

Anti-Racism Resources

The Clinical Health Psychology Program at the University of Colorado Denver is committed to social justice and are in full support of the Black Lives Matter Movement. We do not tolerate discrimination in any form, including racism, and we will not be complicit in it's practice. We will always stand for social justice and equity. Diversity, inclusion and activism is a process and way of living, not an end goal. However, we understand that this process can be difficult, like where to begin? This process includes several steps including education, self-awareness, skills acquisition, and action. We hope this site provides a foundation in which to actively engage in becoming a change agent and enhancing equity. The purpose of this site is to provide a central resource for the wealth of information that is available. With that said, this is not a comprehensive source of all that is out there. The literature is constantly evolving. This site will evolve. In addition, given the mass amount of information that is published – our inclusion of resources to explore does not constitute an endorsement of these individuals, organizations or sites – as we have not and do not have the resources to investigate their integrity. Thus, we are not responsible for the accuracy of content provided by these sites. We also want to acknowledge these individuals/authors/activists and organizations for their intellectual hard work, dedication and commitment to social justice. If you have any resources you would like to add or have concerns about any of these resources please email sneha.thamotharan@ucdenver.edu.

DR. SNEHA THAMOTHARAN JUN 14, 2020 04:14PM

Important Definitions

Anti-Racism


From Dr. Ibram Kendi:

"Like fighting an addiction, being an antiracist requires persistent self-awareness, constant self-criticism, and regular self-examination."

Someone who is expressing an antiracist idea or supporting an antiracist policy with their actions, or an antiracist idea as any idea that says the racial groups are equal

To be antiracist is to think nothing is behaviorally wrong or right -- inferior or superior -- with any of the racial groups. Whenever the antiracist sees individuals behaving positively or negatively, the antiracist sees exactly that: individuals behaving positively or negatively, not representatives of whole races. To be antiracist is to deracialize behavior, to remove the tattooed stereotype from every racialized body. Behavior is something humans do, not races do

Ibram X. Kendi
"Ibram Kendi, one of the nation's leading scholars of racism, says education and love are not the answer."
IBRAM X. KENDI



Racism

The definition of racism was recently changed in the dictionary. [Click here to read more.](#)


From [SURI](#):

We define racism, also referred to as **white supremacy**, as the pervasive, deep-rooted, and longstanding exploitation, control and violence directed at People of Color, Native Americans, and Immigrants of Color that produce the benefits and entitlements that accrue to white people, particularly to a white male dominated ruling class.

Often people think of racism as prejudice, ignorance, or negative stereotypes about People of Color. This definition often leads to the assumption that the solution to racism is to challenge misinformation about People of Color or other marginalized groups or to convince white people to be more tolerant or accepting.


In fact, prejudice, ignorance, and stereotypes are the result of racism, not the cause.

The Fight to Redefine Racism
Sixteen years ago, in 2003, the student newspaper at Florida Agricultural and Mechanical University, a historically black institution in Tallahassee, published a lively column about white people. "I don't hate whites," the author, a senior named Ibram Rogers, wrote. "How can you hate a group of people for being who they are?"
THE NEW YORKER



White Supremacy

The Subtle Linguistics of Polite White Supremacy
Polite White Supremacy is the notion that whites should remain the ruling class while denying that they are the ruling class, politely. Affectionately, it's called #PWS for short. It has been referred to as the Casual American Caste System, Delicate Apartheid, Gentle Oppression, or what I like to call it after a few drinks: Chad Crow, the super chill grandson of Jim Crow.
MEDIUM



Interpersonal Racism

From [SURI](#):

When a white person can take their misinformation and stereotypes towards another group and perform an act of harassment, exclusion, marginalization, discrimination, hate or violence they are committing an act of interpersonal racism towards an individual or group.

When we move beyond talking about prejudice and stereotypes in our society we generally focus on acts of interpersonal racism. These are the kinds of acts that we hear about in the media—a hate crime, an act of job or housing discrimination, negative racial comments about People of Color, racial profiling or violence by a police officer towards a Person of Color.

Institutional Racism

From [SURI](#):

Racism also operates through the policies, procedures, and practices of the institutions in our society. Racism is built into the policies, procedures, and everyday practices of the health care system, the education system, the job market, the housing market, the media, and the criminal "justice" system to name a few. That means that it operates both systematically and without the need for individual racist acts. People can simply be following the rules and produce outcomes that benefit white people and harm People of Color because the rules are set up to reproduce racism.

For example, during most of the history of this country it was illegal for white and Black people to marry across racial lines, eat together in public, travel together, or shop together on an equal basis. Therefore shopkeepers, bus and train conductors, public officials and others weren't unusually racist to enforce segregation—they were just following the law, acting as law-abiding white citizens.

Similarly a white school teacher can be teaching her students equally, addressing the needs of each individual student and helping every single one advance to the next grade level. But if she is teaching in a school or school system where there are no Teachers of Color, where white students are tracked into higher level courses than Black students, where Students of Color are disciplined more harshly than white students and/or the curriculum does not reflect the contributions of People of Color to our society, then the school is racially discriminatory despite the efforts of the "color-blind" teacher.

Structural and Systemic Racism

From [SURI](#):

The cumulative impact of interpersonal and institutional racism within our society creates a system of structural racism. The racism of different institutions overlap, reinforce, and amplify the different treatment that People of Color receive compared to that which white people receive, ensuring different life outcomes.

One example is the school-to-prison pipeline in which Children of Color are pushed out of our schools and into the criminal legal system. Racism within the school system, the welfare system, child protective services, the foster care system and at all levels of the criminal legal system interact to produce a system which disproportionately limits the educational opportunities of young People of Color and disproportionately disciplines and locks them up.

Another example is how lack of affordable health care and access to affordable healthy food options, coupled with higher exposure to toxic chemicals and other forms of pollution, coupled with job discrimination and housing segregation produces greater health problems, shorter life spans, lower wages, and greater levels of poverty for Communities of Color.

Structural racism is reinforced by the many layers of **cultural racism** in our society—the systemic and pervasive images, pictures, comments, literature, movies, advertisements, and on-line media which consistently portray People of Color, Native Americans, and Immigrants of Color as inferior, lazy, dangerous, sexually manipulative, infantile, and less smart than white people, while holding up white people in general as capable, honest, hard working, patriotic, safe—the heroes, leaders, and builders of our country.

Cultural appropriation is the logical consequence of cultural racism. Cultural appropriation occurs when those of us in the white group take a piece or pieces of a people's culture without having authentic relationships with the people or the culture and/or without their permission, often (not always) in order to financially profit.

So for example, we assume the traditional dress of a people for a Halloween party and call it a "costume," while remaining unaware of and unconcerned about the roots of such dress and the history of oppression that the people producing that dress have faced and fought

SYSTEMIC RACISM EXPLAINED

activtv

This is Jamal. Jamal is a boy who lives in a poor neighborhood.

[In_case_you_have_some_friends_that_still_don_t_understand_systemic_racism_2404667739755980.mov](#)
4:23 video
PADLET DRIVE

White Fragility

From Dr. Robin DiAngelo:

White Fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.



Dr. Robin DiAngelo discusses 'White Fragility'
by Seattle Channel
YOUTUBE

Racial Battle Fatigue

See discussions, stats, and author profiles for this publication at: <https://www.researchgate.net/publication/280310784>

Challenging Racial Battle Fatigue on Historically White Campuses: A Critical Race Examination of Race-related Stress.

Chapter · January 2006

CITATIONS
82

READS
1,528

3 authors:

William A Smith
University of Utah
23 PUBLICATIONS 1,362 CITATIONS
[SEE PROFILE](#)

Tara J. Yosso
University of California, Riverside
25 PUBLICATIONS 6,667 CITATIONS
[SEE PROFILE](#)

Daniel Solorzano
University of California, Los Angeles
57 PUBLICATIONS 6,832 CITATIONS
[SEE PROFILE](#)

Some of the authors of this publication are also working on these related projects:

Racial battle fatigue

PDF document

PADLET DRIVE

Microaggressions

Dr. Kevin Nadal (quoted by NPR): Microaggressions are defined as the everyday, subtle, intentional – and oftentimes unintentional – interactions or behaviors that communicate some sort of bias toward historically marginalized groups.

The difference between microaggressions and overt discrimination or macroaggressions, is that people who commit microaggressions might not even be aware of them.

Unmasking 'racial micro aggressions'

Two colleagues-one Asian-American, the other African-American-board a small plane. A flight attendant tells them they can sit anywhere, so they choose seats near the front of the plane and across the aisle from each another so they can talk. At the last minute, three white men enter the plane and take the seats in front of them.



[HTTPS://WWW.APA.ORG](https://www.apa.org)

microinvalidations

what it is: subtly or obviously denying or attacking the experiences, feelings or thoughts that people of color have.

examples: “i don't see color”, “we are all human beings”, “all lives matter”, “stop being so sensitive”

what it does: can make people of color feel invisible and frustrated.

@ogorchukwu

microinsults

what it is: verbal and nonverbal insults that demean or discredit people of color.

example: “you sound white”, “you’re pretty for a Black girl”, “how did you get such a good score?”, “how did you get that job?”

what it does: can affect the self-esteem of people of color.

@ogorchukwu

microassaults

what it is: very explicit verbal or nonverbal attacks against people of color.

example: using racial slurs, avoiding eye contact, saying things like “Black people scare me”

what it does: can make people of color feel unsafe and unwanted.

@ogorchukwu

Websites

Black Lives Matter Official Site

BLACKLIVESMATTER.COM

Breonna Taylor

FIGHT FOR BREONNA.

Breonna Taylor was an award-winning EMT and first responder in Louisville, KY, who loved helping her patients and her community. “She was an essential worker. She had to go to work,” her mother, Tamika Palmer said of her dedication to standing on the frontlines of this pandemic.

FIGHT FOR BREONNA.



Academics4BlackLives

Survival and Wellness Week: June 19th-June 25th

HOME | ACADEMICS FOR BLACK SURVIVAL AND WELLNESS



Teaching Tolerance

Additional article within Teaching Tolerance on silence in the classroom can be found [here](#).

Teaching About Race, Racism and Police Violence

In 2014, the deaths of Michael Brown in Ferguson, Eric Garner in New York City, Tamir Rice in Cleveland and too many others caused waves of nationwide protest and appeals for stronger protections against police brutality.

TEACHING TOLERANCE



Showing up for racial justice

RACISM 101

Racism is a word that is widely used and yet often carries many different meanings depending on who is using it. If we want to work together effectively for racial justice, and we do, we need to be...

SHOWING UP FOR RACIAL JUSTICE



Social Justice Toolbox

Social Justice Toolbox

Get started with a few featured activities Connecting good people to good work. Perhaps you know what it's like to spend hours looking for the right activity for your diversity training or social justice workshop. Craving to come up with creative ways to engage your audience knowing how important this training is.

SOCIALJUSTICETOOLBOX

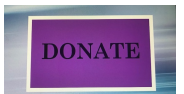


Racial Equity Tools

Racial Equity Tools

Racial Equity Tools is designed to support individuals and groups working to achieve racial equity. This site offers tools, research, tips, curricula and ideas for people who want to increase their own understanding and to help those working toward justice at every level - in systems, organizations, communities and the culture at large.

RACIALEQUITYTOOLS



Talking about race

Resources from the National Museum of African American History & Culture | Smithsonian

Specific link to anti-racism section can be found [here](#).

Talking About Race

Start your journey by exploring one of the Talking About Race topics. Socially and politically constructed, whiteness is not simply referring to skin color but is an ideology that reinforces power at the expense of others and strengthens systems of oppression. Let's dig deeper.

NATIONAL MUSEUM OF AFRICAN AMERICAN HISTORY AND CULTURE



Rachel Ricketts: Anti-racism Resources

Anti-Racism Resources - Rachel Ricketts

About Shop Reparations

RACHEL RICKETTS



Stop Law Enforcement Violence Toolkit

Stop Law Enforcement Violence Toolkit

Stop Law Enforcement Violence Toolkit This toolkit was published in 2008, and is intended as an resource tool for activists and organizers, and provides some examples of organizing tools and strategies. It includes fact sheets, ideas for organizing, and sample tools created by other organizations.

INCITE!



Racial Equity Institute

WE ARE AN ALLIANCE OF TRAINERS, ORGANIZERS, AND INSTITUTIONAL LEADERS WHO HAVE DEVOTED OURSELVES TO THE WORK OF CREATING RACIALLY EQUITABLE ORGANIZATIONS AND SYSTEMS. WE HELP INDIVIDUALS AND ORGANIZATIONS DEVELOP TOOLS TO CHALLENGE PATTERNS OF POWER AND GROW EQUITY. JOIN US TODAY.

RACIAL EQUITY INSTITUTE



Fighting Police Abuse

Fighting Police Abuse: A Community Action Manual

CONTENTS/PREFACE1. SOME OPERATING ASSUMPTIONS2. GETTING STARTED - IDENTIFY THE PROBLEM3. GATHER THE FACTS/Forget the Official Data What You Really Need to Know, And Why Where To Get The Information, And How 4.

AMERICAN CIVIL LIBERTIES UNION



Statement from the APA

'We are Living in a Racism Pandemic,' Says APA President

WASHINGTON - Following is a statement by Sandra L. Shullman, PhD, president of the American Psychological Association, regarding the mental health consequences of recent high-profile violent events targeting African Americans: "George Floyd, dead after a police officer knelt on his neck. Ahmaud Arbery, fatally shot while on a jog.

HTTPS://WWW.APA.ORG



Statement from APS

APS Statement on Confronting Racism and Discrimination

The United States is once again confronting its history of racial discrimination and inequity. As we mourn the brutal killing of George Floyd and countless others whose voices still echo from years and decades past, we must now turn grief into action and loss into calls for reform.

