

NSEE Commitment to Diversity

“Diversity is a fact. Inclusion is a practice. Equity is the goal.” - Dereca Blackmon

The National Society for Experiential Education is committed to diversity, equity, and inclusion in its membership and program offerings . Our vision is to expand the perspectives shared and voices heard throughout our growing profession so that they are representative of the practitioners and students in the field of experiential education. We strive to improve access to premier professional development, and center the expertise of Black, Latino/a/x, Indigenous, Asian, Pacific Islander, LGBTQ and international experiential educators in NSEE’s committees, initiatives, and leadership opportunities.

We also seek to continually learn about and center the experiences of historically marginalized groups by socioeconomic status, social class, first-generation status, gender identity, sexual orientation, disability, religion, immigration and documentation status, veteran status, and involvement with the carceral system. It is through this effort we can continue to develop educators’ abilities, and offer rigorous and inclusive experiential opportunities for our students.

Standing in Solidarity with Black, Latino/a/x, Indigenous, Asian, Pacific Islander LGBTQ, International and all Marginalized Communities

NSEE believes in a world that is inclusive in practice and provides equitable opportunity for all. We condemn acts and speech motivated by hate. We will continue making efforts to evolve, lead change, and are fully committed to advancing a culture of anti-racism - decolonizing curriculum, creating accessible experiential education and professional development programs and removing systemic racism and other forms of oppression from our policies, procedures and practices.

Join us in our pledge to:

1. Amplify the voices of our BIPOC colleagues, throughout the board, committees and programs
2. Advocate for social justice, equity and anti-racist practices in higher education

3. Provide current and relevant anti-racist and DEI educational content, resources and events for members to encourage members to create and implement change and make a positive impact in their work
4. Partner with community and advocacy organizations to form coalitions aligned with our mission and organizational goals
5. Complete a systemic analysis of NSEE's infrastructure, to ensure all practices, policies and programs are equitable and inclusive, creating a more diverse board and staff for the organization
6. Conduct and publish research related to anti-racism, equity and inclusion in higher education, experiential education and employment
7. Assess NSEE's recruitment and membership process to include diverse, equitable, accessible and inclusive engagement and representation
8. Expand leadership opportunities and the selection process of volunteers to ensure equity and inclusivity throughout the organization
9. Collect, measure and report our progress and organizational data with members and our partners

We challenge all NSEE members and non-members to commit to the above pledge, as we all work toward a more inclusive space that offers belonging to its participants.

Webinars, Videos & Resources

[Global MindEd 2020](#)

[American Students](#)

[Driving While Black](#)

[Test](#)

[Hollaback](#)

[Predominantly White Institutions](#)

[The Boston Globe Justice, Equity & Inclusion Series: The Cost of Racism](#)

[Successful Engagement of Native](#)

[Harvard University Implicit Bias](#)

[Art Equity: BIPOC Surviving](#)

Anti-Racism Suggested Readings

Become America by Eric Liu

Between the Word and Me by Ta-Nehisi Coates

Biased by Jennifer L. Eberhardt

The Black, The Blue by Matthew Horrace

Breaking Hate by Christian Piccolini

Breathe: A Letter to My Sons by Imani Perry
The Broken Heart of America by Walter Johnson
Caste by Isabel Wilkerson
Charleston Syllabus by Chad Williams, Kidada E. Williams
The Color of Law by Richard Rothstein and Keisha N. Blain
The Condemnation of Blackness by Khalid Gibran Muhammad
[Coping with Racial Trauma: University of Georgia](#)
Courageous Conversations About Race by Glenn E. Singleton
Diversity, Inc. by Pamela Newkirk
The Fire Next Time by James Baldwin
The Fire This Time by Jesmyn Ward
Freedom is a Constant Struggle by Angela Y. Davis
[Harvard Business Review: Microaggressions](#)
Hood Feminism by Mikki Kendall
How to be an AntiRacist by Ibram X. Kendi
How to Argue With a Racist by Adam Rutherford
How to be Less Stupid About Race by Crystal Fleming
I'm Still Here by Austin Channing Brown
Jane Crow by Pauli Murray
Locking Up Our Own by James Forman, Jr.
Me and White Supremacy by Layla F. Saad
My Vanishing Country by Bakari Sellers
One Person, No Vote by Carol Anderson
The Political Economy of Racism by Melvin Leiman
[Racelighting: A Prevalent Version of Gaslighting Facing People of Color, Diverse Issues in Higher Education](#)
Race Talk and the Conspiracy of Silence by Derald Wing Sue
Sister Outsider by Audre Lorde
Slavery by Another Name by Douglas A. Blackmon
So You Want to Talk About Race by Ijeoma Oluo
Tears We Cannot Stop by Michael Eric Dyson
The New Jim Crow by Michelle Alexander
They Can't Kill Us All by Wesley Lowery
Upending the Ivory Tower by Stefan Bradley
We Keep Us Safe by Zach Norris
The White Card by Claudia Rankine
When They Call You a Terrorist by Patrisse Khan-Cullors
White Fragility by Robin Diangelo
White Rage by Carol Anderson
White Tears/Brown Scars by Ruby Hamad
Why Are All the Black Kids Sitting Together in the Cafeteria? by Beverly Doniel Tofum
Why I'm No Longer Talking to White People About Race by Reni Eddo-Lodge
Why We Can't Wait by Martin Luther King, Jr.

