

**WebTable 1. Resources for DEI support and awareness**

<b><i>Some of the many groups<sup>1</sup> supporting different facets of DEI in STEM</i></b>	
#BLACKandSTEM	A community advocating for black students and professionals in STEM fields (Twitter: @BLACKandSTEM)
#FirstGenDocs	A group that celebrates the experiences and voices of first-generation doctoral students and graduates (Twitter: @firstgendocs)
500 Queer Scientists	A visibility campaign for the LGBTQ+ STEM community (Twitter: @500QueerSci)
500 Women Scientists	A diverse group of women scientists with a commitment to foster real change in DEI (Twitter: @500womensci)
Black AF in STEM	A community aiming to showcase the experiences of Black scientists (Twitter: @BlackAFinSTEM)
Black Women in STEM	A group that connects black women in STEM fields (Twitter: @BlackWomenSTEM)
Científico Latino	A resource for undergraduate and graduate students in STEM (Twitter: @cientificolatin)
ESA SEEDS	Strategies for Ecology Education, Diversity and Sustainability (SEEDS) is a minority education and mentoring program of the Ecological Society of America (Twitter: @ESA SEEDS)
I'm First!	An account that celebrates and supports students who are the first in their family to attend and graduate from college (Twitter: @ImFirstGen)
LGBTQ+ STEM	A group working to improve LGBTQ+ visibility in STEM (Twitter: @LGBTSTEM)
Me Too STEM	A group invested in holding science societies accountable for harassment and discrimination (Twitter: @MeTooSTEM)
SACNAS	SACNAS is professional Society Advancing Native Americans and Chicanos/Hispanics in Science. SACNAS also hosts the National Diversity in STEM Conference each year (Twitter: @sacnas)
The EEB_POC Project	A project compiling research papers published by Black, Indigenous, and people of color scientists in Ecology, Evolution, & Behavior (Twitter: @EEB_POC)
<b><i>Resources for DEI support and awareness</i></b>	
Building awareness of diverse identities: <a href="https://pflag.org/">https://pflag.org/</a> , <a href="https://www.racialequitytools.org/home">https://www.racialequitytools.org/home</a> , <a href="https://diversity.berkeley.edu/ei-archive">https://diversity.berkeley.edu/ei-archive</a> , <a href="https://www.complex.com/pop-culture/the-best-black-movies-of-the-last-30-years/">https://www.complex.com/pop-culture/the-best-black-movies-of-the-last-30-years/</a> , <a href="https://www.stemwomen.net/">https://www.stemwomen.net/</a> , <a href="https://diversity.nih.gov/">https://diversity.nih.gov/</a> , <a href="https://lgbtq.arizona.edu/resources">https://lgbtq.arizona.edu/resources</a> • Privilege: <a href="http://also-chicago.org/also_site/wp-content/uploads/2017/03/white-privilege.pdf">http://also-chicago.org/also_site/wp-content/uploads/2017/03/white-privilege.pdf</a> , <a href="https://edge.psu.edu/workshops/mc/power/index.html">https://edge.psu.edu/workshops/mc/power/index.html</a> • Implicit bias: <a href="http://www.eigenfactor.org/gender/">http://www.eigenfactor.org/gender/</a> , <a href="https://blogs.lse.ac.uk/impactofsocialsciences/2016/03/08/gender-bias-in-academe-an-annotated-bibliography/">https://blogs.lse.ac.uk/impactofsocialsciences/2016/03/08/gender-bias-in-academe-an-annotated-bibliography/</a> • Microaggressions: <a href="https://youtu.be/crAv5ttax2I">https://youtu.be/crAv5ttax2I</a> , <a href="https://nyti.ms/2wsh0bY">https://nyti.ms/2wsh0bY</a> , <a href="https://youtu.be/BJL2P0JsAS4">https://youtu.be/BJL2P0JsAS4</a> , <a href="https://youtu.be/hDd3bzA7450">https://youtu.be/hDd3bzA7450</a> , <a href="https://youtu.be/KPRA4g-3yEk">https://youtu.be/KPRA4g-3yEk</a> , <a href="https://www.lifescied.org/doi/10.1187/cbe.18-01-0011">https://www.lifescied.org/doi/10.1187/cbe.18-01-0011</a> • Support for underrepresented scientists (also see groups above): <a href="https://www.nature.com/articles/s41559-020-1252-0">https://www.nature.com/articles/s41559-020-1252-0</a> , <a href="https://www.chronicle.com/article/A-Survival-Guide-for-Black/249118">https://www.chronicle.com/article/A-Survival-Guide-for-Black/249118</a> • Allyship for non-underrepresented scientists: <a href="https://doi.apa.org/fulltext/2019-01033-011.html">https://doi.apa.org/fulltext/2019-01033-011.html</a> , <a href="https://www.lifescied.org/doi/10.1187/cbe.20-04-0062">https://www.lifescied.org/doi/10.1187/cbe.20-04-0062</a> , <a href="https://www.wbur.org/artery/2020/06/17/reading-list-on-race-for-allies">https://www.wbur.org/artery/2020/06/17/reading-list-on-race-for-allies</a>	
<b><i>Twitter hashtags to search</i></b>	
#AcademicChatter #BlackintheIvory #BlackandSTEM #firstgendoc #firstgenSTEM #LGBTinSTEM #NativeTwitter #Indigenous #TEK #NativesinSTEM #phdlife #QueerInSTEM #WomenInSTEM	

<sup>1</sup>All twitter accounts listed have > 2,000 followers, most have > 5,000 followers.