

Collaborating to Help Instructional Faculty Find Conversations about Diversity, Equity and Inclusion in their Disciplines

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College of Agriculture, Food, and Environmental Sciences

Natural Resources Management
and Environmental Sciences



Wine and
Viticulture



Agricultural Education
and Communication

Animal
Science



Experience
Industry
Management

Food Science
and Nutrition



Horticulture and
Crop Science

Agribusiness



Bioresource and
Agricultural Engineering

University Diversity Learning Objectives

1. Recognize and understand the **contributions to knowledge and civilization** that have been made by members of diverse cultural and gender groups and other historically marginalized people in the United States and across the world;
2. Understand the **history of issues related to diversity, social and economic inequities, and political power** in the United States and across the world;
3. Analyze the **current social, political, artistic, and/or economic lives** of historically marginalized people in the United States and across the world;
4. Analyze the various institutions and **structures that create and maintain social, economic, and political inequality** in the United States and across the world; and, identify those that offer redress for these issues;
5. Define and describe the various **issues** related to diversity, equity, and inclusion **in their respective disciplines**;
6. Critically examine their own **personal beliefs, attitudes, and biases** about historically marginalized people and cultures in the United States and across the world.



CAFES/CTLT/Library Collaboration

“Oftentimes faculty are committed and interested in integrating DEI-related topics into their curriculum and aren’t sure where to start. They may know generally about DEI-topics but are **unsure of how their knowledge connects to the key conversations within their discipline.**”

We need to give them **opportunities to get curious** about the importance of DEI within their discipline.

Librarians have the skills, tools, and knowledge needed to identify and organize information that is more specific to the needs of faculty within a particular discipline.”

-Sarah Macdonald, Assistant Director; Diversity, Equity, and Inclusion in Teaching, CTLT


[Search and Find](#)
[Study Spaces and Tech](#)
[Help and Support](#)
[Events and Exhibits](#)
[About and Contact](#)
[Robert E. Kennedy Library](#) / [Research Guides](#) / [Food Science & Nutrition](#) / [Supporting Diversity Learning Objectives](#)

Food Science & Nutrition

[Recommended Resources](#)
[Course Guides](#)
[Food Science Senior Project Resources](#)
[Food Science Graduate Research Guide](#)
[Nutrition Senior Project Resources](#)
[Nutrition Graduate Research Guide](#)
[CAFES Research Central](#)
[Supporting Diversity Learning Objectives](#)

Agriculture and Environmental Sciences Librarian



Finding Resources to Support Cal Poly's Diversity Learning Objectives

This guide is designed to help you identify discipline specific resources for incorporating Cal Poly's [Diversity Learning Objectives](#) into your courses. Each section addresses components of a DLO, and presents example resources and a strategy for finding more. Each information source and example can relate to more than one DLO, and are just included to illustrate the specificity of available resources. Leyla is happy to work with you individually or in groups to help you approach your search, and welcomes input on how to improve or augment this guide.

Contributions of members of historically marginalized groups to knowledge and civilization

Archival Sources

[California Cultures online exhibit in Calisphere](#)

California Cultures documents California's rich history of diversity and multicultural contributions. The California Cultures project was specially charged with correcting the historic lack of digitized primary source materials for four major ethnic groups: African Americans, Asian Americans, Hispanic Americans, and Native Americans. More than 20,000 photographs, documents, and other materials tell their stories, struggles, and contributions. Explore California Cultures by jumping into each of the four themes; or read the [six historical essays](#) to learn how California's diversity has evolved over time.

[Kennedy Library's guide to searching in archives](#)

The [Reference and Instruction Specialist in Kennedy Library](#) can work with you to identify and help students explore archival material relevant your course.

Archives created with communities

[Oral History Collection: Guadalupe Speaks](#)

Contributions of members of historically marginalized groups to knowledge and civilization

Scientific contributions

[Profiles of diverse scientists in Project Biodiversify](#)

Project Biodiversify provides ready-to-use examples of research concepts that highlight a diverse set of biologists.

[Wikipedia Activism and Diversity in Science](#)

This blog post describes how to get involved in enhancing the representation of diverse scientists in Wikipedia.

Search beyond the predominant sources in your discipline

International and Multilingual Information Sources

Systematic reviews and other formal evidence syntheses seek to minimize the effects of various kinds of bias on our understanding of a topic through transparent methodology and inclusion of grey literature and unpublished information. You can find them in dedicated repositories, or by including them as a concept in your search (some databases provide a filter option for Systematic Reviews).

[Nutrition Evidence Library \(USDA\)](#)

Consider the possibility of [language bias](#) in information dissemination: "Studies publishing positive results might also be more likely to publish in English. Reading and using only English language research could provide a biased assessment of a topic" (Centre for Evidence-Based Medicine, 2021)

This [library guide lists diverse and regional collections](#) of research literature.

Issues related to diversity, equity, and inclusion in your disciplines

Search for concepts

To explore language and concepts related to DEI, you might review relevant glossaries:

- [Academy of Nutrition and Dietetics' List of IDEA \(Inclusion, Diversity, Equity, Accessibility\) Terms](#)
- [Cal Poly Diversity Style Guide](#)
- [The Diversity Style Guide](#)

Reviews that have a replicable search strategy are a good source of additional vocabulary

ex. [Native American Youth and Culturally Sensitive Interventions: A Systematic Review](#)

A search for "culturally appropriate" surfaces the additional terms

- culturally affirming/grounded/preferred/enhanced/sensitive
 - food sovereignty/self-determination
-

History of issues/Institutions and structures that create and maintain social, economic, and political inequality

Finding and following the communications of organizations and networks interested in the intersection of DEI and your discipline can provide leads.