ASSOCIATION FOR PSYCHOLOGICAL SCIENCE - APS

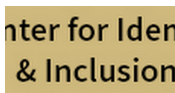


University of Colorado Denver Office of Diversity & Inclusion

Home | Office of Diversity and Inclusion | Office of Diversity and Inclusion | University of Colorado Denver

We offer services, resources and guidance to enhance diversity university-wide and foster a culture of inclusion. We oversee these diversity-focused offices: DENVER ANSCHUTZ DENVER DENVER | ANSCHUTZ

UCDENVER



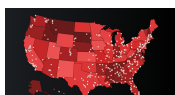
South Poverty Law Center

Locating hate groups in your area.

Hate Map

Each year since 1990, the SPLC has published an annual census of hate groups operating within the United States. The number is a barometer, albeit only one, of the level of hate activity in the country.

SOUTHERN POVERTY LAW CENTER



Training Organizations

Race Forward

Race Forward

"Every day provides us with 1,000 different opportunities to choose racial justice," Key Jackson, sr. director of movement & capacity building Race Forward, tells Global Citizen USA. "If you're not able to be in the streets, there's 1,000 different ways to support."

RACE FORWARD



The Racial Equity Institute

Self-Reflection

Project Implicit

A variety of implicit association tasks are available to facilitate an understanding and awareness of our own biases.

[A video about the IAT can be found here.](#)

Self-Reflection Questions

By Monica Williams, PhD

Self-Reflection Questions

Self-awareness is the first step towards effectively working with participants of color. Consider the following questions to help you process your experiences and biases, to allow for personal and professional growth.

- | | |
|---|--|
| 1. What were your first experiences with feeling different? | 7. What steps can you take to learn more about your participants' cultural backgrounds? |
| 2. What were you told about others who were ethnographically different? | 8. How might you be inadvertently repeating negative or oppressive interactions representing the dominant culture with participants? |
| 3. What were your earliest memories of race or color? | 9. How can you make use of therapeutic "mistakes" or microaggressions in ways that increase therapeutic alliance? |
| 4. What stereotypes do you hold of pluralistic populations? | 10. What is difficult for you to address regarding race, culture, or other differences you have with your participants? |
| 5. What are your experiences as a person having or not having power in relation to race or class? | |
| 6. What are your preferred therapeutic methods that may not be culturally attuned or adequate? | |

Check your privilege workbook

MTH-CYPConspirator-Worksheet-072718.pdf
PDF document
CHECKYOURPRIVILEGE.CO

Dismantling Racism: A Web-Based Workbook

dRworksBook

We now have access to many resources to help us make sense of the Coronavirus pandemic structurally, institutionally, culturally, and personally. With help from friends (shout out to Cara Page, Shorlette Ammons, Sung Yon Park and so many others), we are posting some resources that might be particularly helpful.

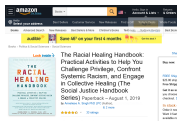
DRWORKSBOOK



Racial Healing Handbook

1684032709

WWW.AMAZON.COM

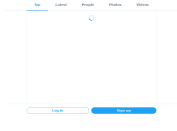


Enhancing Clinical Cultural Responsiveness

Being A Psychologist While Black

beingapsychologistwhileblack

TWITTER



Our Struggles are Intertwined: Intersections of Mental Health & Oppression

This training is FREE till the end of June!

Our Struggles Are Intertwined

Dr. Mariel Buquè & Noah Gokul Dr. Mariel Buquè is an Afro-Dominican with a Ph.D. in Counseling Psychology from Columbia University. Her work focuses on the advancement of culturally responsive clinical care and healing wounds of intergenerational trauma.



TEACHABLE

Moving from Cultural Competence to Antiracism

From the National Institute for the Clinical Application of Behavioral Medicine

Moving from Cultural Competence to Antiracism - NICABM

We've all heard about cultural competence in clinical practice. And while it's important, it's also not enough. So today, Thema Bryant-Davis, PhD will get into some first steps in becoming an antiracist practitioner. What are your biggest takeaways from what you just heard? Please let us know by leaving a comment below.



NICABM

Cultural Genogram: Key to training culturally competent family therapists

Training programs committed to the development of culturally competent family therapists must discover ways to raise cultural awareness and increase cultural sensitivity. While awareness involves gaining knowledge of various cultural groups, sensitivity involves having experiences that challenge individuals to explore their personal cultural issues. This article outlines how the cultural genogram can be used as an effective training tool to promote both cultural awareness and sensitivity.

To meet the demands of a changing world, it will be imperative for family therapy training programs to devote greater attention to preparing culturally competent therapists. Unfortunately, current efforts to prepare culturally competent therapists are skewed heavily toward promoting cultural "awareness" while neglecting the importance of cultural "sensitivity." This occurs primarily through the use of multicultural training models that rely heavily on providing trainees with multicultural content, with far less emphasis upon promoting meaningful multicultural experiences.

Although it is beneficial for trainees to receive exposure to content highlighting the unique aspects of various cultural groups, it is rare that such knowledge readily translates into sensitivity. The content-focused approach to multicultural education overemphasizes the characteristics of various cultural groups while ignoring the importance of the trainees' perceptions of and feelings toward their respective cultural backgrounds. As a result, trainees are rarely challenged to examine how their respective cultural identities influence understanding and acceptance of those who are both culturally similar and dissimilar.

AWARENESS AND SENSITIVITY

Training programs devoted to preparing culturally competent therapists must recognize and attend to the distinction between awareness and sensitivity. Awareness is primarily a cognitive function; an individual becomes conscious of a thought or action and processes it intellectually. Sensitivity, on the other hand, is primarily an affective function; an individual responds emotionally to stimuli with delicacy and respectfulness. Although these

Cultural Genogram

PDF document

PADLET DRIVE

ASK THE EXPERTS

Treating Mental Health in the Black Community

with Donna Oriowo, PhD, LICSW, Shawan Worsley, PhD, LMFT, LPCC, and Michael Jones, EdS, LPC-S

simplepractice



Treating Mental Health in the Black Community - Ask the Experts Webinar by SimplePractice

YOUTUBE

Minding the Empathy Gap

Minding the Empathy Gap in Therapy

by Moxie & Candor

YOUTUBE

Identity, Bias and Cultural Humility. Connecting to Ourselves and Others

Click [here](#) to watch recording of seminar. Click below to access powerpoint.

Treating Mental Health in the Black Community

Identity, Bias, and Cultural Humility: Connecting to Ourselves and Others



Priya Gopalan, LMSW, MS
Kara Dean-Assael, DSW Candidate
Jayson K. Jones, LMSW



Identity Bias and Cultural Humility. Connecting to Ourselves and Others

PDF document

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Microaggressions & The Therapeutic Alliance: in Ethnically and Racially Diverse Therapist-Client Dyads

Monnica Williams, Ph.D.
Director, Center for Mental Health Disparities
University of Louisville, Psychological & Brain Sciences



Race, Poverty and Trauma. Microaggressions and the Therapeutic Alliance. Exploring Ethnically and Racially Diverse Clinician Participant Relationships

PDF document

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Race and Trauma. Race based traumatic stress and psychological injury

Click [here](#) to watch recording of seminar. Click below to access powerpoint.

Race & Trauma: Race-Based Traumatic Stress and Psychological Injury

Robert T. Carter, Ph.D.
Teachers College, Columbia University



The Community Technical Assistance Center
EFFICIENT PRACTICES. EFFECTIVE CARE.

race and trauma

PDF document

PADLET DRIVE

Race and Trauma. The Role of Racial Trauma in Psychotherapy

Click [here](#) to watch recording of seminar. Click below to access powerpoint.

The Role of Racial Trauma in Psychotherapy

Monnica Williams, Ph.D.
Director, Center for Mental Health Disparities
Department of psychological & Brain Sciences
University of Louisville



CENTER FOR MENTAL
HEALTH DISPARITIES



The Community Technical Assistance Center
EFFICIENT PRACTICES. EFFECTIVE CARE.

Combined Race and Trauma. The Role of Racial Trauma in Psychotherapy

PDF document

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Race, Poverty and Trauma. Microaggressions and the Therapeutic Alliance. Exploring Ethnically and Racially Diverse Clinician Participant Relationships

Click [here](#) to watch recording of seminar. Click below to access powerpoint.

Culture, Spirituality and Community. Reaching Out to Address Health Disparities

Click [here](#) to watch recording of seminar. Click below to access powerpoint.

Culture, Spirituality, and Community: Reaching out to address health disparities



Raymond Alberts, LMSW
Jason Cheng, MD
Institute for Community Living, Inc.

Wednesday October 23, 2013



The Clinic Technical Assistance Center
EFFICIENT PRACTICES. EFFECTIVE CARE.

Culture, Spirituality and Community. Reaching Out to Address Health Disparities

PDF document

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ZERO DEGREES OF SEPARATION THE ROLE OF THE SOCIAL DETERMINANTS

Economic Stability

Health & Healthcare

Neighborhood & Environment

Social & Community Context

Education

Legacies of Pain and Resilience. Clinical Implications for Understanding Historical Trauma and Race

PDF document

PADLET DRIVE

How Racism Impacts those We Serve and How We Serve. Are We Meeting Participants Where They Are

Click [here](#) to watch recording of seminar. Click below to access powerpoint.

How Racism Impacts Those We Serve and How We Serve

DOTTIE LEBRON, MPA
JAYSON JONES, LMSW
KARA DEAN-ASSAEL, LMSW
YVETTE KELLY, LMHC



4/29/2016

How Racism Impacts those We Serve and How We Serve. Are We Meeting Participants Where They Are

PDF document

PADLET DRIVE

Legacies of Pain and Resilience. Clinical Implications for Understanding Historical Trauma and Race

Click [here](#) to watch recording of seminar. Click below to access powerpoint.

Black Mental Health Wellness Training Opportunity

Although the application cycle has closed for 2020 - this is great to mark your calendars for 2021.

Trainings | BlackMentalWellness

Research studies and training opportunities related to black mental health and wellness.

BLACKMENTALWELLNESS



Free Course

Hey, White Therapist, Here's Where We Start

FREE CE COURSE: Hey, White Therapist, Here's Where We Start

Frank Baird, LMFT, LPCC, gives a compassionate and practical primer about the themes white therapists can begin exploring to be more aware of their own racial identity, cultural conditioning, and the effects on clients of color. Includes discussion of interventions and considerations.

CLEARLY CLINICAL



Restorative yoga for ethnic and race-based stress and trauma

Restorative Yoga for Ethnic and Race-Based Stress and Trauma

Restorative Yoga for Ethnic and Race-Based Stress and Trauma [Parker, Gail, Ross, Justine, Raheem, Octavia F., Wheeler, Amy] on Amazon.com. *FREE* shipping on qualifying offers. Restorative Yoga for Ethnic and Race-Based Stress and Trauma

AMAZON



Variations of Loneliness Include Implicit Anti-Black Bias

Variations of Loneliness Include Implicit Anti-Black Bias

When picturing someone "lonely," you might imagine a solitary figure walking down a dark street at night or someone sitting at home with nowhere to go and no one to see. We often equate loneliness with being alone, but it's just as much an emotion as a physical state.

ASSOCIATION FOR PSYCHOLOGICAL SCIENCE - APS



Family Support Buffers the Psychological Effects of Racial Discrimination

Family Support Buffers the Physiological Effects of Racial Discrimination

African American adolescents who experience high levels of racial discrimination show cellular wear and tear, according to research published in Psychological Science, a journal of the Association for Psychological Science. The research indicated that a supportive family environment may protect against these negative physiological effects.



ASSOCIATION FOR PSYCHOLOGICAL SCIENCE - APS

Black Lives Matter: A Call to Action for Counseling Psychology Leaders

Candice Hargons¹, Della Mosley¹, Jameca Falconer², Reuben Faloughi³, Anneliese Singh⁴, Danelle Stevens-Watkins¹, and Kevin Cokley⁵

Abstract

Police brutality and widespread systemic racism represent historical and current sources of trauma in Black communities. Both the Black Lives Matter movement and counseling psychology propose to confront these realities at multiple levels. Black Lives Matter seeks to increase awareness about systemic racism and promote resilience among Black people. Counseling psychology states values of multiculturalism, social justice, and advocacy. Executive leadership in counseling psychology may seek to promote racial justice, yet struggle with how to participate in Black Lives Matter movements and address racial discrimination within larger systems spontaneously and consistently. However, counseling psychology trainees and professionals are actively involved in the Black Lives Matter movement, leading the way forward. Through the framework of spontaneity in social movements, this manuscript highlights what counseling psychologists are currently

Hargons et al 2017

PDF document

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Family-Care, Community -Care and Self-Care Took Kit: Healing in the Face of Cultural Trauma



Family-Care, Community-Care and Self-Care Tool Kit: Healing in the Face of Cultural Trauma



FamilyCommunitySelfCareToolKit

PDF document

PADLET DRIVE

Discussing Community Trauma in Response to Killings and Mistreatment of Black and Brown American

Discussing Community Trauma in Response to Killings and Mistreatment of Black and Brown Americans

Scenario A: You have a patient who brings up the subject of rioting, or police killings, or mentions any of the common names of black and brown people seen in the media (i.e. George Floyd, Christian Cooper, Breonna Taylor, Ahmaud Arbery).

Provider recommended talking points:

- Tell me how you feel about it? What you've seen or heard about the murder of George Floyd, Breonna Taylor or Ahmaud Arbery? Or the video of Christian Cooper and how he was treated?
- Does this bring up any feelings related to what our community experienced with Michael Brown in 2014?
- Do you have any family or friends who you are also able to talk to about this?
- Most individuals will have a range of emotions from anger, sadness, hopelessness, and fear. This is normal and completely expected. Have you had any of those emotions?
 - o How can I help?
 - o How can the VA help?
 - o What can we do?
- Offer available resources at your VA. If available offer referral to a group that focuses on race related stressors by saying "We have a group here dedicated to

Guidance for Providers Addressing Community Trauma

PDF document

PADLET DRIVE

Mental Health Resources

Depression and anxiety spiked among black Americans after George Floyd's death

Depression and anxiety spiked among black Americans after George Floyd's death

June 12 Americans were already struggling with historic levels of mental health problems amid the coronavirus pandemic. Then came the video of George Floyd's death at the hands of police. Within a week, anxiety and depression among African Americans shot to higher rates than experienced by any other racial or ethnic group, with 41 percent screening positive for at least one of those symptoms, data from the Census Bureau shows.

