

# Benefits

## Racial education and discussion

### What this is:

A list of resources to help educate employees on racial issues.

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### Why is matters:

Now more than ever, we must support one another and speak up for justice and equality. In order to do this, it is important we spend time learning about our biases and the systemic roots of racial injustice.

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### Resources:

#### Ways to use these resources:

- Share with employees and encourage them to pair up with someone else to watch or read something and then get together to discuss.
- Create learning events with pre-reading/watching and then have a guided discussion.
- Zoom breakout rooms are great to put people into smaller groups for these discussions.
  - Set ground rules. We are all here to learn. Lead with curiosity. Listen deeply. Courage over comfort, embrace (and expect) the discomfort. Use the “I” statement so as to not generalize.

### Types of Resources:

- [Way to learn about unconscious bias](#)
- [Read - Articles](#)
- [Read - Books](#)
- [Listen](#)
- [Watch - Short \(less than 10 min\)](#)
- [Watch - Medium \(10-30 min\)](#)
- [Watch - Long \(30+ min\)](#)
- [Local organizations to support](#)
- [Organizations to follow on social media](#)
- [Recommended resources depending your stage of racial identity](#)

### Learn About Unconscious Bias

- [Unconscious Bias at Work](#) - Google Ventures (1 hour)
- [Take an Implicit Bias Test from Project Implicit](#), Harvard (15 min)

### Read - Articles

- [How White People Got Made](#), by Quinn Norton, exploring where the term “white people” comes from and which ethnic groups have and have not been able to become “white” through US history.
- [White Privilege: Unpacking the Invisible Knapsack](#) Groundbreaking 1989 essay by Peggy McIntosh who lists the ways she’s beginning to recognize the way white privilege operates in her life.
- [Explaining White Privilege to a Broke White Person](#), Gina Crosley-Corcoran, raised “the kind of poor that people don’t want to believe still exists in this country,” explores where race and class do and don’t intersect and how she’s come to understand her own white privilege.

- [The Injustice of This Moment Is not an ‘Aberration,’](#) Michelle Alexander contextualizes the US’s 2020 state of racism/white supremacy as an inevitable outcome of a collective narrative steeped in denial.
- [Understanding the Racial Wealth Gap,](#) 2017 study by Amy Traub, Laura Sullivan, Tatjana Mescheded, & Tom Shapiro analyzing the racial wealth gap that exists between white, black, and Latino households.
- [21 Racial Microaggressions You Hear on a Daily Basis,](#) Using a series of photographs by photographer Kiyum Kim, Heben Nigatu, elaborates on the term “microaggression.” Note that Ibram X. Kendi, in his recent book *How To Be An Anti Racist*, calls us to consider using the term “racist abuse” as a more descriptive alternative.
- [Guide to Allyship,](#) Created by Amélie Lamont this site strives to be an ever-evolving and growing open source guide meant to provide you with the resources for becoming a more effective ally.
- [People of colour have to ‘code-switch’ to fit in with white norms,](#) from a longer series taking an in-depth look at racism in the UK in 2020 this article focuses on the double bind of code-switching. What is it? What toll does it take? What is the cost of not code-switching?

## Read - Books

- [Black Feminist Thought](#) by Patricia Hill Collins
- [Eloquent Rage: A Black Feminist Discovers Her Superpower](#) by Dr. Brittney Cooper
- [Heavy: An American Memoir](#) by Kiese Laymon
- [How To Be An Antiracist](#) by Dr. Ibram X. Kendi
- [I Know Why the Caged Bird Sings](#) by Maya Angelou
- [Just Mercy](#) by Bryan Stevenson
- [Me and White Supremacy](#) by Layla F. Saad
- [Raising Our Hands](#) by Jenna Arnold
- [Redefining Realness](#) by Janet Mock
- [Sister Outsider](#) by Audre Lorde
- [So You Want to Talk About Race](#) by Ijeoma Oluo
- [The Bluest Eye](#) by Toni Morrison

- [The Fire Next Time](#) by James Baldwin
- [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) by Michelle Alexander
- [The Next American Revolution: Sustainable Activism for the Twenty-First Century](#) by Grace Lee Boggs
- [The Warmth of Other Suns](#) by Isabel Wilkerson
- [Their Eyes Were Watching God](#) by Zora Neale Hurston
- [This Bridge Called My Back: Writings](#) by Radical Women of Color by Cherríe Moraga
- [When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America](#) by Ira Katznelson
- [White Fragility: Why It's So Hard for White People to Talk About Racism](#) by Robin DiAngelo, PhD

