Diversity and Inclusion in our Textbooks Resources
For Textbook and Academic Authors Association
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Language Related DEI Resources:

(this is not an exhaustive list but does have ample coverage)

[ADA National Network Guidelines for Writing About People With Disabilities](#) - The ADA provides information, guidance and training on how to implement the Americans with Disabilities Act (ADA) in order to support the mission of the ADA to "assure equality of opportunity, full participation, independent living, and economic self-sufficiency for individuals with disabilities."

[American Psychological Association Style and Grammar Guidelines for Bias Free Language](#) - This has both general guidelines for writing about people without bias across a range of topics and specific guidelines that address the individual characteristics of age, disability, gender, participation in research, racial and ethnic identity, sexual orientation, socioeconomic status, and intersectionality. It also has examples for each of these. These guidelines and recommendations were crafted by panels of experts on APA's bias-free language committees.

[GLAAD's Media Reference Guide](#) - This guide is intended to be used by journalists reporting for mainstream media outlets and by creators in entertainment media who want to tell LGBTQ people's stories fairly and accurately. It is not intended to be an all-inclusive glossary of language used within the LGBTQ community, nor is it a prescriptive guide for LGBTQ people.

[Marketing Partners Guide to Inclusive Language](#) - This guide includes the background on inclusive language, why inclusive language matters, principles for reducing implicit bias, with a glossary and guidelines and examples by topic.

[National Assembly of State Arts Agencies](#) - Contains a list of guiding principles and an extensive list of resource guides for race and ethnicity, ability, age, gender and sexual orientation, and socioeconomic status along with free webinars on diversity, equity, and inclusion in art education.

[National Center on Disability and Journalism](#) - This is a style guide developed by the National Center on Disability and Journalism at Arizona State University. It covers almost 200 words and terms commonly used when referring to disability, most of which are not covered in The Associated Press style guide. It also has a Spanish and Romanian translation of the guide.

[WGBH Inclusive Language Guidelines](#) - Concise booklet with guidelines for age and family status, disability, sexual orientation, gender identity and gender expression, substance abuse, race, ethnicity, and nationality.

Gender Inclusive Language - This guide is from University of North Carolina at Chapel Hill and contains some nice coverage of gendered nouns and pronoun usage as well as guidelines for when you are not sure of someone's gender.

Diversity Style Guide - This guide is a resource to help journalists and other media professionals cover a complex, multicultural world with accuracy, authority and sensitivity. The guide contains more than 700 terms related to race/ethnicity, disability, immigration, sexuality and gender identity, drugs and alcohol, and geography.

Style Guide for Gender-Inclusive Writing - Indiana University Bloomington - This style guide discusses guidelines for all 3 major academic style guides (APA, Chicago Manual of Style, and MLA).

Review your materials using the Gender Balance Assessment Tool

Resources for Diverse Images

CreateHERStock: Authentic stock images featuring melanated women (has some free images)

Getty Images: The Disability Collection Repicturing disability stereotypes (over 1600 images). Getty worked with the NDLA (National Disability Leadership Alliance) and global media and technology company Oath, Getty has launched a new subcategory on Getty Images: the Disability Collection. The collection aims to show that people with disabilities live full lives, they are not imprisoned by the disability they have, they work, spend time with friends, laugh, play and enjoy life.

Getty Images: No Apologies Collection Images of diverse women

Adobe Stock Images: The liquid self - Images that convey diversity and fluid identities

Flickr Images: WOCinTech Chat - Creative Commons (attribution) license of diverse women in tech fields

PUSHLiving Photos: Disability Inclusive Stock Images

Resources for incorporating DEI content
Organizations that promote diversity in their field
This list is in no way exhaustive but hopefully will help you with strategies for finding other DEI resources. You can follow organizations and members through their social media accounts to learn about the members and their accomplishments that they promote. Check their website for resources such webinars, local chapters where you might find local contacts, podcasts, etc.

Alliance for Diversity in Science and Engineering (ADSE) - Their mission is to increase the participation of underrepresented groups in academia, industry, and government. Check out their chapters and their invited speakers at their conferences.

[American Chemical Society Voices Diversity Podcast](#) - Podcasts featuring diverse chemists.

[American Indian Science and Engineering Society](#) (AISES) (@AISES) - Focuses on substantially increasing the representation of Indigenous peoples of North America and the Pacific Islands in science, technology, engineering, and math (STEM) studies and careers (over 5900 members).

[American Society of Hispanic Economists](#) (ASHE) - Professional association of economists who are concerned with the under-representation of Hispanic Americans in the economics profession.

[Association of Black Sociologists](#) (ABS) - One of their key objectives is to provide perspectives for the analysis of the experiences of Blacks and other minority groups.

[Ethnic Minority Psychological Associations](#) - List from the American Psychological Association that includes a diverse array of ethnic minority associations.

[National Association of Multicultural Engineering Program Advocates](#) (NAMEPA) is the nation's leading community of change agents, cultivating diversity, access, equity, and inclusion in engineering. For more than 40 years, our efforts to attract, retain, and graduate engineers from historically underrepresented minority (URM) populations (African American, Hispanic American, Native American, Native Alaskan, Native Hawaiian and other Pacific Islanders) has helped to quadruple the number of engineers of color in a field that has traditionally lacked diversity.

