Racial education and discussion

What this is:
A list of resources to help educate employees on racial issues.

Why it 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.

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.
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.
→ **White Fragility**, groundbreaking 2011 article by Robin DiAngelo, which led to a 2018 book of the same title, exploring why it can be so hard for white people to talk about race, and how the resulting silence and defensiveness functions to hold racial dynamics and racial oppression in place.

→ **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 “microagression.” 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 Layla F. Saad
→ **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 Cherrie 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)
→ Making Space with Bari Williams Bārī 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)

**Medium, Lunch Break Length**

- **How I Learned to Stop Worrying and Love Discussing Race**, TEDx talk by Jay Smooth that suggests a new way to think about receiving feedback on our racial blindspots. (12 minutes)
- **Indigenous People React to Indigenous Representation in Film And TV**, Conversation with a diverse range of Indigenous people by FBE about media depictions of Indigenous people, Columbus day, and Indigenous identity. (15 minutes)
- **How to deconstruct racism, one headline at a time**, TED Talk by Baratunde Thurston that explores patterns revealing our racist framing, language, and behaviors. (10 minutes)
- **The urgency of intersectionality**, TED Talk by Kimberlé Crenshaw that asks us to see the ways Black women have been invisibilized in the law and in media. (19 minutes)
→ **The danger of a single story**, TED Talk by Chimamanda Adiche, offers insight to the phenomenon of using small bits of information to imagine who a person is. (18 minutes)

→ **How to overcome our biases? Walk boldly toward them**, TED Talk by Vernā Myers, encourages work vigorously to counter balance bias by connecting with and learning about and from the groups we fear. (19 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