

Diversity Tool Kit

This tool kit is designed to showcase the resources and materials available at North Dakota State University.

The Tool Kit is divided into the following categories:

- Race and Ethnicity
- Gender
- LGBT
- General Resources

The materials are then subcategorized into

- Videos
- Activities
- Readings

Race and Ethnicity

Videos

- "Race: The Power of the Illusion" (3-part series from PBS) - on VHS & DVD
- "The Angry Eye" - featuring Jane Elliott (Brown Eye/Blue Eye) - on VHS
- "What's Race Got to Do with It" (documents a race relations class taught at UC-Berkeley) - on DVD
- "The Shadow of Hate"-on VHS
- "African American History- Three New Perspectives on Film"
- "Girl Like Me" – on DVD and YouTube
- "Silent Beats" – on YouTube
- "The Lunch Date" – on DVD

Activities

- White Privilege Activity
- The Giraffe and the Elephant – 1-act play about institutional racism/oppression
- Personal Attitudinal Inventory

Readings

- *Achieving Faculty Diversity- Debunking the Myths*
- *Asian Pacific American Women in Higher Education: Claiming Visibility and Voice*
- *Black Women in Academe: Issues and Strategies*
- *Assessing Campus Diversity Initiatives- A Guide for Campus Practitioners*
- *Hispanic Women Making Their Presence on Campus Less Tenuous*
- *Diversifying the Faculty- A Guidebook for the Search Committees*
- *To Form a More Perfect Union- Campus Diversity Initiatives*
- *What Makes Racial Diversity Work in Higher Education* edited by Frank W. Hale, Jr.
- *Filtering People: A View of our Prejudices*

- *White Privilege: Unpacking the invisible knapsack* by Dr. Peggy McIntosh
- *28 Common Racist Attitudes and Behaviors* by Dr. Deborah Leigh
- *White Like Me: Reflections on race from a privileged son* by Tim Wise
- *Why are all the Black Kids Sitting Together in the Cafeteria?* by Dr. Beverly Daniel Tatum

Gender

Readings

- *How to Conduct a Sexual Harassment Investigation*
- *Sexual Harassment Issues and Answers*
- *The Gender Knot* by Alan Johnson
- *The Feminine Mystique* by Betty Friedan
- *Backlash: The undeclared war against American women* by Susan Faludi
- *feminism is for everybody* by bell hooks
- *Motherhood: The elephant in the laboratory* edited by Emily Monosson

Sexual Orientation and Gender Identity

Videos

- “For the Bible Tells Me So” - on DVD
- “Transgeneration” – documentary series about transgender college students – on DVD
- “Abomination” – about reparative therapy – on DVD
- “And the Band Played On” – documentary about discovery of HIV/AIDS in the U.S. – on DVD

Activities

- Personal Homophobia Assessment
- Guided Imagery Activity

Readings

- *Beyond Tolerance: Gays, Lesbians and Bisexuals on Campus* by Nancy J. Evans and Vernon A. Wall
- *Fraternity & Sorority Anti-Homophobia Train the Trainer Manual* by Lambda 10 Project
- *GLBT Campus Matters: Guidance for higher education* monthly newsletter
- *Gay & Lesbian Students: Understanding their needs* by Hilda F. Besner & Charlotte I. Spungin
- *Our Place on Campus: Lesbian, gay, bisexual, transgender services and programs in higher education* edited by Ronni Sanlo, Sue Rankin and Robert Schoenberg

- *Scared Straight* by Dr. Robert Minor
- *Out on Campus* by Sean Crist
- *Look Both Ways: Bisexual politics* by Jennifer Baumgardner
- *Out on Fraternity Row* edited by Shane Windmeyer & Pamela Freeman
- *Secret Sisters: Stories of being lesbian and bisexual in a college sorority* edited by Shane Windmeyer & Pamela Freeman
- *Toward Acceptance: Sexual orientation issues on campus* by Vernon A. Wall & Nancy J. Evans

General Resources

Videos

- “Mickey Mouse Monopoly” – explores issues of racism, sexism, heterosexism in Disney children’s feature films - on DVD
- “30 Days - Series 1” – season 1 of documentary series created by Morgan Spurlock, includes episodes on 30 days on minimum wage, 30 days as Muslim in America, 30 days as straight in a gay world - on DVD
- “OUCH! That Stereotype Hurts” – on DVD

