

Flipping the Script on Racism and Women in STEM: Your Action and Resource Guide to Equity!

Your resource guide on how to flip the script on racism in your personal and professional lives. Books you can read, resources you can explore, organizations you can join, donate, partner or network with, and a list of thought leaders you can follow or further the discussion on equity.

Take an action today. Buy a book, connect with a leader, schedule training or sign up for an event. There is no shortage of actions you can take to change the narrative and become an active advocate for equity.

Books

- **Love is Letting Go of Fear**, Gerald Jampolsky
- **Create the Work you Want**, Patricia Steele
- **Women of Color in Tech: A Blueprint for Inspiring and Mentoring the Next Generation of Technology Innovators**, Susanne Tedrick
- **The Board Game: How Smart Women Become Corporate Directors**, Betsy Berkhemer-Credaire
- **Stuck in the Shallow End: Education, Race and Computing**, Jane Margolis, Rachel Estrella, Joanne Good, Jennifer Jellison Holme, Kimberly Nao
- **Our Separate Ways, Black and White Women and the Struggle for Professional Identity**, Ella L.J. Edmondson Bell, Stella M. Nkomo
- **Crushing the IT Gender Bias: Thriving as a Woman in Technology**, Kellyn Pot'Vin-Gorman
- **How to be an Anti-Racist**, Ibram X. Kendi
- **Secret Thoughts of Successful Women**, Valerie Young
- **My Grandmother's Hands**, Resmaa Menakem
- **Weapons of Math Destruction: How Big Data Increases Inequality and Threatens Democracy**, Cathy O'Neill
- **The Third Option**, Myles McPherson
- **Oneness Embraced**, Dr Tony Evans
- **35 Dumb Things Well-Intended People Say**, Dr Maura Cullen

Digital resources, Articles, Studies

- [Reboot Representation Report](#)
- [Lean In: Women in the Workplace 2020](#)
- [How to be a Better Ally, Harvard Business Review](#)
- [The STEM Gap: Women and girls in Science, Technology, Engineering and Math](#)
- [Why Do So Many Women Who Study Engineering Leave the Field](#)
- [Tips for Engaging Black Colleagues](#) (LinkedIn Article)
- [From a Black Colleague](#) (LinkedIn Article)



Webinars or other learning sessions where people can engage in conversations or in learning about bias and how to effect change

- [Leading with Empathy and Allyship Change Catalyst series](#)
- AnitaB.org: [Elevating Conversations Series](#) (join the newsletter to be informed of upcoming events)
- TechPoint Pathway to Equity Series, starting November 5, 2020: <https://techpoint.org/2020/10/techpoint-path-to-equity-in-indiana-tech/>
- Interrupting Racism for our Children by Child Advocates
- [Managing a Diverse Team: Identify cornerstones of diversity](#)
- [Communicating about Culturally Sensitive Issues](#)
- YouTube Series: [Uncomfortable Conversations With a Black Man](#), with Emmanuel Acho
- Event: Inclusive City, October 28, 2020: <https://www.cicf.org/inclusivity/>

Consultants who provide training and/or counsel on diversity in the workplace

- Nichelle Whitney, CEO, The Guarden, www.theguardenllc.com
- Thresette Briggs, <https://www.linkedin.com/in/thresette/>
- Anglea White Rudolph, <https://www.linkedin.com/in/angela-white-randolph-27a9494/>
- Charlotte Westerhaus, <https://www.linkedin.com/in/charlottewesterhaus/>
- Toni Neely, <https://www.linkedin.com/in/toni-neely-67290112/>
- Marshawn Wolley, <https://blackonyxmanagement.com/>
- Julie Kratz, <https://www.linkedin.com/in/juliekratz/>

Join, network, partner with, or learn more about these organizations.

