-arts.org/wp-content/uploads/2017/11/CRE-Reading-1-Culturally-Responsive-Evaluation.pdf>

Medicine Wheel Evaluation Framework, Atlantic Council for International Cooperation:

https://cncfr.jbsinternational.com/sites/default/files/downloads/Medicine_Wheel_Evaluation_Framework.pdf

Culturally Responsive Indigenous Evaluation and Tribal Governments: Understanding the Relationship Waapalaneexkweew (Nicole Bowman, Mohican/Lunaape), Carolee Dodge-Francis, in *New Directions for Evaluation*:

<https://cncfr.jbsinternational.com/sites/default/files/downloads/Culturally%20Responsive%20Indigenous%20Evaluation%20and%20Tribal%20Governments%20Understanding%20the%20Relationship%20BowmanDodge-Francis-2018.pdf>

Evidence of systemic racism, from Tom’s blog:

<https://tgarchibald.wordpress.com/2020/07/12/evidence-of-systemic-racism-part-ii-or-how-to-talk-with-your-systemic-racism-denier/>

Data Justice. Data Governance. Decolonizing Data. Recent webinar from Vibrant Hawaii, with Abigail Echo Hawk, Executive Director of the Urban Indian Health Institute and Liz La quen naay Medicine Crow of the First Alaskans Institute: <https://www.youtube.com/watch?v=aTveKUXYqlw&feature=youtu.be>

Evaluation Capacity Building (ECB) as a Vehicle for Social Transformation: Conceptualizing Transformative ECB and Kaleidoscopic Thinking, Dr. Natalie Cook's dissertation: <https://vtechworks.lib.vt.edu/handle/10919/96932>

Sample demographic questions (not necessarily the correct way, but based on guidance from a few sources of how to do better when asking these questions):

Which of these best describe your racial and/or ethnic identity? [check all that apply]:

- American Indian or Alaska Native
- Asian
- Black or African American
- Latinx
- Middle Eastern or North African
- Native Hawaiian or Pacific Islander
- White
- Self-describe: [text entry]

If you would like to share another way of describing your ethnicity, please write it here (e.g., Korean, Mexican American, Navajo Nation, etc.)

[text entry]

Which of these best describe your gender identity? [check one]:

- Woman
- Man
- Nonbinary
- Prefer not to say
- Self-describe: [text entry]

Would you describe yourself as transgender?

- Yes
- No
- Prefer not to say

Which of these best describe your sexual orientation? [check all that apply]:

- Asexual
- Bisexual
- Gay/lesbian
- Heterosexual/straight
- Pansexual
- Queer
- Prefer not to say
- Self-describe: [text entry]