WASHINGTON POST



NAMI: Black/African American Mental Health

African Americans | NAMI: National Alliance on Mental Illness

African Americans are no different when it comes to mental health conditions. Learn why your concerns and experiences may be different.

NAMI



Possible Mental Health Resources for the Black Community

Includes: Social media sites to follow and directories to find therapists of color

Director not included in the article ([Black Virtual Therapist Directory - BEAM](#))

44 Mental Health Resources for Black People Trying to Survive in This Country

Black lives matter. Black bodies matter. Black mental health matters. This latest string of rampant and wanton brutality against Black people flies in the face of these indisputable truths. As a Black woman myself, I've spent years trying to process the violence and racism that are part and parcel of living in this country in this skin.

SELF



Mental Health Resources for Black, Indigenous and People of Color (BIPOC)

For BIPOC Mental Health

In addition to COVID-19, recent events have brought heightened attention to the specific stressors faced by Black, Indigenous and People of Color (BIPOC) communities, who may be experiencing heightened fear, anger, and grief at this time.

MASSACHUSETTS GENERAL HOSPITAL



Mental Health Resource List for Students of Color

Mental Health Resource List for Students of Color

Suffolk mental health resources for students of color:

https://www.suffolk.edu/-/media/suffolk/documents/student-life/health-and-wellness/resources/mh-resources-for-students-of-color_pdfdsgn.pdf

Racial Trauma Toolkit from ISPRC at Boston College:

<https://www.bc.edu/bc-web/schools/lynch-school/sites/isprc/isprc-advisory-board.html>

Blog posts about coping with anxiety and racism for Black Americans:

<https://www.anxiety.org/black-americans-how-to-cope-with-anxiety-and-racism>

<https://www.anxiety.org/black-americans-racism-anxiety-barrier-to-mental-health-care>

Psychology Today blog post on radical self-care in the context of racial stress:

<https://www.psychologytoday.com/us/blog/healing-through-social-justice/201911/radical-self-care-in-the-face-mounting-racial-stress>

APA Div 45 (Society for the Psychological Study of Culture, ethnicity and Race) website:

<http://division45.org>

Healing through Social Justice Resources from Div 45:

<http://division45.org/healing-through-social-justice-resources/>

Association of Black Psychologists webpage:

<http://www.abpsi.org/>

Mental Health Resource List for Students of Color

PDF document

PADLET DRIVE

Podcasts: Racism and Mental Health

Episodes:

#21: How Racism Impacts Our Mental Health

#42: Race-Related Stress

#46: Mental Health Needs of Activists

#49: Angry Black Women

#134: Impact of Racial Trauma

Podcast - Therapy For Black Girls

THERAPY FOR BLACK GIRLS

ERAPY
ACK GI

Contagious Anxiety in Inter-Race Interactions

Contagious Anxiety in Inter-Race Interactions

White Americans signal subtle expressions of unease, such as high pitch in their voice or rigid body movements, when interacting with someone of a different race, research has demonstrated. New findings published in Psychological Science suggest that this anxiety can be contagious.



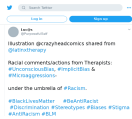
ASSOCIATION FOR PSYCHOLOGICAL SCIENCE - APS

Microaggressions in Therapy

1271012000353714178

by Luc@s

TWITTER



Pediatric Resources

Raising Anti-Racist Children



Jahna Riley

@JahnaRiley

Question for the white folks on my tl:
What are you doing to make sure that
you're raising children who won't kill mine?

Sesame Street Town Hall: Racism

Watch the entire CNN/Sesame Street racism town hall

CNN's Van Jones and Erica Hill partner with 'Sesame Street' for Coming Together: Standing Up to Racism, a town hall for kids and families. Watch the town hall in its entirety below:



CNN

Talking to kids about racism



Talk about race with your kids: My parenting mistake

by Dr. Kira Banks

FACEBOOK

Dr. Kira Banks - Raising Equity Pt. 2



Talking to Kids About Racism w/Beverly Daniel Tatum

by Dr. Kira Banks

FACEBOOK

Podcast: Talking to Children About Race

Choose episode 148

Podcast - Therapy For Black Girls

THERAPY FOR BLACK GIRLS

ERAPY
ACK GI

How to talk to children about protests and racism

How to talk to your children about protests and racism

Protecting your children from the disturbing images of riots and police brutality is a battle in today's smartphone-addicted society. Here are expert tips on how to help your child navigate the trauma of today's protests while tackling the underlying cause: racism.



CNN

Talking to children about police interactions and police brutality

In addition to below, another resource can be found [here](#).

Having 'The Talk': Expert Guidance On Preparing Kids For Police Interactions

The 2014 killing of 17-year-old Laquan McDonald - the black teen shot 16 times by a white police officer - put a spotlight on the troubled relationship between the Chicago Police Department and the city's black communities.

NPR.ORG



Helping Students Make Sense of News Stories about Bias and Injustice

Helping Students Make Sense of News Stories about Bias and Injustice

When there are national news stories that involve incidents of bias and injustice, young people want to be part of the conversation. Even at a young age, they hear adults talking about what's happening, read about the story on social media or learn about it through television.

ANTI-DEFAMATION LEAGUE



Children Can 'Catch' Social Bias Through Nonverbal Signals Expressed by Adults

Children Can 'Catch' Social Bias Through Nonverbal Signals Expressed by Adults

Most conscientious adults tend to avoid making biased or discriminatory comments in the presence of children. But new research from the University of Washington suggests that preschool-aged children can learn bias even through nonverbal signals displayed by adults, such as a condescending tone of voice or a disapproving look.

ASSOCIATION FOR PSYCHOLOGICAL SCIENCE - APS



Cultural and Racial Socialization Self-Efficacy Scale

culture.	
2. Speak out against any racially or ethnically biased remarks.	
3. As a family, engage in social justice activities focused on ending racism.	
4. Actively contribute to group activities focused on my child's heritage.	
5. Celebrate the most important holidays of my child's birth culture with our family.	
6. Teach my child how to confront the stereotypes that people may have about her or him due to race.	
7. Provide opportunities for my child to develop close friendships with children from his/her birth country.	
8. Teach my child about his or her race's struggle for equality in the United States.	
9. Talk about my feelings about racism and discrimination with my child.	
10. Talk with my child about our racial differences.	
11. Work as a political activist with the goal of eliminating racism.	
12. Join my child in learning his/her language of origin.	
13. Plan and engage in activities that foster pride in my child about his or her race.	
14. Role play techniques with my child to use in the case of racial teasing or racist comments at school.	
15. Prepare authentic cuisine from my child's birth culture on a weekly basis.	
16. Live successfully in my child's birth country for an extended period of time.	

Cultural and Racial Socialization Self-Efficacy Scale

PDF document

PADLET DRIVE

Inclusive vs. Anti-racist parenting

INCLUSIVE PARENTS

- Teach their kids that people matter more than skin color
- Make sure their child's library is racially diverse
- Share movies and shows featuring people of color with their kids
- Talk about privilege and what it means

ANTI-RACIST PARENTS

- Teach their kids that skin color deeply affects how people view us
- Intentionally include books that go beyond slavery + the civil rights movement
- Use media to point out examples of racism + stereotypes
- Give children contextual examples of their privilege, like being able to shop without being followed

@curious.parenting

Raising Children to be Anti-racist Allies

Raising White Children to be Anti-Racist Allies

Raising our children to be allies to people of color requires intentional choices in parenting-but it's a goal within reach.

DR. REBECCA HAINS



White parents need to do more than talk to their kids about racism

Why White Parents Need to Do More Than Talk to Their Kids About Racism

Margaret Hagerman studied affluent, white Americans for two years. Here, she writes about how their parenting can practice what they preach

TIME



Starting to talk to kids about race

Anti-Racism For Kids 101: Starting To Talk About Race - Books For Littles

Image description: Illustration from All Are Welcome by Alexandra Penfold & Suzanne Kaufman. Children of various races and faiths pointing to locations on a world map.] If you're nervous about talking about race with your kids, these books about racial diversity will give you an easy place to start destigmatizing difference & celebrating racial diversity.

BOOKS FOR LITTLES

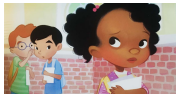


Not all discrimination is racism

Anti-Racism 102: Why Not All Racial Discrimination is 'Racism' - Books For Littles

Image description: Illustration from 'Not Quite Snow White' by Ashley Franklin and Ebony Glenn. A white child whispers into the ear of an East-Asian child as they look at Tameika, a Black girl. Tameika looks uncomfortable.] In part 1 of this series on anti-racism for kids, we unpacked colorblind fallacies and discussed how refusing to acknowledge racial diversity further stigmatizes kids of color.

BOOKS FOR LITTLES



Something Happened in Our Town

Books with black male protagonists

Black Boy Joy: 30 Picture Books Featuring Black Male Protagonists | Brightly

When searching for books that serve as mirrors for my two children, I'm always mindful of exactly which books we choose to read. While we don't discriminate when it comes to literature, I do make it a point to select books that reflect my children and our family. Why?

BRIGHTLY



Books about black women in history

No White Saviors: Kids Books About Black Women in US History - Books For Littles

Image Description: Feature of an illustrated portrait of Alma Woodsey Thomas from an inner page of 'Little Leaders: Bold Women In Black History' by Vashti Harrison] In this post: Pictures books to inspire young history buffs - Stories of Black Women in American history. Bonus - learn to identify 3 common ways authors whitewash history.

BOOKS FOR LITTLES



75 Books about Extraordinary Black Mighty Girls and Women

75 Books about Extraordinary Black Mighty Girls and Women

Our top picks of books about trailblazing African-American girls and women!

WWW.AMIGHTYGIRL.COM

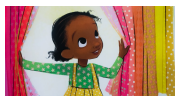


Children's books written by Black authors

Children's Books By Brilliant Black Women: #OwnVoices Authors & Illustrators - Books For Littles

In this post: Gorgeous, captivating, and endearing children's picture books written and illustrated by Black women & nonbinary* authors & illustrators. Books For Littles(BFL) is free and accessible for readers who can't afford a payroll. Posts may contain affiliate links, which allow me to earn a commission at no extra cost to you.

BOOKS FOR LITTLES



Racism in Academia

White Supremacy in Higher Education

White Academia: Do Better

If you are a White academic or higher education professional, there are some tangible actions you can take to support Black faculty, staff, and students. I've listed 10 below as a starting point: Stop asking Black people what White people should do at this moment and just admit you don't know what to do because you've never had to think about your White privilege or anti-racism.

MEDIUM

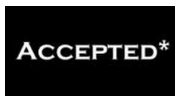


Is Your University Racist?

Questions institutions should ask themselves to determine if they are operating in a racist way (opinion)

Racism is often construed as individual acts motivated by racial prejudice. Thus, it is challenging to understand institutional racism. Institutions do not have feelings like people do, nor do they have the consciousness to think and make decisions based on racial prejudice.

INSIDHIGHHERED



Are you supporting white supremacy in higher ed?

A checklist to determine if you are supporting white supremacy (opinion)

For faculty of color, women and particularly those scholars who are outspoken about dismantling the master narratives of white supremacy within our colleges and universities, playing by the rules is neither an option nor an obligation. It is, in fact, a terrible burden.

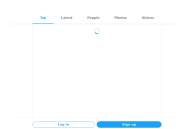
INSIDHIGHHERED



#BlackintheIvory

search

TWITTER



Black women create #BlackInTheIvory and #PublishingPaidMe to reveal inequity in academia and publishing

Black women create #BlackInTheIvory and #PublishingPaidMe to reveal inequity in academia and publishing

Shardé Davis and Joy Woods were discussing systemic racism in academia via text Saturday night when an idea came to Davis. "I said to her, hey, I'm about to use this hashtag, what do you think about it?" Davis, an assistant professor of communication at University of Connecticut, said.

NBC NEWS



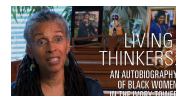
Black women in the ivory tower

You can access this video by selecting University of Colorado Health Sciences Center - enter your UCD credentials.

Living Thinkers | Kanopy

This documentary examines the intersection of race, class and gender for Black women professors and administrators working in U.S. colleges and universities today. Through their diverse narratives, from girlhood to the...

KANOPY



How #BlackInTheIvory put a spotlight on racism in academia

How #BlackInTheIvory put a spotlight on racism in academia

Shardé Davis and Joy Melody Woods started the hashtag #BlackInTheIvory because they were friends, because they were two Black women in communications research, because a week of protests had left them grieving and because they were ready to expose some of the ways that they had experienced racism in their own fields.

NATURE



The Life of a Black Academic: Tired and Terrorized

The terror many black academics are experiencing has left them absolutely exhausted (opinion)

By now you have probably seen posts on social media written by your black colleagues indicating they are tired. Just to be clear, that weariness is long-standing, and it is no secret to other black people. It has simply now morphed into exhaustion that is so overwhelming that we are now voicing it out loud to you.

INSIDHIGHHERED



10 Ways for Non-Black Academics to Value Black Lives

10 Ways For Non-Black Academics to Value Black Lives.

This spring has been hard. We have had to process the murders of Breonna Taylor, George Floyd and Ahmaud Arbery. We watched the premeditated attempt to endanger the life of Chris Cooper. We are also experiencing the violent response against Black Lives Matter protesters while armed anti-lockdown protestors were met with discipline and restraint by police.