Activities

- Game of Oppression - board game intended for groups of 10-20, challenges participants to think about issues of privilege, oppression, being an ally, etc.
- The Giraffe and the Elephant – a one-act play that demonstrates systemic oppression
- Privilege Walk
- Circles of my Multicultural Self

Readings

- *Association of American Colleges and Universities 2008 Publications Catalog*
- *Circe Records and Ishtar Films Present One Fine Day*
- *Conducting Workplace Investigations*
- *Diversity Works- The Emerging Picture of How Students Benefit*
- *Drama of Diversity and Democracy, The*
- *Interviewing- Getting Beyond the Image Guide and Leader Guide*
- *Journal of Diversity in Higher Education*
- *Making Diversity Work on Campus: A Research-Based Perspective*
- *More Than a Gut Feeling- Training Leader’s Guide*
- *Refocusing on the Common Good: Advancing Equity and Access in Higher Education*
- *Privilege, Power and Difference* by Allan Johnson
- *Do’s and Taboos Around the World* edited by Roger E. Axtell
- *Kiss, Bow, or Shake Hands* by Terri Morrison & Wayne A. Conaway

- *Managing Diversity: The courage to lead* by Elsie Y. Cross
- *Readings for Diversity and Social Justice*
- *Teaching for Diversity and Social Justice*

The following video titles are available for check-out from the Equity and Diversity Center's Lending Library. Call ahead to check availability, 231.5728.

Movie Title	Description
Divided We Fall Americans in the Aftermath (religion- documentary)	Valarie Kaur was a twenty year old college student when she set out across America in the aftermath of 9/11, camera in hand, to document hate violence against her community. From the still-shocked streets of Ground Zero to the desert towns of the American West, her epic journey confronts the forces unleashed in a time of national crisis – racism and religion, fear, and forgiveness – until she finds the heart of America ...halfway around the world.
Dr. Seuss THE LORAX (environment - cartoon)	The award winning tale of The Lorax tells the story of the greedy, tree-chopping Once-lers and the brave little Lorax who speaks up for the vanishing forest. Then, in Ptofoffel Pock & His Magic Piano, a young Dill Pickle Works worker wishes he could get away from it all – and has his wish granted in a magically head- spinning, globe-trotting song - singing way.
Beautiful Boxer (gender identity, trans-national – fictional movie based on real life story)	The acclaimed debut of Thai director Ekachai Uekrongtham, brilliantly captures the intensity of an underdog sports saga and weaves it with the poignant, impassioned drama to finding one's identity in telling the true-life story of Parinya Charoenphol, affectionately known as Nong Toom, from his childhood, where he first discovered his feminine side, to his youth in a monastery to an arduous training program, and eventually to his championship, where he would don makeup and drag. Spectacularly choreographed kickboxing scenes are interspersed with the sometimes funny and always touching story of Toom in his quest to realize his dream of sexual reassignment.
Bullied (bullying, sexual orientation- documentary)	This is the story of Jamie Nabozny. His ordeal began in 6 th grade and only got worse in high school. Years of unrelenting bullying took its toll. But Jamie decided to take a stand – against bullying he endured and the bullying that he knew

	other students endured. He went to court and fought for the right to be safe in school, even if you are gay. His inspiring story offers hope for the millions of gay and lesbian students who still don't feel safe at school.
Broken Hallelujah	24 youth and 10 adults from UU congregations on Long Island arrived in New Orleans to spend a week helping in the ongoing rebuilding efforts.
Vote Democracy (civic engagement, citizenship- documentary)	Educators can use the Vote Democracy curriculum and supporting video modules to engage students in discussions about democracy abroad, elections, gender, the role of dissent democracy and media literacy.
Sentenced Home (immigration- documentary)	Raised as Americans in inner-city projects near Seattle, three young Cambodian refugees each made a rash decision as a teenager that irrevocably shaped their destiny. Now facing deportation back to Cambodia years later, they find themselves caught between a tragic past, and an uncertain future by a system that doesn't offer any second chances.
30 Days (poverty, religion, sexual orientation, and more- documentary)	Explore some of America's most pressing social issues by following the lives of ordinary people who agree to live well-outside their comfort zones for 30 days: Spurlock and his fiancée try to make ends meet by working minimum wage jobs, a devout Christian immerses himself in Islamic culture, a homophobic man goes to live and work in San Francisco's largely gay Castro district and more.
Fast Food Nation (food and wellness, capitalism- documentary)	When a marketing executive (Kinnear) for the Mickey's burger chain is told there's a nasty secret ingredient in his latest culinary creation – "The Big One" – he heads for the ranches and slaughterhouses of Colorado to investigate...but discovers the truth a bit difficult to swallow.
Knocking (religion- documentary)	They are moral conservatives who stay out of politics, but they won a record number of court cases expanding freedom for everyone. They refuse blood transfusions on religious grounds, but they embrace the science behind bloodless surgery. In Nazi-Germany, they would have fought for Hitler to go to the concentration camps. They chose the camps. Following two families who stand firm for their controversial and misunderstood Christian Faith.