## Listen

- [Code Switch](#), hosted by journalists Gene Demby and Shereen Marisol Meraji, both people of color, this podcast is curated by a team of NPC journalists of color who navigate the complexities of race, both professionally and personally, daily. Episodes focus on a wide range of issues overlapping race, ethnicity, and culture. (any episode - times vary)
- [Black Like Me](#), host Dr. Alex Gee “invites you to experience the world through the perspective of one Black man, one conversation, one story, or even one rant at a time.” (any episode - times vary)
- [Scene on Radio](#) - Seeing White Series, host John Biewen and collaborator Chenjerai Kumanyika explore Whiteness over the course of 14 episodes. Where does it come from? What does it mean? Why does it exist?
- [TED Radio Hour - Mary Bassett: How Does Racism Affect Your Health?](#) host Guy Raz speaks with Dr. Mary T. Bassett, Director of the FXB Center for Health and Human Rights at Harvard University about how and why race affects the medical attention you receive, your baby's chances of living, and even life expectancy. (12 minutes)
- [Here & Now - Without Slavery, Would The U.S. Be The Leading Economic Power?](#) host Jeremy Hobson explores with Edward Baptist, author of *The Half Has Never Been Told: Slavery and the Making of American Capitalism*, how slavery established the United States as a world economic power. (15 minutes)

- [Making Space with Bari Williams](#) Bari A. Williams talks about intersectionality and culture, gentrification, being born and raised in Oakland, connecting to your roots, unintended consequences, who's job is it to educate school children about bias, diversity or inclusion, and taking space or making space. (1.5 hours)

## Watch

### *Short, Coffee Break Length*

- [This is Us](#), Dr. Eddie Glaude explains why blaming current racial tensions on Donald Trump misses the point. (3 minutes)
- [Racism is Real](#), A split-screen video depicting the differential in the white and black lived experience. (3 minutes)
- [Confronting 'intergroup anxiety': Can you try too hard to be fair?](#) Explores why we may get tongue tied and blunder when we encounter people from groups unfamiliar to us. (5 minutes)
- [I Didn't Tell You](#), Ever wonder what a day in the life of a person of color is like? Listen to this poem, written and spoken by Norma Johnson. (7 minutes)
- [CBS News Analysis: 50 states, 50 different ways of teaching America's past](#), Ibram X. Kendi reviews current history curriculum production and use across the U.S. (5 minutes)
- [New York Times Op-Docs on Race](#), Multiple videos with a range of racial and ethnic perspectives on the lived experience of racism in the US. (each video about 6 minutes)
- [Why "I'm not racist" is only half the story](#), Robin DiAngelo explains the function of white fragility in maintaining racial hierarchy. (7 minutes)
- [White Bred](#), Excellent quick intro to how white supremacy shapes white lives and perception. (5 minutes)

### *Long, Sit On the Couch Length*

- [When they see us](#), Four-part Netflix series by Ava DuVernay about the wrongful incarceration and ultimate exoneration of the "Central Park Five." (four 1+ hour episodes)
- [13th](#), Netflix documentary by Ava DuVernay about the connection between US Slavery and the present day mass incarceration system. (1 hour 40 minutes)
- [Slavery by Another name](#), 90 minutes PBS documentary challenges the idea that slavery ended with the emancipation proclamation. (90 minutes)

- [\*\*Birth of a White Nation\*\*](#), Keynote speech by legal scholar Jacqueline Battalora, offers a blow-by-blow description of the moment the idea of, and word for, "white" people entered U.S. legal code. (36 minutes)
- [\*\*Race: The Power of an Illusion\*\*](#), Three-part, three-hour film by California Newsreel exploring the biology of skin color, the concept of assimilation, and the history of institutional racism. (three 1 hour episodes)
- [\*\*Just Mercy\*\*](#), The 2019 film, which chronicles criminal justice reform in Alabama, stars Michael B. Jordan as lawyer Bryan Stevenson.
- [\*\*How to Build an Antiracist World\*\*](#), There is no such thing as being "not racist," says author and historian Ibram X. Kendi. In this vital conversation, he defines the transformative concept of antiracism to help us more clearly recognize, take responsibility for and reject prejudices in our public policies, workplaces and personal beliefs. (51 min)

## Local Organizations

- [\*\*She The People\*\*](#) works to bring women of color together to create strong alliances that can collectively vote for politicians and policies that ensure communities of color are treated equally and with the respect they deserve. STP also works to help women of color run for office.
- [\*\*Outdoor Afro\*\*](#) is an advocacy group founded by a single Black mother born and raised in Oakland. Outdoor Afro is a cutting edge network that celebrates and inspires Black connections and leadership in nature. We help people take better care of themselves, our communities, and our planet!
- [\*\*Planting Justice\*\*](#) is a grassroots organization with a mission to empower people impacted by mass incarceration and other social inequities with the skills and resources to cultivate food sovereignty, economic justice, and community healing.
- [\*\*Gamesheads\*\*](#) is a tech training program that uses video game design, development and DevOps to develop diverse talent and bold new voices specifically aimed at low income youth and people of color.
- [\*\*Support Black Owned Businesses\*\*](#) is a directory to help you find black owned businesses to support.