MEDIUM



Teachers Must Hold Themselves Accountable for Dismantling Racial Oppression

Teachers Must Hold Themselves Accountable for Dismantling Racial Oppression

Kelisa Wing is the author of "Weeds & Seeds: How To Stay Positive in the Midst of Life's Storms" and "Promises and Possibilities: Dismantling the School to Prison Pipeline" (both available on Amazon). She also is a 2017 State Teacher of the year, speaker, teacher and activist for discipline reform.

EDUCATION POST



Responding to Microaggressions in Online Learning Environments During a Pandemic

Responding to Microaggressions in Online Learning Environments During a Pandemic

With faculty and students both stressed during the pandemic, microaggressions may become more frequent in our online learning environment. Here are some practical strategies for mitigating the impact of microaggressions in online and remote classes.



ACADEMIC IMPRESSIONS

Avoiding racial bias in letter of reference writing

Publications

Letters of reference for POC can be considerably shorter and at times do not highlight publications or research quality, compared to letters for white scholars. Make sure you highlight critical research accomplishments of POC scholars in every letter!

Don't stop now!

In addition to being shorter, letters for POC are less likely to give ringing endorsements and only include minimal assurance (they can do the job) or veiled praise ('surprisingly sharp') rather than a ringing endorsement ('they are the best for the job').

Emphasize accomplishments, not effort

Letters of reference for POC can overemphasize background and limitations faced over accomplishments. Emphasize accomplishments (their research 'skills', or career). Do not use 'grindstone' adjectives that describe effort alone, ex. 'hard-working' that associates with effort, but not ability.

We all share bias

It is important to remember that unconscious racial bias isn't just a white people problem. Research shows that people of all races and ethnicities are susceptible to this common pitfall. This is a

Letters of reference for POC (especially those from lower socioeconomic status, international background, etc) are more likely to mention personal information that is not relevant for the application, or expose details that the candidate might not want exposed (DACA, first generation, socioeconomic background, etc). Unless otherwise requested by the candidate or relevant for the award/application, stick to professional accomplishments and make sure you use formal titles and surnames.

Stay away from stereotypes

Although they describe positive traits, adjectives like 'diligent', 'dedicated', 'caring' and 'helpful' or terms such as 'activist' are frequently used in letters for POC and can evoke racial stereotypes which can hurt a candidate. And be careful not to invoke these stereotypes ('she is not angry or intimidating', or that 'their performance is above what you would expect from someone with their background').

Be careful raising doubt

We all want to write honest letters, but negative or irrelevant comments, such as 'challenging personality', 'unique background', or 'ability to speak English' are common in letters for POC applicants. Let the application speak for itself. Don't add

avoiding-racial-bias-in-reference-writing.pdf

PDF document

AABERHE.FILES.WORDPRESS.COM

Google Documents

BIPOC-authored Psychology Papers

BIPOC-authored Psychology Papers						
README	All papers					
	A	B	C	D	E	F
1	The BIPOC-authored Psychology Papers spreadsheet is intended for use by instructors of undergraduate					
2	BIPOC stands for Black, Indigenous and People of Color. The term encompasses all people of color					
3	highlight the unique oppression they have faced due to white supremacy. Thus, this database is					
4	color, but the hope is that Black and Indigenous authors are very well-represented.					
5	For more information on BIPOC: https://www.thebipocproject.org/					
6						
7	<i>This resource is intended to be a starting point, not a panacea.</i>					
8	When selecting papers from the spreadsheet, instructors are encouraged to think carefully about the voices					
9	Instructors should consider how to explicitly highlight the achievements and ideas of BIPOC scientists with					
10						
11	To submit a paper to this database, fill out this form: https://forms.gle/jbdF4CsyY1GywZxG6					
12	You are encouraged to submit your own work!					
13						
14	This spreadsheet is moderated by Erica Wojcik, Assistant Professor at Skidmore College (ewojcik [at] skid					
15	Please reach out if you have any comments/suggestions, particularly regarding the additional resources list					
16						
17	Other resources:					
18	Similar Archive of BIPOC papers in Psychology - other great resources on decolonizing psychology on this					
19	https://bmeopsychology.com/resources/					
20	SPARK scholars of color in cognitive science database					
21	https://docs.google.com/spreadsheets/d/1188aq_e2FXv7qvbkmIT3-OUT47JKU2UjY2FEt1_Y2					
22	Scholars to read in linguistics - created by Megan Figueroa					
htmlview						
DOCS.GOOGLE.COM						

Black History Month Readings

Free access to a TON of readings

0Bz011IF2Pu9TUWlxVWxybGJ1Ync	Drive
DRIVE.GOOGLE.COM	0Bz011IF2Pu9TUWlxVWxybGJ1Ync

Anti-Racism Resource List

← Anti-Racism Resource List

Anti-Racism Resource List

"In a racist society, it is not enough to be non-racist, we must be anti-racist." – Angela Davis

Please share this guide with anyone -- friends, family, followers, clients, etc.

You can use this link for easy sharing:
<http://antiracismforbeginners.com/>

If you share the guide, please make sure you are also personally using this guide to educate yourself. Sharing alone does not create change. Also, instead of sharing my Instagram handle when you do share this guide, please consider sharing the handles of the many black educators and activists who are listed at the bottom.

While MG created the original version of this guide, she'd prefer to keep the focus on black, social justice educators who have made it their life's work to educate others about these topics. As such, this guide is under new leadership by the great Tiffany Bowden, PhD in Diversity and Inclusion. Tiffany will be updating the guide as needed, and you can visit her [website here](#) or [follow her here](#). Thank you for being here!

You do not need to ask for permission to share. No credit needed

Diving into the world of anti-racism for the first time can be confronting. It may feel challenging to understand your place and where to begin with educating yourself. Luckily, there are endless resources online to help you learn about anti-racism work, dismantle the unconscious biases that exist within yourself, and take action to create a more just society. This document is a compilation of resources and educators that have and continue

mobilebasic

DOCS.GOOGLE.COM

Justice in June

You can choose how many minutes a day you want to spend engaging in anti-racism and the document provides a schedule.

Being an active ally to the black community. On this document are links to additional resources and a schedule of what to do each day. Click on the following links directly to that info:

[10 minutes/day](#)

[25 minutes/day](#)

[45 minutes/day](#)

Additional Resources:

Most of the links in this doc were pulled from: [Anti-Racism Resources](#), [Things White People Can Do For Racial Justice](#), [Comprehensive Ally Resources](#)

Important Note: This should just be the beginning. Please do not stop learning about anti-racism this month. Each section (10/25/45 minutes) has somewhat of a schedule and the links under "Additional Resources" also include new content.

Justice in June

by Autumn Gupta

GOOGLE DOCS

Scaffolded Anti-Racism

This is a working document for scaffolding anti-racism resources. The goal is to facilitate growth for white folks to become allies, and eventually accomplices for anti-racist work. These resources have been ordered in an attempt to make them more accessible. We will continue to add resources.

Immediate action list: [Resources for Accountability and Actions for Black Lives](#)

Please note: if you wish to compensate us for this work, please donate to one of the following organizations: [Unicorn Riot](#) or [The Okra Project](#), or [Project Motherpath](#). After you're done, send us a screenshot of the receipt if you'd like - scaffoldingantiracismresources@gmail.com

*This list has been updated on 6/7/20 to reflect current needs.

Documents containing resources used in this list:

[Anti-racism resources for white people](#) (Sarah Sophie Flicker, Alyssa Klein - May 2020)

[Read about the Stages of Identity Development](#)

[A Race is a Nice Thing to Have](#) - provides the framework for white identity development (Janet E. Helms)

Stage of white identity development (Helms) and their corresponding beliefs/thoughts/actions	Resources	What to do next?
CONTACT	Activities: 1. White Privilege: Unpacking the Invisible Knapsack (Peggy McIntosh)	Understanding and utilizing resources about racial inequality and bias is

preview

DOCS.GOOGLE.COM

answers are no, no, and I'll let you know when I've had it.

In this flooding of news, I know you are thinking of another word, the "R" word. Racism. There are tons of racist folks that I've discovered in my experience. As a reminder, this is coming from one black man, me, and does not reflect the experiences of all black women or all black people. For the purposes of this letter, to you, these two types of racists humans are: *outwardly "black people are inferior" racists* and inwardly "indifferent" racists.

Outwardly "black people are inferior" racists don't conceptually scare me. Okay, let me preface this by saying that if an *outwardly "black people are inferior" racist* person had me alone, or in a position of vulnerability - yes they would scare the bleep out of me. I would run and hide to get the bleep away from me as quick as I bleeping could because I WANT TO LIVE.

However, when I am not confronted with them in person, these people don't scare me. Their position is clear. They hate me because I was born in this skin. They think I am unworthy of a quality life because I was born in this skin. They think I should just go back to Africa because I was born in this skin. This type of racist will kill me or attempt to kill me if I make them feel too uncomfortable. The abolishment of slavery and Jim Crow laws, along with the passing of the Civil Rights Act of 1964 really bleeped these people out. They are still visibly mad about it.

Don't believe *outwardly "black people are inferior" racists* have the ability to change without their own personal intervention. They must have their lives personally affected, negatively, by racism and then

A Letter To White Women Who Keep Asking What They Can Do To Combat Racism - From A Black Woman

by Geri Brown

GOOGLE DOCS

Effective Strategies for Confronting Racism in Conversation

Timing - now or later? Can you come back to it if you are flustered or not informed?
 The environment/setting - workplace, family gathering, street corner, living room, bar?
 The relationship - stranger, friend, uncle, co-worker, etc? Loving or disliking or non-existent?
 Identities - Their identity and how that plays into the dynamic? Yours?
 Who else is around - other white people? People of color? Children?
 Your motivation to respond? Your intentions? Your goals?
 How you respond can vary each time, based on the above and how you are feeling.

Key reminder: having the choice about whether or not to address racist or oppressive comments. And please take care of yourself and your **emotions** around this. Check in with a friend for help, etc, if you have a confrontational moment.

Remember **safety**. While given the luxury to respond or not as white people, there can still be risks in confronting others - especially strangers. Please be safe and brave.

Some tips:

- Know yourself.
- Educate yourself so you can present history and facts.
- Share those resources with the people you are talking with, too
- Recognize intentions, ask about intentions. Recognize and explore your own, too.
- Humanize the other person. Try to understand intentions, their experiences.

WU?! Talking Points - Confronting Racism in Conversation

by Tiffany Wilhelm

GOOGLE DOCS

A Letter to White Women Who Keep Asking What They Can Do To Combat Racism From a Black Woman

Asian language translations of Black Lives Matter resources

BLM Translated

Updated June 13, 2020

As a pan-Asian organization, [NAPAWF-NYC](#) understands the complications in communicating with our family and friends who have different language abilities, represent different generational identities, and have varying understandings of racial analysis.

This is a crowdsourced repository of materials in Asian & Pacific Islander diasporic languages we can all use to navigate difficult discussions about Black Lives Matter, anti-blackness, Black history, immigration history, and police/state-sanctioned violence with our families and communities.

We need your help in finding more resources like toolkits, articles, videos, poems, comics, graphics, etc. in as many languages as possible to further educate our people. We need materials in Pacific Islander languages, in particular! Have something to contribute to the list? [Submit materials here!](#)

For easy navigation of this document, go to the left-hand sidebar and click on the document icon

preview

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Calling People In About "Violence"

Calling People In About "Violence"

How to do it and why it's important right now

SHOWING UP
for
RACIAL JUSTICE

"What struck me most about those who rioted was how long they waited. The restraint they showed. Not the spontaneity, the restraint. They waited and waited for justice and it didn't come. No one talks about that." - Toni Morrison

A guide for calling in white folks around the violence and property destruction narratives

[Showing Up for Racial Justice \(SURJ\)](#) is committed to anti-racism and to organizing our people. Black folks and other people of color have been calling for anti-racist white people to organize for white people for decades. We are seeing an uprising across the country demanding an end to centuries of white supremacy violence to Black people and communities of color at the

SURJ Toolkit: Calling People in Around "Violence"

by Info SURJ

GOOGLE DOCS

There's overwhelming evidence that the criminal-justice system is racist. Here's the proof.

By

[Radley Balko](#)

Balko, Evidence the Criminal-Justice System is Racist

by Diane Fruchtmann

GOOGLE DOCS

CUDCP Resource List

international protests. In the near future, this will be organized by topics. However, for now, I included the name of the DCT who shared the resources, in case you want to look at the emails for context.

.....
(Becky Ready)

<https://www.umass.edu/umatter/bias/show-up>
https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirTWCTupSfKie5Fs/mobilebasic
<https://robindiangelo.com/resources/>
<https://www.splcenter.org/20170814/ten-ways-fight-hate-community-response-guide>
<https://www.sealpress.com/titles/fijeoma-oluo/so-you-want-to-talk-about-race/9781580056779/>

<https://www.wiley.com/en-us/Microaggressions+in+Everyday+Life%3A+Race%2C+Gender%2C+and+Sexual+Orientation-p-9780470491409>

<https://www.meandwhitesupremacybook.com/> and <https://www.patreon.com/lavlafsaad>
<https://www.splcenter.org/20170814/ten-ways-fight-hate-community-response-guide>
https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirTWCTupSfKie5Fs/preview?pru=AAABcoo3K84*a17IG_cVO-5wssr9qf59A

<https://meliseedwards.com/2020/05/10/cognitive-reserve-in-stem-disproportionate-labor-and-outcomes-for-students-of-color/>

<https://www.pewsocialtrends.org/2016/06/27/1-demographic-trends-and-economic-well-being/>

Some organizations to donate to:

[Black visions](#)
[Reclaim the Block](#)
[Minnesota Freedom Fund](#)
[Invisible Institute page](#)

CUDCP Resources

PDF document

PADLET DRIVE

Institutional Racism: The Criminal Justice System

Articles

A Joint Statement from the Organization for Black Struggle and the Anti-Racist Collective

What is the role for white people working for racial justice in this current period

.....
the violence of racism becomes clearer to white people in the US, many of us find ourselves asking, what can I do? What should I do?