Dear America (veterans, war- documentary)	An authentic account of the Vietnam War from the actual letters of the men and women who served there. The harsh realities of the life and death, friendships made and lost – these letters home tell it all, with newsreel and home-movie footage shot by the servicemen themselves.
The Stoning of Soraya M. (international women- fictional movie)	When a Journalist is stranded in her remote village, Zahra takes a bold chance to reveal what the villagers would stop at nothing to hide. Thus the story of Soraya, a kind woman whose cruel, divorce-seeking husband trumps up false charges of infidelity against her, charges that carry an unimaginable penalty.
Crash (race, ethnicity – fictional movie)	This compelling urban thriller tracks the volatile intersection of a multiethnic cast of characters struggling to overcome their fears as they careen in and out of one another's lives.
Bowling for Columbine (violence and youth- documentary)	Michael Moore takes aim at America's love affair with guns and violence in this Oscar winning film that demands attention. Mixing riveting footage, hilarious animation and candid interviews with everyone from the NRA's Charlton Heston to shock-rocker Marilyn Manson, Bowling for Columbine in a brilliant tour de force of filmmaking.
Race in the Age of Obama (race, ethnicity- documentary)	Civil Rights leader Eva Paterson, President of the Equal Justice society and executive producer of the forthcoming film "Presidential Race" and anti-racism activist and writer Tim Wise, author of the book Between Barack and a hard place came together in a historic conversation that examined how Barack Obama's emergence as a political force is taking the dialogue on race to the new levels.
The People and the Land are One (race – Native American- documentary)	In the United States, the demand for natural resources grows every day. Indian reservations are one of the largest known and largest unexploited repositories of natural resources in the continent.
Starting Small (teaching diversity you children- documentary)	The vision of community that the early childhood classroom provides can color children's ideas and expectations about equity, co-operation, and citizenship for a lifetime.
Women's Empowerment (women, feminism- documentary)	Examine key social and political issues impacting women through curriculum and supporting video modules for the acclaimed documentaries.

Transgeneration (gender identity- documentary)	Transgeneration, a dramatic and mesmerizing eight part series, is a year-in-the-life at four college students – Gabbie, Lucas, Raci, and T.J – who are juggling the challenges of academia with their commitment to transition from their birth sex.
God grew tired of us (refugees, war- documentary)	It explores the indomitable spirits of three “LOST BOYS” from the Sudan who are forced to leave their homeland due to a tumultuous civil war.
Abomination (sexual orientation, religion- documentary)	Abomination is a documentary focusing on sexual orientation conversion therapies. Conversion therapies have been criticized by mainstream mental health professionals for the harm they cause and for their practitioners’ overstated claims of success. Nevertheless, these treatments are increasingly being promoted by conservative faith communities across the US.
CAMP OUT (sexual orientation, religion- documentary)	Camp out follows ten Midwestern teenagers as they attend their first overnight Bible camp for gay Christian youth. As they struggle to be true to both their spirituality and their sexual identity, the teens discover it’s just as hard to come out Christian as it is to come out gay.
Tongues Untied (sexual orientation, race/ethnicity- documentary)	The stories are fierce examples of homophobia and racism; the man refused entry to a gay bar because of his color, the college student left bleeding on the sidewalk after a gay-bashing, the loneliness and isolation of a drag queen. Yet they also affirm the black gay male experience: protest marches, smoky bars, snap divas, humorous musicology, and vogue dancers.
For the Bible Tells Me So (sexual orientation, religion- documentary)	Through the experience of five very normal, Christian, American families – including those of former House Majority Leader Richard Gephardt and Episcopal Bishop Gene Robinson – we discover how people of faith handle the realization of having a gay child or family member.
Unlearning Homophobia series (sexual orientation, families- documentary)	Unlearning homophobia Series bring together films by Woman Vision and EyeBite Productions in a moving trilogy that will affect the way that Americans think about sexual orientation, homophobia, family, and love.
LOST IN THE CROWD (sexual orientation, homeless youth- documentary)	Lost in the Crowd is a documentary film by Austrian filmmaker Susi Graf about LGBT homeless youth in New York City. The film tells the story of a group of kids focusing on how they became homeless and their attempts to survive on the streets of New York. Most of the youth say the