Resources

Employment/Recruitment

[Chico State Employer Career Fair & DEI Tips](#)

[Cultural Dimensions](#)

[Diversity Recruitment Tips](#)

[Conversations](#)

[Importance of Diverse Teams](#)

[Commitment to DEI](#)

[Race on Campus](#)

[Sustainable Movements](#)

[Communication -](#)

[Engaging in Difficult](#)

[Students Assessing](#)

[Squads, Spaces &](#)

Land Acknowledgement

[Native Governance Center](#)

Text the local zip code to 855-917-5263 to obtain land acknowledgement information.

Race and Ethnicity

[Job Well](#) : A career advancement platform for Black, Latinx, and Native American students and professionals.

[Black Creatives](#) : A digital media platform for news, resources, and tools that helps Black creatives thrive in their careers.

[Black Career Women's Network](#) : A national professional development organization focused on everything career-related to the success of African American Women. BCWN is on a mission to bridge the gap in support of professional development, particularly for women of color.

[The Memo](#) : Coaching, advising, and career development for women of color. This platform goes beyond surface-level workplace issues (e.g., communication challenges) and digs deep to uncover solutions on hot topics such as intersectionality at work, overcoming microaggressions and building alliances at work.

Veteran

[My Next Move for Veterans](#) : Identify civilian careers similar to your military job.

[Military Crosswalk Search](#): Search codes or titles from the Military Occupational Classification and find similar civilian jobs and careers.

[Transition Assistance Program \(TAP\)](#): Offers job-search assistance and related services to meet the needs of separating service members during their period of transition into civilian life.

[DAV](#): A leader in connecting veterans with meaningful employment, hosting job fairs, and providing career resources.

[USAJOBS Federal Government Careers for Veterans](#): If you're a Veteran who served on active duty in the U.S. Armed Forces and were separated under honorable conditions, you may be eligible for veterans' preference, as well as other veteran-specific hiring options.

[Student Veterans of America](#) : To provide military veterans with the resources, support, and advocacy needed to succeed in higher education and following graduation.

Individuals with Disabilities

[Job Accommodation Network \(JAN\)](#): The leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues.

[Emerging Leaders](#) : A highly competitive program that places undergraduate and graduate students with disabilities in fulfilling summer internships and provides them with leadership development opportunities.

[Disabled World – Disability Employment](#): Work Information for Persons with Disabilities.

[My Blind Spot](#): List of informative links with resources for education, employment, travel, recreation, entertainment and more.

Gender and Sexuality

[Movement Advancement Project](#) : Map of Employment Non-Discrimination Laws in the United States of America.

[Human Rights Campaign \(HRC\) Corporate Equality Index](#): The national benchmarking tool on corporate policies and practices related to LGBTQ+.

[Equality Florida Action, INC.](#) : The largest civil rights organization dedicated to securing full equality for Florida's lesbian, gay, bisexual, transgender and queer (LGBTQ) community.

[The Pride Chamber](#) : The LGBT Chamber of Commerce dedicated to the business equality movement in the Greater Orlando area and beyond.

[Best Practices for Non-Binary Inclusion in the Workplace](#)

DREAMer

[DACA Resources](#): Student Resources provided by Stetson University's Office of Diversity and Inclusion.

[My Undocumented Life](#) : Provides up-to-date information and resources to undocumented students. Both [internship](#) and [job](#) listings will meet the unique career.

Experiential Education Journals and Professional Organizations

[Experiential Learning through Cultural Immersion
& Design Thinking](#)

Community Engagement

[Campus Compact](#)

[Coalition of Urban and Metropolitan Universities](#)

[Engagement Scholarship Consortium](#)

[Imagining America](#)

[International Association of Research on Service-Learning and Community Engagement Journal of Participatory Research Methods](#)

[International Journal of Research on Service-Learning and Community Engagement](#)

[The Journal of Community Engagement and Higher Education](#)

[Journal of Higher Education Outreach and Engagement](#)

[Michigan Journal of Community Service Learning](#)

Internships

[National Association of Colleges and Employers](#)

Study Abroad

[Diversity Abroad](#)

[The Forum on Education Abroad](#)

[Frontiers: The Interdisciplinary Journal of Study Abroad](#)

[Gateway International Group](#)

[The Global Impact Exchange](#)

[Institute of International Education](#)

[Journal of Studies in International Education](#)

[NAFSA](#)

Research

[Council for the Advancement of Standards in Higher Education \(CAS\)](#)

[CUR Quarterly](#)

[Gardner Institute](#)

[National Conferences on Undergraduate Research \(NCUR\)](#)

[National Resource Center for The First-Year Experience and Students in Transition](#)

[Project Kaleidoscope](#)

[Reinvention Collaborative](#)

[Reinventing Undergraduate Education: A Blueprint for America's Research Universities. Boyer Commission on Educating Undergraduates in the Research University](#)

[Reinventing Undergraduate Education: Three Years After the Boyer Report. Boyer Commission on Educating Undergraduates in the Research University Scholarship and Practice of Undergraduate Research \(SPUR\) Undergraduate Research Highlights](#)