- [The Executive Leadership Council](#)
- [Reboot Representation](#)
- [National Society of Black Engineers](#)
- [National Black MBA Association](#)
- [National Urban League Young Professionals](#)
- [Rooted School of Indianapolis](#)
- [Center for Leadership Development \(Indianapolis\)](#)
- [Innopower Indy](#)
- [Society of Hispanic Professional Engineers](#)
- [Latinas in STEM](#)
- [Indianapolis Black Chamber](#)
- [Indiana Latino Institute](#)
- [Mentors of Color](#)
- [Indy Black Millennials](#)
- [AnitaB.org](#)
- [Be Nimble, Co.](#)
- [BDPA](#)
- [National Action Council for Minorities in Engineering](#)
- [Black ComputeHER](#)
- [Girls Inc.](#)
- [Code Black Indy](#)
- [Association of Black Women Physicians](#)



- [Black Girls Code](#)
- [National Organization for the Professional Advancement of Black Chemists and Black Chemical Engineers](#)
- [Association for Blacks in Energy](#)
- [Valence: Global black professional community](#)
- [National Association of Black Accountants](#)
- [Society for Advancement of Chicanos/Hispanics and Native Americans in Science \(SACNAS\)](#)

Tips for actions you can take to flip the script of racism

- [Work for Equity in Tech Starting Points](#)
- Remember the humanity in people – we make mistakes, but we all benefit from grace
- Commit to developing anti-racist practices in language, behavior and in reviewing or architecting policies
- Read and reach – learn more about the people around you and be willing to go beyond your comfort zone
- Stop hiring people to “fit” your culture; hire people and allow the culture to fit them
- Receive feedback with openness and engagement. Don’t make excuses for the person (oh, he’s a great guy, he didn’t mean it) or tell the person why they are wrong. Lean in, listen and ask, “How can I help?”
- Don’t compare your experience to another’s. Again, listen, lean in, and ask questions. Your experience as a geek is not the same as the trauma experienced by a person of color.
- STOP: sitting on the sidelines, thinking training” is THE solution, looking for victims or perpetrators, thinking “Black talent isn’t out there.”
- Recognize that you have bias and blind spots. Be courageous to allow others to identify them for you and work to overcome them.

What Organizations Can Do

- Support or volunteer for nonprofits that support girls and equity. Example: Girls Inc. <https://girlscindy.org/>, <https://www.girlscoutsindiana.org/>, <http://www.girlssteminstitute.org/>
- Support or volunteer for nonprofits that support girls and equity. Example: Center for Leadership Development, Precious MISS. <https://cldinc.org/programs-and-initiatives/precious-miss/>
- Implement a corporate mentoring program for young women who are trying to make it in STEM. Examples: Pass the Torch for Women, <https://passthetorchforwomen.org/>
- Become a corporate member of Women & Hi Tech, <https://www.womenandhitech.org/Corporate-Membership>
- Join peer organizations to make a pledge for racial equity. A public pledge means your organization is willing to be held accountable by the community. Example: Indy Racial Equity Pledge <https://www.insideindianabusiness.com/story/42740915/corporate-leaders-pledge-for-racial-equity>
- Partner with major entities that are trying to create city-wide systems for equity and inclusion. Example: Central Indiana Community Foundation (CICF) Inclusive City Initiative <https://www.cicf.org/what-we-do/inclusivecity/>



Thought Leaders to follow on LinkedIn

- **Tanya Foutch:** <https://linkedin.com/in/tanya-foutch-92822a32>
- **Dwana Franklin-Davis:** <https://www.linkedin.com/in/dwanafdavis/>
- **Minda Harts:** <https://www.linkedin.com/in/mindaharts/>
- **Shellye Archambeau:** <https://www.linkedin.com/in/shellye-archambeau-72115/>
- **Kathryrn Finney:** <https://www.linkedin.com/in/kathrynfinney/>
- **Joy Buolamwini:** <https://www.linkedin.com/in/buolamwini/>
- **Joy E. Mason:** <https://www.linkedin.com/in/joy-e-mason-cssbb-06083722/>, 317-572-8778, jmason@optimistindy.com, <https://www.optimistindy.com/>
- **Doneisha Posey,** <https://www.linkedin.com/in/doneishaposey/>
- **Kelli Jones:** <https://www.linkedin.com/in/kellinikole/>
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- **Angela B. Freeman:** <https://www.linkedin.com/in/angelabfreeman/>
- **Kimberly Bryant:** <https://www.linkedin.com/in/kimberlybryant/>
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