	<p>reason that they're homeless in the first place is because they have been rejected from their families for being Gay or Transgender.</p>
<p>Out of the Past (sexual orientation, high school student organizing- documentary)</p>	<p>Told through the eyes of Kelli Peterson, a 17 year old high school student in Salt Lake City, Utah, Out of the past explores Kelli's history making experiences of forming a Gay straight Alliance in her public school. The protests, legislative battles and national media</p>
<p>Trails of Tears (race – Native American history)</p>	<p>This two hour documentary explores one of the great historical tragedies of America's aboriginal people. In 1830, eager to gain access to lands inhabited by Native Americans, President Andrew Jackson enacted the Indian Removal Act which forced the Cherokee Nation to leave their homeland and relocate to uncharted territory.</p>
<p>500 Nations (race – Native American history- documentary)</p>	<p>The amazing story of America's original inhabitants has been crystallized as never before into a powerful epic event on 4 discs. The insight actor/filmmaker and series host/executive producer Kevin Costner brought to his Dances with Wolves serves as a springboard to this thrilling chronicle, filmed at actual locations from the jungles of Central America to the Canadian Arctic. A cast of star voices and state-of-the-art computer recreations bring this rich, untold history to vivid, moving life.</p>
<p>We Shall Remain (race – Native American history- documentary)</p>	<p>They were charismatic and forward thinking, imaginative and courageous, compassionate and resolute, and, at times, arrogant, vengeful, and reckless. For hundreds of years, Native American leaders from Massasoit, Tecumseh, and Tenskwatawa, to Major Ridge, Geronimo, and Fools Crow, valiantly resisted expulsion from their lands and fought the extinction of their culture. Sometimes, their strategies were militaristic, but more often they were diplomatic, spiritual, legal, and political.</p> <p>From PBS's acclaimed history series, American Experience, in association with Native American Public Telecommunications, We Shall Remain establishes Native history as an essential part of American history. These five documentaries spanning three hundred years tell the story of pivotal moments in U.S. history from the Native</p>

	American perspective, upending two-dimensional stereotypes of American Indians as simply ferocious warriors or peaceable lovers of the land.
EYES ON THE PRIZE (race – Civil Rights Movement- documentary)	Eyes on the Prize tells the definitive story of the civil rights era from the point of view of the ordinary men and women whose extraordinary actions launched a movement that changed the fabric of American life, and embodied a struggle whose reverberations continue to be felt today. Winner of numerous awards, Eyes on the Prize is the most critically acclaimed documentary on civil rights in America.
SICKO (U.S. healthcare system- documentary)	Following on the heels of his Palm d'Or winning Fahrenheit 9/11 and his Oscar winning film Bowling for Columbine, acclaimed filmmaker Michael Moore's new documentary sets out to investigate the American healthcare system. Sticking to his tried-and-true one-man approach, Moore sheds light on the complicated medical affairs of individuals and local communities.
TRANSAMERICA (gender identity- fictional movie)	Emmy® winner Felicity Huffman (Desperate Housewives) won the Best Actress (Drama) Golden Globe® Award for her "fiercely funny and deeply powerful" performance (Pete Hammond, Maxim) that is "thrilling to watch." (A.O. Scott, The New York Times) Huffman plays Bree Osbourne, a conservative transsexual woman, who learns she is the parent of a long-lost 17-year-old son (Kevin Zegers). The wheels of fortune take Bree and son on a cross-country adventure, including a memorable visit with Bree's parents, that will change both of their lives. A funny, touching, completely original look at the modern American family, "TRANSAMERICA will leave you in a state of movie euphoria. It's hilarious and deeply affecting." (Joe Morgenstern, The Wall Street Journal. "Felicity Huffman is incredible. One of the year's most unforgettable performances." - Stephen Mooallem, Interview.
WITNESSING DARFUR (genocide, refugees, war & violence- documentary)	In July 2004, the Committee on Conscience of the United States Holocaust memorial museum declared a Genocide Emergency for Sudan's western region of Darfur. Tens of thousands of civilians have been murdered there and thousands of women have been raped by the Sudanese government soldiers and members of the

