

**Creation of a diversity and equity book club:  
Promoting a campus climate of inclusion through sustained, authentic dialog.**

Jennifer Perry, Assistant Professor of Food Microbiology  
School of Food and Agriculture; College of Natural Sciences, Forestry and Agriculture

**Abstract:** Messages of exclusion are often subtle and unintentional. While discussions of concepts surrounding equity can be complicated and uncomfortable, they are essential for the development of a respectful, accepting community. This project would establish a forum for authentic exchange of opinions and experiences surrounding issues of inclusion in science and education. A diversity-focused book club, meeting regularly throughout the academic year, would provide faculty, staff and students an opportunity to expand understanding of issues within science and the academy that lead to bias and discrimination. In moderated on and off-campus discussions, as well as an online forum, members of the university would be given the chance to interact informally and contribute to positive discussions about issues facing those among us who identify as members of the ADRESSING categories. By cultivating awareness and competence within our greater community we can make important progress toward establishing a culture of openness and respect.

**Timeline:** Support is requested for a project duration of two academic years (F2018-S2020). This interval will allow for four literary selections and two rounds of data collection as indicated in the tables below.

**Academic Year 1 Timeline:**

Summer 2018	Fall 2018	Spring 2019	Summer 2019
Identification of student aide (June - July). Preparation and submission of IRB application (July) Announcement and solicitation of nominations (August).	Advertisement, book distribution, initial data collection (September). Book distribution (September). Off campus meetings (September, November). On campus meetings (October, December). Data collection (December).	Advertisement, book distribution, initial data collection (January). Book distribution (January). Off campus meetings (January, March). On campus meetings (February, May). Data collection (May).	Data analysis (June – August)

**Academic Year 2 Timeline:**

Fall 2019	Spring 2020	Summer 2020
Advertisement, book distribution, initial data collection (September). Book distribution (September). Meeting structure TBD. Data collection (December).	Advertisement, book distribution, initial data collection (January). Book distribution (January). Meeting structure TBD. Data collection (May).	Data analysis, preparation of final report (June – August)