California Institute of Rural Studies

[Cal Ag Roots podcast](#)

"Shifting California Agriculture towards social, economic and environmental justice requires a clear-eyed understanding of how and why the current agricultural system developed." "Cal Ag Roots puts historical roots under current California food and farming change movements by telling the story of California agricultural development in innovative, useful and relevant ways."

Michigan State University Center for Regional Food Systems

[Measuring Racial Equity in the Food System: Established and Suggested Metrics](#)

This tool offers an expansive list of metrics that U.S. food system practitioners and food movement organizations can use to hold ourselves accountable for progress towards a more equitable food system. The metrics are either currently in use or are recommended by food system practitioners and food movement organizations in the United States. The metrics are described, cited, and organized by themes: food access, food and farm business, food chain labor, food movement.

[Annotated Bibliography on Structural Racism in the US Food System](#)

This annotated bibliography provides current research and outreach on structural racism in the U.S. food system for the food system practitioner, researcher, educator, and advocate.

https://www.canr.msu.edu/resources/structural_racism_in_us_food_system

Search for your topic in the literature of sociology and other disciplines interested in societal structures.

- [Sociological Abstracts](#)

Indexes and abstracts articles in the fields of sociology, anthropology, criminology, demography, education, law and penology, race relations, social psychology, and urban studies.

Examine their own personal beliefs, attitudes, and biases about historically marginalized people and cultures

The [Food Science and Nutrition library research guide](#) has pointers on searching the library catalog for FSN topics.

Example topics

Monosodium glutamate (MSG) stigma

[Tackling MSG stigma: Ajinomoto investigates sodium reformulation abilities](#)

[The Campaign to Redefine 'Chinese Restaurant Syndrome' - The New York Times \(nytimes.com\)](#)

Weight bias among health care professionals

Lawrence, Blake J., et al. "Weight Bias Among Health Care Professionals: A Systematic Review and Meta-analysis." *Obesity* (Silver Spring, Md.), 2021, <https://doi.org/10.1002/oby.23266>.

Representation in research priorities

Hutchins, K.P., Borg, D.N., Bach, A.J.E. et al. Female (Under) Representation in Exercise Thermoregulation Research. *Sports Med - Open* 7, 43 (2021). <https://doi.org/10.1186/s40798-021-00334-6>



Food Consumption in Global Perspective by J. Klein (Editor); A. Murcott (Editor)

CAFES DEI Internal Survey

160 Invited
19% response rate
19 faculty
12 staff

In what ways might you be interested in engaging with a site of DEI resources*?

	Faculty	Staff
Contribute content	4	0
Post questions or comments	9	4
Participate in a discussion on a specific resource	13	3
Other, please specify	1	0

* select all that apply



PAGE TREE

- Getting Started with DEI
- Cal Poly Resources
- > Curriculum
- Student Advising
- Research Resources
- Support for DEI In the Workplace
- Take Action
- Program Specific Content
- Fall DEI Conference 2022
- Notes for DEI Wiki Moderators

Pages UNPUBLISHED CHANGES

Edit Save for later Watching Share ...

CAFES Diversity, Equity & Inclusion Home

Created by Brent Losing, last modified by Leyla R. Cabugos on Dec 02, 2022

Greetings -

Welcome to our shared CAFES DEI resources wiki site. The CAFES DEI Committee has compiled example resources to support DEI in various contexts of our work here at Cal Poly and in CAFES.

This Wiki site is considered in a "soft opening" status while we work to identify a process for members to comment on and add to this site through a moderated process. Please reach out to the [CAFES DEI Committee member representing your department](#) for further information.

Note on Access: If you are wanting to access this site from off campus, users will need to log into the VPN access in order to view pages. [Cal Poly IT's VPN website](#) has further information.

We hope you enjoy this resource, and help us grow it.



Faculty Resources

[Getting Started with DEI](#)

[Cal Poly Resources](#)

[Curriculum](#)

- [Diversity Learning Objectives](#)
- [Syllabus Design](#)
- [Classroom Resources](#)
- [Lesson Plans/Activities](#)

[Support for DEI In the Workplace](#)

[Student Advising](#)

[Research Resources](#)

[Take Action](#)

[Program Specific Content](#)

Staff Resources

[Getting Started with DEI](#)

[Cal Poly Resources](#)

[Support for DEI In the Workplace](#)

[Student Advising](#)

[Take Action](#)

[Program Specific Content](#)

Sign Up for the Student Diversity and Belonging Center Newsletter for information on events happening at Cal Poly

Search





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Of the resources below, which would you find most useful?
(Skeptic picks)

List of Student support resources (i.e. basic needs, food bank, SAFER, etc.)

Mental health support resources

Opportunities (industry mentorship, scholarships, etc.) for under-represented minorities in my field

Resources for managing conflict in the workplace

Resources for examining and reducing bias in research

Resources and examples of implementing DLOs into the curriculum or new courses



References and Resources

Cal Poly University Diversity Learning Objectives

https://academicprograms.calpoly.edu/content/academicpolicies/diversity_lo

Center for Teaching, Learning, and Technology

<https://ctlr.calpoly.edu/>

Diversity, Equity and Inclusion in the College of Agriculture, Food and Environmental Sciences

<https://cafes.calpoly.edu/diversity>

Supporting Diversity Learning Objectives: Food Science and Nutrition

<https://guides.lib.calpoly.edu/c.php?g=328643&p=8707012>

Special
Thanks

Campus Center for Teaching, Learning, and Technology

Sarah Macdonald, Assistant Director; Diversity, Equity, and Inclusion in Teaching

College of Food, Agriculture and Environmental Sciences

Cath Kleier, Associate Dean, Student Success, Diversity, Equity and Inclusion

Food Science and Nutrition Department faculty and staff

Diversity, Equity, and Inclusion Committee members