Black people have been unfaltering in the struggle against white supremacy and racism since they were brought to these shores. They have little choice—their lives and livelihood depend upon their ability to wage an effective struggle for civil and human rights. However, in the last few years, there has been a growing fatigue and frustration towards white people about avoiding their responsibility to take the lead in ending racism in the U.S.

For the last 400 plus years since Europeans began kidnapping and enslaving Africans, Africans, and their children and their children's children, have been leading the resistance to the dehumanization and extermination of Black people. The sanctity of Black life is more than a hashtag. The movement to make Black lives matter is embodied in an anti-racism agenda across the U.S. The leaders of this movement and past movements for racial equity have been people of African descent. The time has come for white people to step up and shoulder the leadership against the systemic racism. It's past time to recognize that our white privilege is key to the maintenance of white supremacy.

According to the white supremacists in Charlottesville, their show of force was to defend a statue of a Confederate insurrectionist. These statues have been the target of much anti-racism work over the last several months. It is important to remove these symbols of white supremacy from our public spaces. They are daily reminders of the system that we have in place. Their presence reminds us that our culture still exalts white supremacists and that we have a lot to change in our society. The fight against racism cannot be just a symbolic fight nor is it merely a fight to eliminate symbols. That's really the easiest part.

It's important to remember that these are symbols and not the actual tools of white supremacy. Institutions which perpetuate racism are responsible for the historic and continued oppression and exploitation of Black people. No statue has refused a loan to a Black person or manipulated a Black person into a sub-prime mortgage. No statue has shot an unarmed Black person. No statue has manipulated the school districts and state laws to ensure that the poorest Black people have the least access to quality education. No statue is

What-is-the-role-for-white-people-working-for-racial-justice-in-this-current-period-1

PDF document

PADLET DRIVE

Healing the hidden wounds of racial trauma

Healing the Hidden Wounds of Racial Trauma

Kenneth V. Hardy

A disproportionate number of children and youth of color fail in school and become trapped in the pipelines of treatment, social service, and justice systems. This article examines racial trauma and highlights strategies for healing and transformation.

All service systems for youth encounter young people of color who can be challenging to treat, reach, and teach. Our difficulty in meeting their needs is not just because of greater "pathology" or "resistance" as some assert. Rather, we fail to appreciate the ways in which race is entangled with their suffering.



Healing the hidden wounds of racial trauma

PDF document

PADLET DRIVE

Since the 2012 killing of 17-year-old Trayvon Martin, a string of publicized police killings of unarmed Black men and women has brought sustained attention to the issue of racial bias in the United States. Recent Department of Justice investigations and an expanding set of social science research have added to the empirical evidence that these publicized incidents are emblematic of systemic racism in the application of the law. The Black Lives Matter meme and movement are prominent responses to racism that have animated intense interest and support, especially among African Americans. We summarize recent social science research on Black Lives Matter. As a first step toward understanding the social psychology of the meme and the movement, we apply the dynamic dual-pathway model of protest to Black Lives Matter. Examinations of the dynamics of real-world movements such as Black Lives Matter may enrich psychology conceptually, methodologically, and practically.

Keywords

racism, prejudice, violence, collective action, protest, efficacy

One of the telltale signs of an *illiberal democracy*—where rights and freedoms are apportioned unequally across groups—is bias in the application of the law by police and other authorities of the state (for a review, see Sidanius & Pratto, 1999). Today, as in the past, African Americans and other disadvantaged people of color in the United States suffer disproportionate police violence (Sidanius & Pratto, 1999; Weitzer, 2015). For example, the Goff, Lloyd, Geller, Raphael, and Glaser's (2016) analysis of over 19,000 recent encounters found that police use physical force against Blacks about 3.5 times more than against Whites.

Since neighborhood watch officer George Zimmerman killed unarmed 17-year-old Trayvon Martin in 2012, a string of police killings of unarmed Black men and women has attracted particular attention (Cobb, 2016; Kelley, 2016; Weitzer, 2015). The killings of Michael Brown in Ferguson, Tamir Rice in Cleveland, Freddie Gray in Baltimore, and Laquan McDonald in Chicago were especially significant because the Department of Justice subsequently documented widespread police

2015). One poignant example at present is the African American-led Black Lives Matter meme and movement (<http://blacklivesmatter.com>), which emerged in response to George Zimmerman's acquittal in July 2013 and officer Darren Wilson's killing of 18-year-old Michael Brown in August 2014 (Cobb, 2016; Kelley, 2016; LeBron, 2017).

Black Lives Matter has animated intense social and political activity, especially among younger people and others who have been less politically engaged (De Choudhury, Jhaver, Sugar, & Weber, 2016; Freelon, McLwain, & Clark, 2016a). We summarize recent social science research on the meme and movement. As of yet, very little psychological research has been done on Black Lives Matter (Reinka & Leach, in press). As a first step toward understanding its psychology, we apply van Zomeren, Leach, and Spears's (2012) dynamic dual-pathway model of protest to the Black Lives Matter meme and movement. Examinations of the dynamics of real-world movements such as Black Lives Matter can enrich psychology conceptually, methodologically, and practically.

The social psychology of the black lives matter meme and movement

PDF document

PADLET DRIVE

Journal Articles from JStor and Routledge on and on Institutional Racism, Black Lives Matter, Police Violence and Political Responses

JStor and Routledge provided FREE article access. All articles have been consolidated to one location (click below).

Journal Articles from JStor and Routledge on and on Institutional Racism, Black Lives Matter, Police Violence and Political Responses

Links: <https://think.taylorandfrancis.com/pgi-black-lives-matter/> and <https://daily.jstor.org/institutionalized-racism-a-syllabus/>



PADLET

Personal Qualities of an Effective Activist

Personal Qualities of an Effective Activist

developed by Craig Elliott PhD, 2016. Adapted from: Diane J. Goodman, Promoting Diversity and Social Justice: Educating People from Privileged Groups, Routledge, 2011.

- **Knowledge of the oppression** - Activists understand the oppression in its various forms and contexts. They are aware of how it impacts people from subordinated groups and dominant groups, and how it intersects with other forms of oppression.
- **Self-awareness** - Activists have insight into how their own socialization and experiences impact their attitudes, beliefs and behaviors. They maintain vigilance about how their privilege, sense of entitlement, and internalized dominance gets enacted, and actively work to dismantle them. This includes the ability to honestly self-reflect and assess their strengths and areas for growth.
- **Accountability** - Activists develop authentic relationships which facilitates honest feedback. They regularly check in with themselves and others to ensure they are acting in ways consistent with their values.
- **Non-defensiveness** - Activists are able to hear critical feedback and use this to continue their own learning and development as an ally. They can acknowledge mistakes and view feedback as "gifts" toward their growth.
- **Humility** - Activists can let go of their internalized sense of superiority and value others' wisdom and ways of doing things. They are able to work with people from the subordinated groups in equitable and supportive ways without needing to rescue or dominate. They are willing to admit what they do not know and continue to learn.
- **Ability to choose appropriate action** - Activists are able to analyze situations and their own competence in order choose strategies appropriate to the situation. They recognize the power of collective action, rather than just individual efforts, for creating social change.

Science of Racism

FREE special issue

Current Directions in Psychological Science - Volume 27, Number 3, Jun 01, 2018

Table of contents for Current Directions in Psychological Science, 27, 3, Jun 01, 2018

SAGE JOURNALS



Seminar on Race and Racism featuring Black Scholars

Teaching

Hosted on the Open Science Framework

OSF



The social psychology of the black lives matter meme and movement.pdf

How to get people to care about inequality

How to Get People to Care About Inequality

On April 12 two Black men, Rashon Nelson and Donte Robinson, were arrested minutes after they arrived in a Philadelphia Starbucks, one of them having asked to use the bathroom without yet buying anything from the store. Starbucks CEO Kevin Johnson apologized in a press release and in person to the men.

ASSOCIATION FOR PSYCHOLOGICAL SCIENCE - APS



Implicit Attitudes Can Change Over the Long Term

Implicit Attitudes Can Change Over the Long Term

Data from more than 4 million tests completed between 2004 and 2016 show that Americans' attitudes toward certain social groups are becoming less biased over time, according to research published in Psychological Science, a journal of the Association for Psychological Science.

ASSOCIATION FOR PSYCHOLOGICAL SCIENCE - APS



Racism's Cognitive Toll: Subtle Discrimination is More Taxing on the Brain

Racism's Cognitive Toll: Subtle discrimination is more taxing on the brain

While certain expressions of racism are absent from our world today, you don't have to look very hard to know that more subtle forms of racism persist, in schools and workplaces and elsewhere. How do victims experience these more ambiguous racist messages? Are they less damaging than overt hostility?

ASSOCIATION FOR PSYCHOLOGICAL SCIENCE - APS



A Social Justice Approach to Survey Design and Analysis

A Social Justice Approach to Survey Design and Analysis

A Social Justice Approach to Survey Design and Analysis is written for students, teachers, researchers and anyone who is interested in conducting research. It draws heavily on current discussions regarding social justice, equity, health disparities and social determinants of health to provide a framework for researchers to use both to engage in social justice research as well as to evolve as social justice practitioners.

OUP

A Social Justice Approach to Survey Design and Analysis

Racism: Further Considerations from Psychological Science

Racism: Further Considerations from Psychological Science

A look at several researchers who have studied racism in recent years. Collectively, they address the nature of racism and the social processes that maintain them; examine the issues of structural and institutional racism; explore the consequences of various forms of racism; and suggest possible paths of action to combat racism.

ASSOCIATION FOR PSYCHOLOGICAL SCIENCE - APS



The Challenges of Becoming a White Ally

Abstract

The four articles in this Major Contribution represent a major step toward defining, identifying, discussing, and analyzing the many internal and external challenges faced by White individuals on their journeys to developing nonracist and antiracist identities. I attempt to extract important White ally themes from the contributions, indicate areas of concern, stress that being nonracist is not enough, and point to an important area of preparation that would aid White individuals in becoming allies in the struggle for equal rights.

Keywords

multiculturalism, social justice, race, ethnicity

I sometimes visualize the ongoing cycle of racism as a moving walkway at the airport. Active racist behavior is equivalent to walking fast on the conveyor belt. The person engaged in active racist behavior has identified with the ideology of White supremacy and is moving with it. Passive racist behavior is equivalent to standing still on the walkway. No overt effort is being made, but the conveyor belt moves the bystanders along to the same destination as those who are actively walking. Some of the bystanders may feel the motion of the conveyor belt, see the active racists ahead of them, and choose to turn around, unwilling to go to the same destination as the White supremacists. But unless they are walking actively in the opposite direction at a speed faster than the

Challenges of becoming a white ally

PDF document

PADLET DRIVE

Disarming Racial Microaggressions: Microintervention Strategies for Targets, White Allies, and Bystanders

racist acts, suggest that microaggression reactions/interventions may be primarily to (a) remain passive, retreat, or give up; (b) strike back or hurt the aggressor; (c) stop, diminish, deflect, or put an end to the harmful act; (d) educate the perpetrator; (e) validate and support the targets; (f) act as an ally; (g) seek social support; (h) enlist outside authority or institutional intervention; or (h) achieve any combination of these objectives. We organize these responses into four major strategic goals of microinterventions: (a) make the invisible visible, (b) disarm the microaggression, (c) educate the perpetrator, and (d) seek external reinforcement or support. The objectives and rationale for each goal are discussed, along with specific microintervention tactics to employ and examples of how they are executed.

Keywords: microinterventions, microaggressions, macroaggressions, metacommunication, race

"We will have to repent in this generation not merely for the hateful words and actions of the bad people but for the appalling silence of the good people."

—Dr. Martin Luther King Jr.

"The world is a dangerous place to live, not because of the people who are evil, but because of the people who don't do anything about it."

—Albert Einstein

Editor's note. This article is part of a special issue, "Racial Trauma: Theory, Research, and Healing," published in the January 2019 issue of *American Psychologist*. Lillian Comas-Forgas, Gordon Nagayama Hall, and Helen A. Neville served as guest editors with Anne E. Kazak as advisory editor.

Authors' note. Derald Wing Sue, Sarah Alsaidi, Michael N. Awad, Elizabeth Glaeser, Cassandra Z. Calle, and Narylyn Mendez, Department of Counseling and Clinical Psychology, Teachers College, Columbia University.

Sarah Alsaidi and Michael N. Awad contributed equally to the article, and their names are listed in alphabetical order.

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Disarming racial microaggressions

PDF document

PADLET DRIVE

Books

A Social Justice Approach to Survey Design and Analysis

A Social Justice Approach to Survey Design and Analysis is written for students, teachers, researchers and anyone who is interested in conducting research. It draws heavily on current discussions regarding social justice, equity, health disparities and social determinants of health to provide a framework for researchers to use both to engage in social justice research as well as to evolve as social justice practitioners.

OUP

A Social Justice Approach to Survey Design and Analysis

Presumed Incompetent: The Intersections of Race and Class for Women in Academia

Available for FREE

Project MUSE - Presumed Incompetent

Presumed Incompetent is a pathbreaking account of the intersecting roles of race, gender, and class in the working lives of women faculty of color. Through personal narratives and qualitative empirical studies, more than 40 authors expose the daunting challenges faced by academic women of color as they navigate the often hostile terrain of higher education, including hiring, promotion, tenure, and relations with students, colleagues, and administrators.

JHU



Readings

28 Essential Books About Race and Racism

On Monday, May 25, two moments of antiblack racism - the death of George Floyd in police custody in Minneapolis and Amy Cooper's call to 911 with the false report that "an African American man is threatening my life" - spurred protests and heated dialogue about white supremacy and white Americans' responsibility in dismantling it.

