**Open Source and Free DEI Resources**

1. **Understanding DEI Concepts and Best Practices**
	* **"Advancing Diversity and Inclusion in Higher Education"**
	A comprehensive report by the U.S. Department of Education that outlines best practices for advancing DEI in higher education.
	Link to Report
	* **"Diversity and Inclusion Framework"**
	A resource provided by the University of California, Berkeley outlines the university's approach to fostering a diverse, equitable, and inclusive environment.
	Link to Framework
2. **Finding and Applying for DEI-focused Jobs**
	* **Academic Jobs Wiki**
	An open-access platform where job seekers can find listings of academic job openings, many of which are tagged with diversity-related keywords.
	Link to Academic Jobs Wiki
	* **ChronicleVitae**
	A job search platform that often includes articles and tips related to DEI in academia, with many resources accessible without a subscription.
	[Link to ChronicleVitae](https://chroniclevitae.com/)
3. **Crafting DEI Statements**
	* **"Guide to Writing a Diversity Statement"** by the University of California, San Francisco (UCSF)
	A practical guide for writing DEI statements, complete with examples and prompts.
	Link to Guide
	* **"Writing a Diversity Statement"** by the University of Michigan
	This resource provides tips and considerations for crafting a compelling DEI statement.
	Link to Guide
4. **Professional Development and Networking**
	* **National Center for Faculty Development & Diversity (NCFDD)**
	Offers free resources and webinars for academic professionals interested in DEI issues.
	[Link to NCFDD](https://www.facultydiversity.org/)
	* **Society for Diversity**
	Provides free access to articles, podcasts, and webinars related to DEI initiatives across different sectors, including higher education.
	[Link to Society for Diversity](https://www.societyfordiversity.org/)
5. **Addressing Challenges and Counterarguments**
	* **"The Case for Diversity and Inclusion in Higher Education"** by AAC&U (Association of American Colleges & Universities)
	This publication provides a detailed look at the evidence supporting DEI in academic settings and how to counter common criticisms.
	Link to AAC&U Publication
	* **"Responding to Opponents of Diversity, Equity, and Inclusion"**
	A resource by the American Council on Education that outlines strategies for addressing opposition to DEI initiatives in higher education.
	Link to Resource