[National Education Association Lesbian, Gay, Bisexual, Transgender, Queer+ Caucus](#) - Works to provide educators, education support professionals, and students, with safe schools free of anti-LGBTQ+ bias and intolerance, and to provide sound education programs for all students

[National Latinx Psychological Association](#) (NLPA) - A national organization of mental health professionals, academics, researchers, and students whose objective is to generate and advance psychological knowledge

[National Society of Black Engineers](#) (NBSE) (@NSBE) supports Black professionals, college (including graduate students) and pre-college (grades 3-12) students in engineering and technology fields (over 30,000 members). Founded in 1975 at Purdue University, NSBE comprises more than 500 chapters in six geographic regions. Members of NSBE can expect access to a network of diverse engineers and scientists, scholarships, job placements, access to career fairs, and more.

[Society for Advancement of Chicanos/Hispanics and Native Americans in Science](#) (SACNAS) - to advance the success of Chicanos/Hispanics and Native Americans in securing advanced degrees, careers, and positions of leadership in STEM fields. It comprises 150 chapters nationwide and over 8200 members. Members have gone on to leadership positions in prominent science organizations, such as Dr. Luis Echegoyen who was recently named president-elect of American Chemical Society.

[Society of Black Academic Surgeons](#) - Works to improve health, advance science, and foster careers of African American and other underrepresented minority surgeons

[Society of Hispanic Professional Engineers](#) (SHPE) - Leading Hispanics in STEM. More than 13,000 student and professional members, working to empower the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support, and development. To accomplish this, SHPE provides a variety of programming, services, resources, and events, including hosting the largest Hispanic STEM convention in the nation.

Publishers and DEI

Again this is not an exhaustive list but is what we could find available at this time as it relates to DEI and academic publishing.

Book Industry Study Group (BISG) Diversity, Equity, and Inclusion Research & Resources. The Book Industry Study Group works to create a more informed, empowered, and efficient book industry. They have collected links and content that may be useful in addressing and advancing matters of equality and representation in your book publishing organization. They have free webinars as well as a great list of tools and training opportunities and a list of DEI organizations associated with the publishing industry.

Cengage - Statement on Inclusion and Diversity - They have a statement outlining their commitment (Aug. 2020) and reference Inclusivity Guidelines but no link to those.

FlatWorld - Has a commitment to accessibility on website. When I reached out to them one of their managing editors got back to me to tell me that they are currently updating their DEI guidelines and style sheet, so it is in draft form and currently being vetted. They stated that DEI is "really important" to them and that they are working on this. I suspect we will see something from them in the near future.

McGraw Hill - Our Commitment to Inclusion & Diversity - Provides a mission statement but no available author guidelines. None of the materials in the author support section or the McGraw-Hill Professional's Guide For Authors provide DEI guidelines.

Macmillan Learning - Provides a mission statement and some short videos from their employees about the potential for D&I to transform lives and learning.

Open Stax - Improving Representation and Diversity in OER Materials - This document provides succinct guidelines. They are actively promoting their open source as an advantage for instructors to add their own DEI resources.

Oxford University Press - Diversity and Inclusion - They have a statement about the organizations efforts to encourage diversity and inclusion but their author guidelines have only minimal coverage of DEI.

Pearson - Race & Ethnicity, Diversity, Equity and Inclusion Guidelines (Products) - At Pearson, we are committed to ensuring authenticity in the portrayal of protected characteristics including race, ethnicity, gender, sexual orientation, social class, geographical location, religious beliefs and disability in all our content, in line with our Editorial policy. These guidelines focus on ways to ensure meaningful representation of people of Black, Asian and other Minority Ethnic (as defined in social policy in the UK and related territories, as BAME) groups, and Black, Indigenous and People of Color (referred to as BIPOC in North America and related territories). Though developed primarily for content development and editorial teams in the UK and USA, the intention is for these guidelines to be applied in global contexts and sets out our expectations for Pearson content teams and other third parties working for Pearson in this regard. We recognise this is the first step in an ever-evolving landscape and, as we continue to learn and grow, we anticipate that the content of these guidelines will adapt to reflect important

changes, societal standards and new knowledge over time. (29 pgs)

Additionally, Pearson has a well written internal Editorial DEI Style Guide for its editors and is currently working on its Author Guidelines and an [Education as Social Justice](#) webpage with resources for teachers and students.

[Royal Society of Chemistry Joint Commitment for Action on Inclusion and Diversity in Publishing](#) - has brought together 39 publishing organizations to set a new standard to ensure a more inclusive and diverse culture within scholarly publishing. They acknowledge that biases exist in scholarly publishing and are committed to scrutinising their own processes to minimize these.

[Wiley - Diversity, Equity, And Inclusion: Why Wiley? Why Research Publishing?](#) - Has some good research on this site.
Diversity, equity, and inclusion are absolutely central to the success of research and its dissemination. A lack of diversity will limit the potential of research. It will limit the potential of educating the world through science. We are committed to sharing what we learn along the journey. We will do so in various ways, but one of the most important is joint efforts across our industry. As the world's largest society publisher, and with extensive partnerships across the globe, we are working together across our networks to accelerate and extend our collective impact. We're proud to be involved with the [Joint Commitment for Action on Inclusion and Diversity in Publishing](#), working to set new inclusive cultural standards within scholarly publishing. We have also adopted the [Coalition for Diversity & Inclusion in Scholarly Communications (C4DISC) Joint Statement of Principles](#) and are participating in their Working Groups.

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