BUZZFEED NEWS



Body and Soul: The Black Panther Party and the Fight Against Medical Discrimination

Available for FREE to read online.

"Cover Page" in "Body and Soul" on Manifold @uminpress

Start reading this text on Manifold @uminpress.

MANIFOLD @UMINPRESS



More Books

Additional books not found on this list:

1. [American-Born Foreigner: A Black Woman's Story.](#)
2. [Blindspot: Hidden Biases of Good People](#)
3. [Have Black Lives Ever Mattered](#)
4. [I'm Still Here: Black Dignity in a World Made for Whiteness](#)
5. [Little Book of Racial Healing](#)
6. [Mindful of Race: Transforming Racism from the Inside Out](#)
7. [My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies](#)
8. [Post-Traumatic Slave Syndrome: America's Legacy of Enduring Injury and Healing](#)
9. [The Color of Law](#)
10. [Waking Up White, and Finding Myself in the Story of Race](#)
11. [When They Call You a Terrorist: A Black Lives Matter Memoir](#)
12. [White by Law](#)
13. [Why are all the black kids sitting together in the cafeteria](#)

An Antiracist Reading List by Ibram X. Kendi

An Antiracist Reading List

Ibram X. Kendi on books to help America transcend its racist heritage. No one becomes "not racist," despite a tendency by Americans to identify themselves that way. We can only strive to be "antiracist" on a daily basis, to continually rededicate ourselves to the lifelong task of overcoming our country's racist heritage.

NYTIMES



Books by Robin DiAngelo, PhD

Publications | Robin DiAngelo, PhD

2018, Beacon Press White people in North America live in a social environment that protects and insulates them from race-based stress. This insulated environment of racial protection builds white expectations for racial comfort while at the same time lowering the ability to tolerate racial stress.

ROBIN DIANGELO, PHD



Here's Your Reminder That Pride Would Not Exist If It Weren't For Black LGBTQ Activists

Here's A Reminder That Pride Was Built On A Riot Led By Black LGBTQ People

"There can be no Pride if it is not intersectional." June 1 marks the beginning of Pride Month, a time to reflect, celebrate progress, and advocate for LGBTQ rights. The Stonewall riots began on June 28, 1969, when police raided a gay club in Greenwich Village called The Stonewall Inn.

BUZZFEED



Twelve books that give context to current protests

Twelve books that give context to current protests [reading list] | OUPblog

Cities across the United States have seen ongoing protests since the death of George Floyd while in police custody on 25 May. Conversations are taking place on social media as well as in the real world, and media coverage has been relentless.

OUPBLOG



Historical Resources

A History of Race and Racism in America, in 24 Chapters

A History of Race and Racism in America, in 24 Chapters

Further Reading Many Americans might not know the more polemical side of race writing in our history. The canon of African-American literature is well established. Zora Neale Hurston, Richard Wright, James Baldwin are familiar figures. Far less so is Samuel Morton (champion of the obsolete theory of polygenesis) or Thomas Dixon (author of novels romanticizing Klan violence).

NYTIMES



The Massacre of Black Wall Street

The Massacre of Black Wall Street

In 1921, White rioters destroyed a beacon of Black prosperity and security. They killed as many as 300 black Tulsans, left thousands homeless, and ransacked an entire neighborhood. At the time, there were no prosecutions of the instigators. Almost a century later, there have been no reparations.

THE ATLANTIC



158 Resources to Understand Racism in America

158 Resources for Understanding Systemic Racism in America

In a short essay published earlier this week, Smithsonian Secretary Lonnie G. Bunch wrote that the recent killing in Minnesota of George Floyd has forced the country to "confront the reality that, despite gains made in the past 50 years, we are still a nation riven by inequality and racial division."

SMITHSONIAN MAGAZINE



Timeline of Events

A Timeline of Events That Led to the 2020 'Fed Up'-rising

Without the proper context, it is impossible to understand the mushroom cloud of uprisings that are exploding across the country in the wake of the deaths of George Floyd, Breanna Taylor, Ahmaud Arbery and countless others.

THE ROOT



Zinn Education Project

Zinn Education Project: Teaching People's History

The Zinn Education Project promotes and supports the teaching of people's history in middle and high school classrooms across the country. Based on the lens of history highlighted in Howard Zinn's best-selling book A People's History of the United States, the website offers free, downloadable lessons and articles organized by theme, time period, and reading level.

ZINN EDUCATION PROJECT



What is Juneteenth

Juneteenth: Our Other Independence Day

Since this article was first published in 2011, Juneteenth celebrations have attracted increased attention around the nation. According to the National Juneteenth Observation Foundation, 45 states and the District of Columbia had, by 2017, passed legislation officially recognizing the holiday.

SMITHSONIAN MAGAZINE



Loving Day

What is Loving Day? June 12 marks landmark Supreme Court decision for interracial marriage

June 12 is Loving Day, a celebration marking the day the Supreme Court struck down state bans against interracial marriage. The day is named for the monumental case, Loving v. Virginia, and the interracial couple at its center, Richard and Mildred Loving. The 1967 Supreme Court decision struck down 16 state bans on interracial marriage as unconstitutional.

USA TODAY



Pop Media Anti-Racism Resources

A Civil Rights Expert Explains the Social Science of Police Racism

A Civil Rights Expert Explains the Social Science of Police Racism

In a now-infamous event captured on video, on May 25 George Floyd, a 46-year-old black man, was killed by a Minneapolis police officer outside of a corner store. Officer Derek Chauvin kneeled on Floyd's neck for eight minutes and 46 seconds while two other officers helped to hold him down and a third stood guard nearby.

SCIENTIFIC AMERICAN



The Black Women Who Paved the Way for This Moment

The Black Women Who Paved the Way for This Moment

In the early 1920s, Amy Ashwood Garvey, a co-founder of the Universal Negro Improvement Association, advocated for the rights and freedom of black people while standing on crowded street corners in Harlem.

THE ATLANTIC



June 6, 1966: James Meredith and the March Against Fear

June 6, 1966: James Meredith and the March Against Fear - Zinn Education Project

On June 6, 1966, Air Force veteran James Meredith (who had fought in 1962 for right to attend the University of Mississippi) began the March Against Fear from Memphis, Tennessee to Jackson, Mississippi to encourage African Americans to register and vote after passage of the Voting Rights Act of 1965.

ZINN EDUCATION PROJECT



How to Respond to Racial Microaggressions When They Occur

How to Respond to Racial Microaggressions When They Occur

Over the last decade, there has been a significant rise in awareness among educators and the public about racial microaggressions. Coined by Chester Pierce in the 1970's, racial microaggressions are the subtle forms of racism that are communicated to people of color through messages that degrade...

DIVERSE



Racial Battle Fatigue

Racial Battle Fatigue: What is it and What are the Symptoms?

Defining racial battle fatigue, what causes it, and what are the symptoms. Racial Battle Fatigue (RBF) was a term coined in 2008 by Critical Race Theorist William Smith; it was originally used in reference to the experiences of African American men in America but is now expanded to describe the negative and racially charged experiences of all people of Color (PoC's) in the United States.



MEDIUM

If You Are White And Anti-Racist, This Non-Optical Allyship Guide Is Required Reading

Editor's note: In the wake of the death of George Floyd, writer Mireille Cassandra Harper took to to share "10 Steps To Non-Optical Allyship", a simple and elegant distillation of the principles outlined in key anti-racist works such as Me And White Supremacy by Layla Saad and How To Be An Antiracist by Ibram X.

BRITISH VOGUE

10 Steps To Non-Optical Allyship

Tragic Death of George Floyd Reveals Continuing Problem of Police Violence

Tragic Death of George Floyd Reveals Continuing Problem of Police Violence

Another unarmed Black man was killed by reckless and unnecessary use of excessive force this week. The plague of lethal police violence against Black people continues to traumatize communities of color in America, adding urgency to the need for reform.



EQUAL JUSTICE INITIATIVE

Discomfort is part of change: How to be an ally in fighting anti-black racism

'Discomfort is part of change': How to be an ally in fighting anti-black racism

As protests over the deaths of black people during encounters with police have roiled the United States and Canada, many supporters are eager to take a stand, but run the risk of crowding out black voices on the front lines of the movement.



YAHOO

Ally vs Anti-racist

What it really means to be an anti-racist, and why it's not the same as being an ally

"Please just think about how MILLIONS of black people had to die in this country before you decided to care about race," the writer Megan Reid tweeted on May 31.



BUSINESS INSIDER

Taking Action

5 Ways White People Can Take Action in Response to White and State-Sanctioned Violence

On Monday evening, George Floyd was murdered by Minneapolis police. Video surfaced of a white police officer holding his knee to Floyd's neck for eight minutes while Floyd pleaded with police saying "I can't breathe." Floyd became unresponsive and died shortly after at Hennepin County Medical Center.



MEDIUM

10 Habits of Someone Who Doesn't Know They're Anti-Black

10 Habits of Someone Who Doesn't Know They're Anti-Black

CW: anti-Black violence, death, police, transphobia You're probably anti-Black. Take a moment to breathe through that. To let it sink in. To let the fear and defensiveness subside. Now, read on.



STRATAGEM

26 Ways to Be in the Struggle Beyond the Streets

This list is designed to celebrate all the ways that our communities can engage in liberation. For a range of reasons, there are and always have been folks who cannot attend rallies and protests but who continue to contribute to ending police and state violence against black people.



ISSUU

Signs of Passive Racism

Signs You Might Be Passively Racist | The Florida Star | The Georgia Star

1. If you claim to mourn the murder of George Floyd while simultaneously showing more outrage for the loss of material things, then you are not an ally and you have failed to understand the significance of what is happening in the world right now.



THE FLORIDA STAR | THE GEORGIA STAR

11 Things To Do Besides Say 'This Has To Stop' In The Wake Of Police Brutality

Want to end police brutality against Black people? It's not enough to *not* be racist - you need to be antiracist. Let's face it: We've become depressingly rote in our response to police violence against the Black community. We say how outraged we are on Instagram. We share a link on Facebook and ...



FLIPBOARD

Performative Allyship

performative-allyship-is-deadly-c900645d9f1f

FORGE.MEDIUM.COM



Towards Justice

75 Things White People Can Do for Racial Justice

Note 1: This article is continually updated to ensure each item is accurate and needed today. Note 2: Achieving racial justice is a marathon, not a sprint. Our work to fix what we broke and left broken isn't done until Black folks tell us it's done.



MEDIUM

Moving from Actor to Accomplice

www.WhiteAccomplices.org

Here are two lists of organizations (Black Led Racial Justice Organizations A Partial Map of Black-Led Black Liberation Organizing) mostly led by "directly impacted" individuals (people who are most impacted by racist, xenophobic, and violent people/policies) and with missions to directly challenge institutionalized racism and White supremacy.



WHITEACCOMPICES

Being an Ally

For Our White Friends Desiring to Be Allies

Author's Note: I'm writing this in hopes that it can be used to lighten the load of marginalized folks, keeping in mind that not all marginalized people want to engage in the ally conversation, and that is perfect as well.



SOJOURNERS

Our guide to being an ally

Guide to Being an Ally - Women of Color for Progress

Women of Color for Progress was formed to create an inclusive and transparent political system that empowers women of color to excel, lead, represent, and be heard. However, we acknowledge that allies are important in all movements for progress, including our own.



WOMEN OF COLOR FOR PROGRESS

12 Ways to Be a White Ally to Black People

12 Ways to Be a White Ally to Black People

Michael Brown, an African-American teenager, was shot six times and killed by Darren Wilson, a white police officer, during a stop for jaywalking in Ferguson, Mo. Some facts are uncontroverted: Brown was unarmed when he was shot about 35 feet away from Wilson, who didn't know that Brown was a suspect in an alleged shoplifting incident that occurred a short time before the shooting.



THE ROOT

10 Steps to Non-Optical Allyship

Ally Pitfalls

5 Ways to Avoid Common Ally Pitfalls by Learning From Your Mistakes

Over the years, I have been asked to talk and write on a number of occasions about the notion of allyship and solidarity, about what it means to be an ally, how one goes about effective solidarity work, and how not to be so very terrible at being an ally.

EVERYDAY FEMINISM



20+ Allyship Actions for Asians to Show Up for the Black Community Right Now

In light of #AhmaudArbery and ongoing police violence, how can the Asian and Asian American community show up for our Black siblings? As I observe collective trauma, pain, sadness, exhaustion set in, I'm also witnessing so many Asian folks at a loss for how to show up for the Black community in solidarity right now.

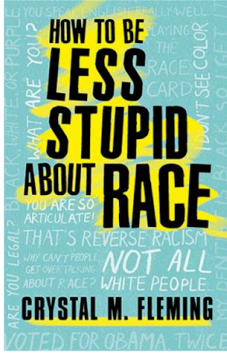
MEDIUM



How to be less stupid about race

How to Be Less Stupid About Race by Crystal Fleming

Readers' Guide



HowToBeLessStupidAboutRace_ReadersGuide.pdf

PDF document

BEACON.ORG

Why Asian Americans should care about Black Lives Matter

Why Asian Americans should care about Black Lives Matter

In the wake of the killings of George Floyd, Tony McDade, Ahmaud Arbery, Breonna Taylor and other Black victims at the hands of the police and racist perpetrators, NYU's Lambda Phi Epsilon, the Asian-interest community, has shown complete disdain for the Black community through its racist GroupMe messages that leaked to Twitter.

THE CHRONICLE

For some of us, convincing those closest to us might be harder than donating money and protesting. But if we cannot convince our parents, no one can.