## Organizations to follow on social media:

- Antiracism Center: [Twitter](#)
- Audre Lorde Project: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Black Women's Blueprint: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Color Of Change: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Colorlines: [Twitter](#) | [Instagram](#) | [Facebook](#)
- The Conscious Kid: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Equal Justice Initiative (EJI): [Twitter](#) | [Instagram](#) | [Facebook](#)
- Families Belong Together: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Justice League NYC: [Twitter](#) | [Instagram](#) + Gathering For Justice: [Twitter](#) | [Instagram](#)
- The Leadership Conference on Civil & Human Rights: [Twitter](#) | [Instagram](#) | [Facebook](#)
- MPowerChange: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Muslim Girl: [Twitter](#) | [Instagram](#) | [Facebook](#)
- NAACP: [Twitter](#) | [Instagram](#) | [Facebook](#)
- National Domestic Workers Alliance: [Twitter](#) | [Instagram](#) | [Facebook](#)
- RAICES: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Showing Up for Racial Justice (SURJ): [Twitter](#) | [Instagram](#) | [Facebook](#)
- SisterSong: [Twitter](#) | [Instagram](#) | [Facebook](#)
- United We Dream: [Twitter](#) | [Instagram](#) | [Facebook](#)

# Inclusive Benefits

## What this is:

A guide to benefits and perks that support diversity and inclusion.

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## Why it matters:

Supporting employees with different needs through benefits and perks demonstrates that the company is committed to diversity and inclusion. There are continually new options coming on the market.

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## Example:

- **Flexible schedules** - providing schedule flexibility allows people to balance work with personal needs such as childcare, school schedules, elderly care and doctors visits.
- **Paid parental leave** - The United States is the only developed country in the world without a federal, paid parental leave program. Furthermore, only 38 percent of companies offer paid parental leave. In addition to providing new mothers with a private and clean room for pumping and storage, this employee benefit may help you attract working parents who are looking for a better work-life balance in order to bond with their new children. A generous paid parental leave may even help you retain women after they have children, as the workforce participation rate for women steadily increases as their children get older. Employed fathers with younger and older children are about equally likely to work full time.

- **Professional development** - By offering professional development, you can attract and hire high-potential candidates who don't have traditional backgrounds, and develop them. For instance, offer bootcamp classes to a self-taught coder to help them learn new languages and programs. This may help you attract candidates from different economic and educational backgrounds, both of which can lead to diversity of thought to help your company innovate. Or, hire a veteran with transferable skills, and set them up with a LinkedIn Learning subscription and some industry conference tickets to help them transition to the civilian workforce. Again, the diversity of thought and experience a veteran brings can make a positive impact in your organization.
  
- **Benefits that address the needs of all family members such as:** senior care management, back up care programs, wellness programs, pet care support programs.
  
- **Benefits that lift the burden of the second shift** - house cleaning, laundry, grocery shopping, food delivery, virtual tutoring, etc
  
- **Mental health benefits** - think beyond your traditional EAP and consider offering access to mental health resources through companies like TalkSpace or Omada.
  
- **Meditation apps like Headspace or Calm**
  
- **Provide flexible benefit options** - Beyond levels of coverage for health or dental benefits, flex plans that support diversity allow plan participants to opt in and out of benefits; buy up for enhancements that provide coverage for treatment, services and supplies for their own needs; and include excess credits to be directed into a wide range of options like a health-care spending account, flexible spending account, retirement savings, tax-free savings account, student loan repayment or taxable cash. A flex plan can also include the option to buy additional vacation days, supporting employees who need or want additional time to travel, for example.

## Links to other resources:

**Carrot** - free access to chat with fertility, pregnancy and legal experts.

**Cleo** - the support system helping working families thrive at home and at work.

**Galileo** - Galileo is the doctor you've been searching for - in the palm of your hand.

**Ginger** - Chat based guidance and therapy from mental health coaches.

**Headspace** - Full content library of mindfulness exercises to improve stress, sleep and relationships.

**Ladder** - portable, well-priced, individual life insurance.

**Maven** - a comprehensive, end-to-end program to help all expectant families navigate the journey to parenthood.

**Milkstork** - makes shipping break milk easy.

**Money Management Educators** - provides personal and family security through financial wellness education.

**One Medical** - virtual and nearsite high-end primary care.

**Petco Wellness** - one stop shop for complete pet care including pet insurance.

**Quit Genius** - Digital app and coaching to help employees quit smoking.

**Righway** - personal care concierge to help you with all your healthcare needs.

**Rocket Lawyer** - create custom documents and get legal advice online and via phone.