	government supported militia sometimes referred to as the Janjaweed.
DEFYING GENOCIDE (genocide, refugees, war & violence-documentary)	Produced by the USHMM committee on conscience: Whenever genocide has occurred, individuals have risked their own lives to save others. How can their courage inspire us to defy genocide? The story of how Simone Weil Lipmann was able to save thousands of Jewish children during the Holocaust is a starting point for an exploration of what it takes to defy genocide. The film focuses on Damas Gisimba, director of a small orphanage in Rwanda that was besieged by militias during the 1994 genocide. Learn how Gisimba, with the help of American aid worker Carl Wilkens, managed to protect, care for, and save some 400 people.
Banished (race – African American history of “racial cleansing” - documentary)	Banished vividly recounts the forgotten history of racial cleansing in America when thousands of African Americans were driven from their homes and communities by violent racist mobs in the late 19th and early 20th centuries. In fear for their lives, black people left these towns and never returned to reclaim their property. The film places these events in the context of present day race relations, by following three concrete cases of towns that remain all-white to this day (Forsyth County, Georgia; Pierce City, Missouri; Harrison, Arkansas). Banished raises the larger questions -- will the United States ever make meaningful reparations for the human rights abuses suffered, then and now, against its African American citizens? Can reconciliation between the races be possible without them? Banished follows a twisting trail through yellowed newspaper archives registries of deeds, photos from treasured family albums and dimly recalled stories of elders who lived through those traumatic events. The film features black families determined to go to any length to reconstruct their families past and gain some justice for their ancestors and themselves. It also interviews dedicated, local, newspaper reporters who braved community opposition to research the banishments in-depth and force their readers to confront their towns past and present.

Boys Don't Cry (gender identity - movie based on real life)	A true story about hope, fear, and the courage it takes to be yourself, "Boys Don't Cry" is "One of the 10 best films of 1999" (National Board of Review). Critically acclaimed and nominated for two Golden Globe Awards, this four-star, "must-see" (People), "riveting" (Entertainment Weekly) drama features incredible performances by newcomers Hilary Swank and Chloe Sevigne.
Jihad for Love (religion and sexual orientation – documentary)	Fourteen centuries after the revelation of the holy Qur'an to the Prophet Muhammad, Islam today is the world's second largest and fastest growing religion. Muslim filmmaker Parvez Sharma travels the many worlds of this dynamic faith, discovering the stories of its most unlikely storytellers: lesbian and gay Muslims.
OUCH! That Stereotype Hurts (training video – addresses all areas of diversity)	This training video provides an understanding of the impact of stereotypes and biased statements, even when casually said; identifies the most common reasons people sit silent in the face of bias and stereotypes; and enhances skills for speaking up against stereotypes without blame or guilt.
OUCH! Your Silence Hurts (training video – addresses all areas of diversity)	This training video seeks to educate about the high cost of silent collusion, to explore the power of the bystander to make a difference, and to enhance skills necessary to become an effective ally.
FREE LAND: A hip hop journey from the streets of Oakland to the Wild, Wild West (race in U.S. history – documentary)	A young white man's search for his roots takes him from the streets of Oakland to the prairies of Wyoming on an unforgettable journey into the heart of American history. During an interview with his grandfather he learns that their beloved family ranch was actually a Homestead, a free land grant from the government. Haunted by the past, he's compelled to dig deeper into the history of the land only to come face to face with the legacy of theft and genocide in the Wild Wild West. Free Land weaves poetry, acting, dance, and hip hop music into a compelling performance that challenges us to take an unflinching look at the truth buried in the land beneath our feet.