

## Topical Reading List on Equity and Diversity in Higher Education

(Compiled by Dr. Liliana M. Garces, Associate Professor, College of Education, University of Texas at Austin, for her course, Equity and Diversity in Higher Education)

### Introduction

The Faces of American Power: Nearly as White as the Oscar Nominees. The New York Times:  
<https://www.nytimes.com/interactive/2016/02/26/us/race-of-american-power.html>

### Understanding Inequality and the Framing of Equity

### Discussing Race, Class and Inequality

*Race: The Power of an Illusion*, Episodes 1, 2, and first 14 minutes of Episode 3. Kanopy videofile:  
<https://utexas.kanopy.com/product/race>

TED. Kimberlé Crenshaw: The Urgency of Intersectionality. Videofile:  
[https://www.ted.com/talks/kimberle\\_crenshaw\\_the\\_urgency\\_of\\_intersectionality](https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality)

Tatum, B. (2008). *Can We Talk About Race, and Other Conversations in an Era of School Resegregation*. Beacon Press. Chapter 1

Kendi, I. X. (2019). *How to be an Antiracist* (One World). Chapters 1-3

Rankine, C. (July 17, 2019). I wanted to know what White men thought about their privilege. So I asked. *The New York Times Magazine*.

### Understanding Sources of Inequality and Social Construction of Race

Carter, P. L. (2018). The multidimensional problems of educational inequality require multidimensional solutions. *Educational Studies*, 54(1), 1-16.

Kendi, I. X. (Feb. 5, 2017). Uncovering the roots of racist ideas in America. The Conversation:  
<https://theconversation.com/uncovering-the-roots-of-racist-ideas-in-america-71467>

Hamilton, D., & Logan, T. (Feb. 19, 2019). Why wealth equality remains out of reach for black Americans. The Conversation: <https://theconversation.com/why-wealth-equality-remains-out-of-reach-for-black-americans-111483>

Segregated by Design. Videofile: <https://www.segregatedbydesign.com/>

Lewis, A. E., & Diamond, J. B. (2015). *Despite the best intentions: How racial inequality persist in good schools*. Oxford University Press. Chapters 1, 5, 6

Despite the Best Intentions. CSPAN videofile: <https://www.c-span.org/video/?400024-2/despite-intentions>

Steele, C. (2011). *Whistling Vivaldi and Other Clues to How Stereotypes Affect Us*. W. W. Norton & Company. Chapter 1 & Conclusion

Espinosa, L. L., Turk, J. M., Taylor, M., , Chessman, H. M. (2019). Race and Ethnicity in Higher Education: A Status Report. Virginia Tech. Executive Summary  
<https://vtechworks.lib.vt.edu/handle/10919/89187>

Carter, P. L., & Reardon, S. F. (2014). *Inequality Matters*. William T. Grant Foundation.  
<https://wtgrantfoundation.org/library/uploads/2015/09/Inequality-Matters.pdf>

## **Framing Equity**

Dowd, A. C. & Bensimon, E. M. (2015). *Engaging the “Race Question”*: Accountability and Equity in U.S. Higher Education. Teachers College. Chapter 1

Garces, L. M. & Gordon Da Cruz, C. (2017). A strategic racial equity framework. *Peabody Journal of Education*, 92(3), 322-342.

## Understanding the Diversity Frame

### **Legal Developments and the Rise of the Diversity Rationale**

Garces, L.M. (2014). Aligning diversity, quality, and equity: The implications of legal and public policy developments for promoting racial diversity in graduate studies. *American Journal of Education*, 120(4), 457-480.

Bell, D. (2003). On *Grutter* and *Gratz*: Examining “Diversity” in Education, Diversity’s Distractions. *Columbia Law Review*, 103(6), 1622-1633.

### **Critiques of the Diversity Rationale**

Berrey, E. (2015). *The enigma of diversity: The language of race and the limits of racial justice*. The University of Chicago Press. Introduction, Chapters 1 & 2, and Conclusion.

Berrey, E. (2015). Diversity is for white people: The big lie behind the well-intended word. Salon: [https://www.salon.com/2015/10/26/diversity\\_is\\_for\\_white\\_people\\_the\\_big\\_lie\\_behind\\_a\\_well\\_intended\\_word/](https://www.salon.com/2015/10/26/diversity_is_for_white_people_the_big_lie_behind_a_well_intended_word/)

Ahmed, S. (2006). *The Nonperformativity of Anti-Racism*. *Meridians*, 7(1), 104-126.