An Asian-American Guide to Dismantling Anti-Blackness

An Asian-American Guide to Dismantling Anti-Blackness - Asian American Christian Collaborative (AACC)

When hate crimes, microaggressions, and anti-Asian racism spiked in the age of COVID-19, I observed an awakening among many Asian Americans. More Asian Americans were seeing how racist our society actually is. The image of the America they thought they knew shattered, along with their perceived place in it.

ASIAN AMERICAN CHRISTIAN COLLABORATIVE (AACC)



South Asians in the US must support #BlackLivesMatter, but first undo your own anti-Blackness

South Asians for Black Lives website can be found [here](#).

South Asians in the US must support #BlackLivesMatter, but first undo your own anti-Blackness

For South Asians committed to ending state violence against Black people, it has always been clear that our work goes further, that we must also work to undo anti-Blackness within our own communities. The hard conversations with our parents and our uncles and aunties about white supremacy, anti-Black racism, and solidarity are not usually easy or fruitful.

THEPRINT



Communities of Color Standing Together

Non-Black People of Color Need to Start Having Conversations About the Anti-Blackness in Our Communities

Non-Black People of Color Need to Start Having Conversations About the Anti-Blackness in Our Communities

A guide to starting anti-racist conversations with friends and family.

DOSOMETHING.ORG



How Latinx People Can Fight Anti-Black Racism in Our Own Culture

How Latinx People Can Fight Anti-Black Racism

Lucky for us, we are working on a foundation of a wealth of scholars, activists, and even everyday people, who have done this work for decades, that we might turn to for guidance. This is a great compilation resource to start with, which covers topics from ways to speak to children about anti-Black racism to lists of suggested films to watch and organizations with further readings.

TEEN VOGUE

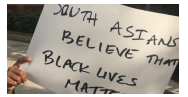


South Asians and Black Lives

South Asians and Black Lives

For South Asians committed to ending state violence against Black people, it has always been clear that our work goes further, that we must also work to undo anti-Blackness within our own communities. The hard conversations with our parents and our uncles and aunties about white supremacy, anti-Black racism, and solidarity are not usually easy or fruitful.

MEDIUM



BLACK LIVES MATTER, An American Muslim Community Statement Against Police Violence

BLACK LIVES MATTER, An American Muslim Community Statement Against Police Violence - Muslim Advocates

We, the undersigned American Muslim civil rights, advocacy, community and faith organizations, echo the calls being made nationwide for meaningful reforms to discriminatory law enforcement practices and violence against Black people in the United States. Black lives matter.

MUSLIM ADVOCATES



As a Latinx student, Black Lives Matter movement is my responsibility, too

COMMENTARY: As a Latinx student, Black Lives Matter movement is my responsibility, too

Janette Villafana, EdSource's California Student Journalism Corps It's happening again. But this time I'm experiencing the American nightmare with my own eyes. I remember as a child asking my mother about what happened with the Rodney King riots and why?

EDSOURCE



20+ Allyship Actions for Asians to Show Up for the Black Community Right Now

Infographics & Other Visuals

THE FOUR DIMENSIONS OF RACISM

INSTITUTIONAL

Policies and practices that reinforce racist standards within a workspace or organization.

STRUCTURAL

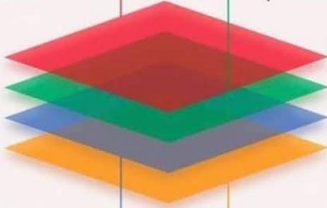
Multiple institutions collectively upholding racist policies and practices, i.e. society.

INTERPERSONAL

Racist acts and micro-aggressions carried out from one person to another.

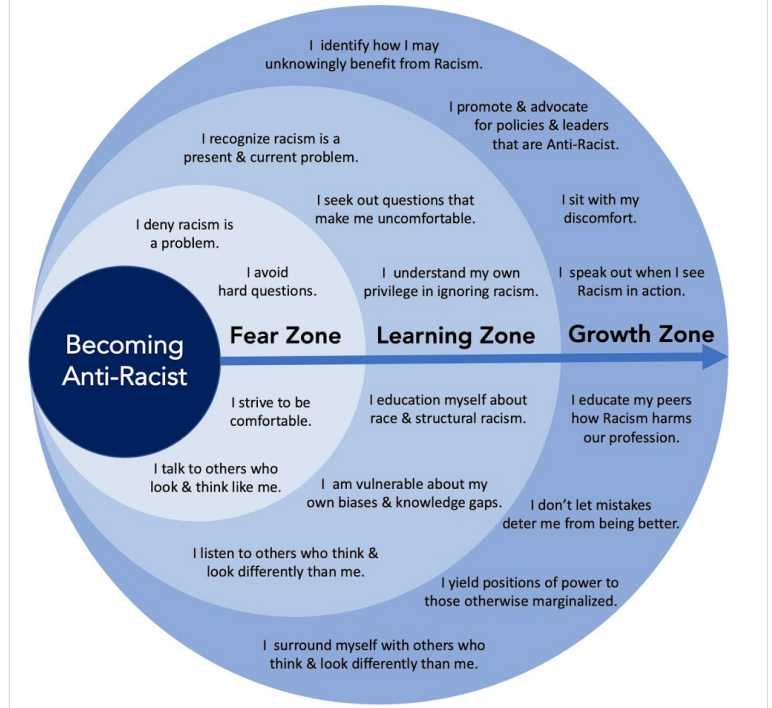
INTERNALIZED

The subtle and overt messages that reinforce negative beliefs and self-hatred in individuals.

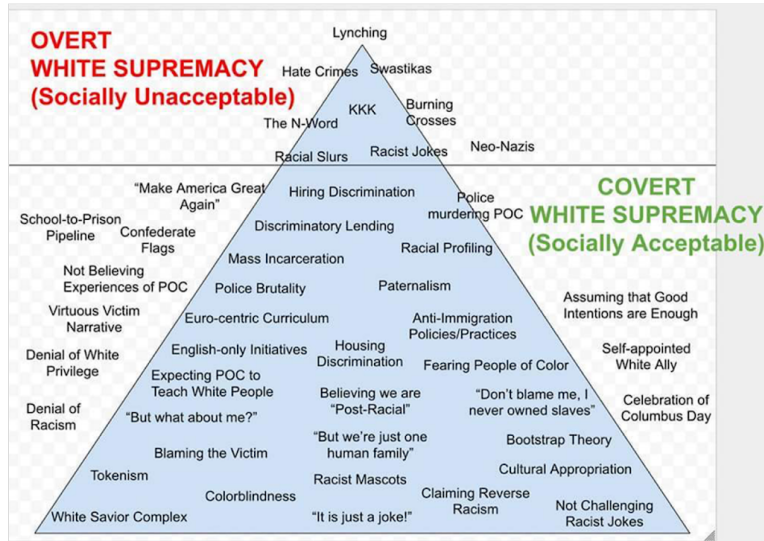


Inspired by Race Forward Trainings

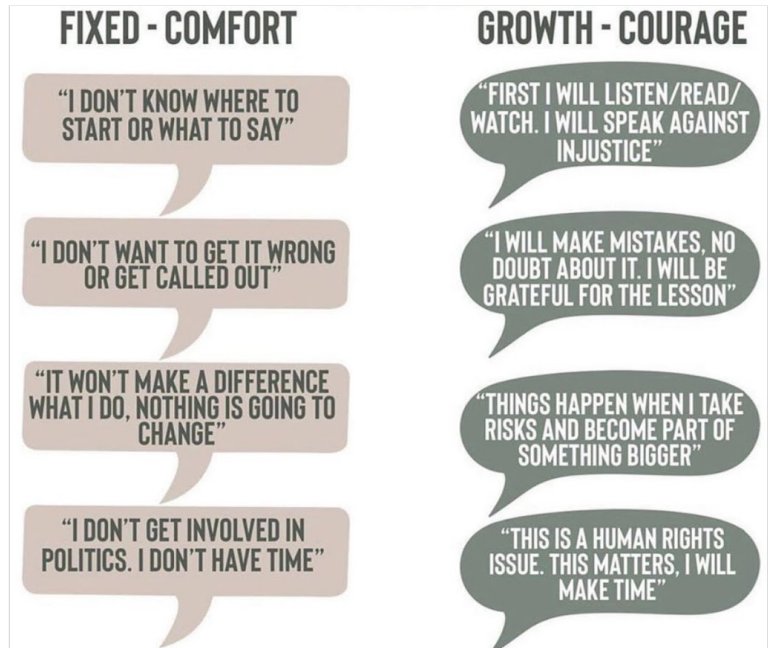
Slow Factory Foundation

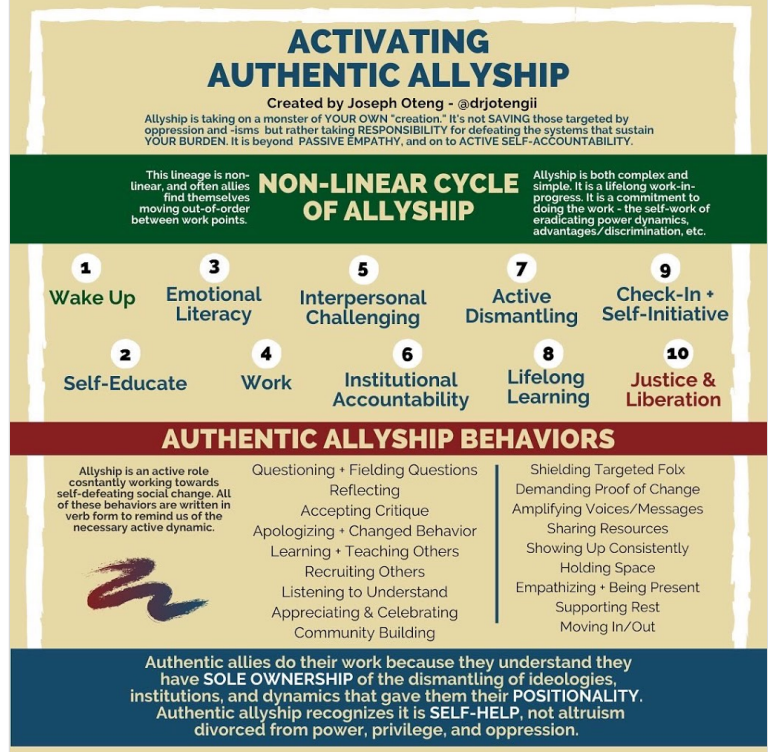
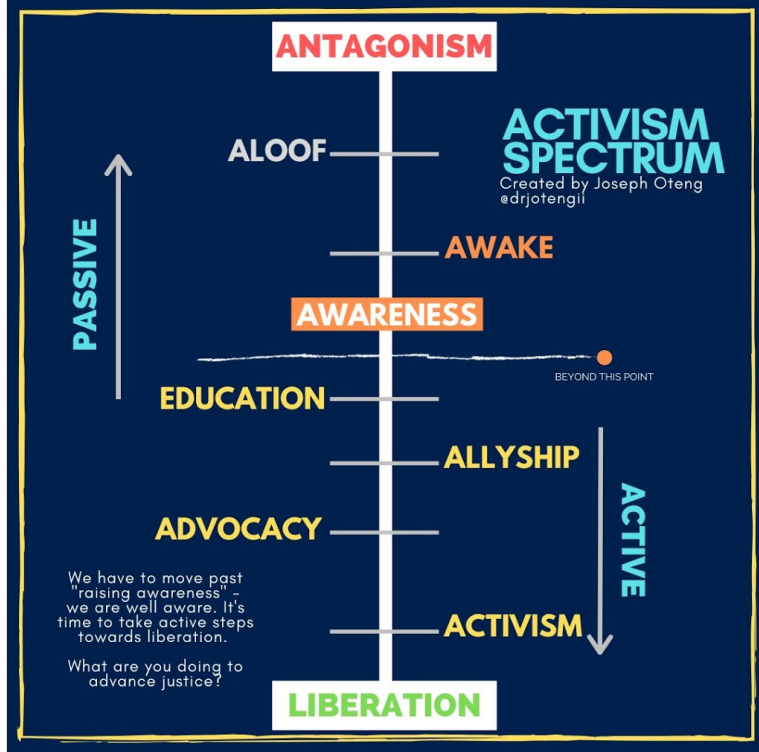


Overt-Covert White Supremacy



Fixed to Growth Mindset



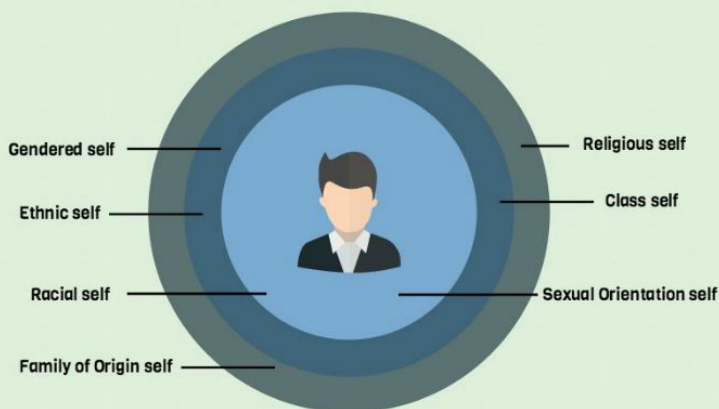


Talking about race

How to Talk Effectively About Race

SHIFT FROM SINGULAR VIEW OF SELF TO MULTI-DIMENSIONAL VIEW OF SELF

Some parts of us align with privilege and some parts with subjugation.



Each of us goes through the world thinking of self as subjugated self; this leads us to have a blind spot vis a vis others.

TASKS FOR WHITE PEOPLE

Differentiate between intention & consequences; adhere to consequences!

Resist privempathy (privilege of empathy)

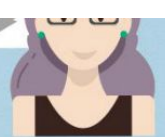
Pure intentions can render impure consequences!



Avoid equalization of suffering

Develop thick skin

You have the most privilege; therefore, you have the greatest responsibility in the relationship.