### **Emerging Issues on Affirmative Action**

Park, J. & Liu, A. (2014). Interest convergence or divergence?: A critical race analysis of Asian Americans, meritocracy, and critical mass in the affirmative action debate. *The Journal of Higher Education*, 85(1), 36-64.

The White Admissions Advantage at Harvard: Unfair, But Different from Discrimination Against Asian Americans. Huffington Post: [http://www.huffingtonpost.com/julie-j-park/the-white-admissions-advantage-at-harvard-unfair-but-different-from-discrimination-against-asian-americans-adva\\_b\\_6932670.html](http://www.huffingtonpost.com/julie-j-park/the-white-admissions-advantage-at-harvard-unfair-but-different-from-discrimination-against-asian-americans-advantage-at-harvard-unfair-but-different-from-discrimination-against-asian-americans-adva_b_6932670.html)

Garces, L. M., & Poon, O. (2018). *Asian Americans and race-conscious policies: Understanding the conservative opposition’s strategy of misinformation, intimidation, and racial division*. Civil Rights Project/Proyecto Derechos Civiles.  
[https://www.civilrightsproject.ucla.edu/research/college-access/affirmative-action/asian-americans-and-race-conscious-admissions-understanding-the-conservative-opposition2019s-strategy-of-misinformation-intimidation-racial-division/RaceCon\\_GarcesPoon\\_AsianAmericansRaceConsciousAdmi.pdf](https://www.civilrightsproject.ucla.edu/research/college-access/affirmative-action/asian-americans-and-race-conscious-admissions-understanding-the-conservative-opposition2019s-strategy-of-misinformation-intimidation-racial-division/RaceCon_GarcesPoon_AsianAmericansRaceConsciousAdmi.pdf) (For more resources, see Asian American Civil Rights: [www.asianamericancivilrights.org](http://www.asianamericancivilrights.org))

## Strategies For Transformation

### **Rethinking Merit**

Listen: Meritocracy doesn't mean what you think it means. New York Public Radio:

<https://www.wnycstudios.org/podcasts/otm/segments/on-the-media-meritocracy-word-college-bribery-scandal>

Guinier, L. (2015). *The Tyranny of the Meritocracy: Democratizing Higher Education in America*. Beacon Press Books. Chapters 1, 2, 3 and 8

Dowd, A. C. & Bensimon, E. M. (2015). *Engaging the "Race Question": Accountability and Equity in U.S. Higher Education*. Teachers College Press. Chapter 5

### **Reframing Diversity**

Garces, L.M., & Jayakumar, U. M. (2014). Dynamic diversity: Toward a contextual understanding of critical mass. *Educational Researcher*, 43(3), 115-124.

Dynamic Diversity: How Campus Leaders Can Respond to Student Protests. American Council on Education: <https://www.higheredtoday.org/2016/04/20/dynamic-diversity-how-campus-leaders-can-respond-to-student-protests-across-the-country/>

Jayakumar, U. M., Garces, L. M., & Park, J. J. (2018). Reclaiming diversity: Advancing the next generation of diversity research toward racial equity. In *Higher education: Handbook of theory and research* (pp. 11-79). Springer, Cham.

### **Addressing Privilege and Countering Colorblindness**

Bonilla-Silva, E. (2006). *Racism without racists: Color-blind racism and the persistence of racial inequality in the United States*. Rowman & Littlefield Publishers. Chapters 1 & 8

Cabrera, N. L. (2012). Working through whiteness: White, male college students challenging racism. *The Review of Higher Education*, 35(3), 375-401.

### **Curriculum and Pedagogy**

TED. Chimamanda Ngozi Adichie: The Danger of a Single Story. Videofile:

[https://www.ted.com/talks/chimamanda\\_adichie\\_the\\_danger\\_of\\_a\\_single\\_story#t-122533](https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story#t-122533)

da Cruz, C. G. (2018). Community-engaged scholarship: Toward a shared understanding of practice. *The Review of Higher Education*, 41(2), 147-167.

Kiyama, J., & Rios-Aguilar, C. (2018). *Funds of knowledge in higher education*. New York: Routledge. Chapters 1, 2, 11, and 12

Freire, P. (2000, 30th anniversary edition). *Pedagogy of the Oppressed*. Continuum. Chapter 2