TASKS FOR PEOPLE OF COLOR

Stop taking care of white people

Reclaim your voice

Find ways to regulate rage

You've been socialized to take care of white people; it's time for you to focus on allowing your soul to thrive!



PREPARE FOR CONVERSATION



Prepare

Review Dr Hardy's 10 underlying principles



Encounter

Create space to have talk



Engagement

Interaction takes place once preparation + space have been made



Execution

Possibility of deep interaction and possible transformation to take place

Hardy, K. (2015). Race Inside and Outside the Therapy Room. Psychotherapy Networker Symposium 2015.

Social Work & Career

Racial Transformer

HOW TO BE A RACIAL TRANSFORMER

Here's a sample illustration to remind you of the many possible ways to use your power—your superpowers—as a Racial Transformer.

OPEN MIND: learn about others' histories, plights and aspirations, and make conscious choices that prioritize racial equity and inclusion.

VOCAL MOUTH: speak up and speak out about injustices—and help others find their voice by knowing when *not* to speak.

LOVING HEART: respect and uplift the dignity and humanity of every person.

OUTSTRETCHED ARMS: join hands with others unlike you in organizing and building power for change.

SMART PHONE (if you have one): inform and activate your networks—blog, share, tweet, comment, and post prolifically about race issues and actions.

MOVING LEGS: visibly "vote with your body" by showing up in support and solidarity at public actions, marches and rallies.

ALERT EYES: keep your eyes on the prize by envisioning real solutions to the realities of racism, using an equity-conscious lens, rather than colorblindness.

BIG EARS: listen to, and learn from, people of color.

STRONG BACKBONE: muster the courage to take risks, go against the grain and even make mistakes.

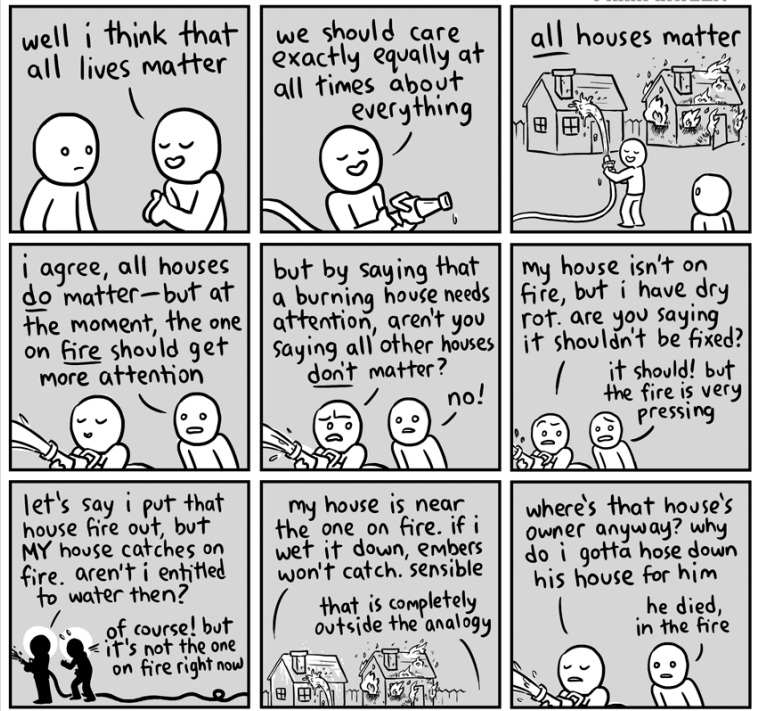
ROLLED-UP SLEEVES: dig in and do the work—not just talk—of racial justice.

DECODER RING: watch out for coded racism and expose it.

POCKETBOOK: donate to social change causes (especially those lead by people of color); and support good businesses and boycott the bad ones.

GROUNDING FEET: dig in for the long haul—holding onto your values, allies, aspirations and spirit—eager to dance in the delight of being on a worthwhile and winning road to justice.

COLORLINES.com



Implicit Bias | Preface: Biases and Heuristics

They're not too young to talk about race

They're not too young to talk about race!

0: At birth, babies look equally at faces of all races. At 3 months, babies look more at faces that match the race of their caregivers. (Kelly et al., 2005)

1: Children as young as two years use race to reason about people's behaviors. (Lisac & Fiske, 2008)

2: By 30 months, most children use race to choose playmates. (Katz & Kofkin, 1997)

3: Expressions of racial prejudice often peak at ages 4 and 5. (Aboud, 2008)

4: By five, Black and Latinx children in research settings show no preference toward their own groups compared to Whites; White children at this age remain strongly biased in favor of whiteness. (Dunham et al., 2008)

5: By kindergarten, children show many of the same racial attitudes that adults in our culture hold—they have already learned to associate some groups with higher status than others. (Kinzler, 2016)

6+: Explicit conversations with 5-7 year olds about interracial friendship can dramatically improve their racial attitudes in as little as a single week. (Bronson & Mervin, 2009)

Young children notice and think about race. Adults often worry that talking about race will encourage racial bias in children, but the opposite is true. **Silence about race reinforces racism** by letting children draw their own conclusions based on what they see. Teachers and families can play a powerful role in helping children of all ages develop positive attitudes about race and diversity and skills to promote a more just future—but only if we talk about it!

Do some learning of your own to get ready for conversations with children. Here are some good places to seek *information and training*:

- Teaching Tolerance — tolerance.org
- Raising Race Conscious Children — raceconscious.org
- Embrace Race — embrace-race.org
- Teaching for Change — teachingforchange.org
- AORTA Cooperative — aorta.coop
- Fortify Community Health (CA) — fortifycommunityhealth@gmail.com
- Delaware Valley Assoc. for the Education of Young Children (PA) — dvaec.org

© 2018 • Updated Feb. 28 2018
The Children's Community School
1212 South 47th Street, Philadelphia PA 19143
childrencommunityschool.org

Implicit Bias | Preface: Biases and Heuristics

by BruinX

YOUTUBE

Black Lives Matter Explained

Schemas

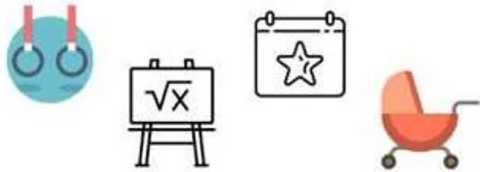


Implicit Bias | Lesson 4: Explicit v. Implicit Bias
by BruinX
YOUTUBE

Implicit Bias | Lesson 1: Schemas
by BruinX
YOUTUBE

Attitudes and Stereotypes

stereotypes also apply to people...



Implicit Bias | Lesson 2: Attitudes and Stereotypes
by BruinX
YOUTUBE

Implicit vs. Explicit Bias

Implicit Bias Countermeasures

Decoupling

- ✓ pre-determined job criteria
- ✓ standardized evaluation forms
- ✓ structured interviews

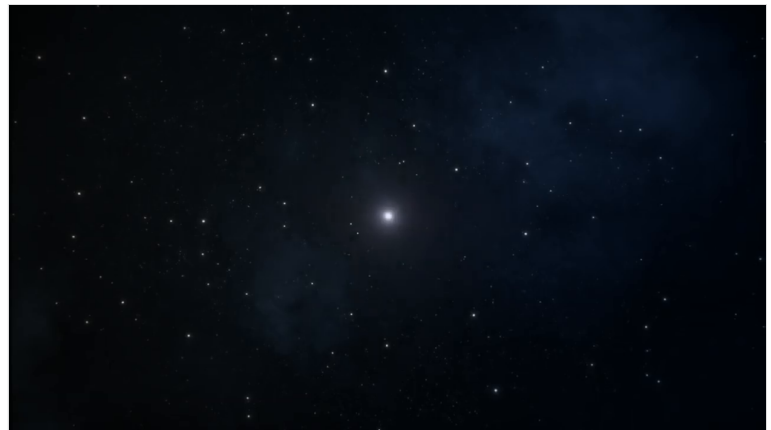
diverse sea



Implicit Bias | Lesson 6: Countermeasures
by BruinX
YOUTUBE

To Think About

Verna Myers TED Talk: How to overcome our biases? Walk boldly toward them



Verna Myers_ How to overcome our biases_ Walk boldly toward them
17:53 video
PADLET DRIVE

Why Are Black Women and Girls Still an Afterthought in Our Outrage Over Police Violence?

Why Are Black Women and Girls Still an Afterthought in Our Outrage Over Police Violence?

Brittney Cooper explains that rendering Black women as the afterthought in matters of police violence sparked the Say Her Name campaign.

TIME



Why people of color need spaces without white people

Why People of Color Need Spaces Without White People

I'm breathing deeply as I write this. What I'm writing about is charged. I feel this energy in my body. It's a heat in my throat and a rumbling in my belly. It's an intensity that's frustrated that these words must even be written.

THE ARROW



Why Aren't We All Talking About Breonna Taylor?

Why Aren't We All Talking About Breonna Taylor?

Like George Floyd, she was also killed by the police, but her case remains largely disconnected from the broader narrative. - Andrea Ritchie, author of "Invisible No More: Police Violence Against Black Women and Women of Color" In Her Words is available as a newsletter.

NYTIMES



Women Have Always Been a Part of White Supremacy

Women Have Always Been a Part of White Supremacy

When you look back at the images from the white nationalist rally in Charlottesville, Virginia, last weekend, you might get the impression that women were largely absent. But that doesn't mean they haven't always been present in white supremacist ideas and actions in very important, albeit less memorable, ways.

TEEN VOGUE



Our liberation is bound together

Our Liberation is Bound Together - Embracing Equity

Our Liberation Is Bound Together By Dr. Nicole Evans, Faybra Hemphill, Daisy Han, and Katie Kitchens "If you have come here to help me you are wasting your time, but if you have come because your liberation is bound up with mine, then let us work together."

EMBRACING EQUITY



How Well-Intentioned White Families Can Perpetuate Racism

How Well-Intentioned White Families Can Perpetuate Racism

Photo by Gretchen Ertl / Reuters . When Margaret Hagerman was trying to recruit white affluent families as subjects for the research she was doing on race, one prospective interviewee told her, "I can try to connect you with my colleague at work who is black. She might be more helpful."

POCKET



How to deconstruct racism, one headline at a time

Baratunde Thurston: How to deconstruct racism, one headline at a time

Baratunde Thurston explores the phenomenon of white Americans calling the police on black Americans who have committed the crimes of ... eating, walking or generally "living while black." In this profound, thought-provoking and often hilarious talk, he reveals the power of language to change stories of trauma into stories of healing - while challenging us all to level up.

TED



I don't need love texts from my white friends

Opinion | I Don't Need 'Love' Texts From My White Friends

I need them to fight anti-blackness. By Mr. Sanders is a writer. My book is coming out in a few months, and I don't know if I'm going to be alive to see it, because I'm a black man.

NYTIMES



Dear White People: Let's Not Continue To Be Our Ancestors

Dear white people: Let's not continue to be our ancestors

Dear white family and friends, fellow white people I don't know, white-identified people, and non-Black people in general, receive this in the spirit with which it is offered. I want to help you navigate the moment we are in. Let's accept and acknowledge that the fires we see burning now should be emblems of our...

EVERYDAY RACE BLOG



Remember, No One is Coming to Save Us

Opinion | Remember, No One is Coming to Save Us

Eventually doctors will find a coronavirus vaccine, but black people will continue to wait for a cure for racism. After Donald Trump maligned the developing world in 2018, with the dismissive phrase "shithole countries," I wrote that no one was coming to save us from the president.

NYTIMES



I have privilege as a white person because I can do all of these things without thinking twice:

I have privilege as a white person because I can do all of these things without thinking twice:

Some content may contain graphic images: viewer discretion advised.

DEMCAS



An open letter to my nonblack friends: My life matters more than your comfort

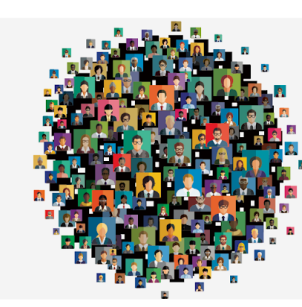
An open letter to my nonblack friends: My life matters more than your comfort

It's me: your black friend. You know me. That black friend from high school, summer camp, college or work. The one that makes you feel cool. That black friend that doesn't threaten your whiteness, doesn't hold you accountable. That black friend that makes you comfortable all the time.

HTTPS://WWW.THELILY.COM



Being an Ally



Being a White ally ... requires White readers to reflect on how they have benefited from racial privilege and how their own assumptions and attitudes about race have shaped their thinking and interactions with people of color.

Explaining #NotAllWhitePeople

900182099675811844

by Adrian C. Jackson

TWITTER



How Amy Cooper and George Floyd represent two versions of racism that Black Americans face everyday

Opinion | How Amy Cooper and George Floyd represent two versions of racism that black Americans face every day

How refreshing it would have been if Amy Cooper had said, "Yep, that was a pretty clear act of racism on my part," instead of apologizing to "that man" and insisting that she was not really a racist. She might not be, but her actions surely were.

WASHINGTON POST



A perspective on riots

How to respond to "riots never solve anything!"

A quick roundup of things to say to Saltine Americans clutching their pearls over rioting and looting: 1) "Rioting never solves anything!" This country was founded on rioting (and looting). The colonists didn't politely ask to be independent - they started a war. Gays threw a brick.

SO LET'S TALK ABOUT ____.



15 Kid-Friendly Movies That Can Help Build a Conversation About Race and Racism

Talking to your kids about race is essential, but difficult. If you want to start a dialogue about racial prejudice, these 15 kid-friendly movies about race may help.

WOMAN'S DAY



A letter

I saw this and thought it was powerful. Ask yourself not how people are protesting. First ask, WHY.



Ryan Michaels

May 31 at 4:42 PM · 🌐

I owe you an apology Kaep. Four years ago you made a statement and I didn't agree with your platform. Many of my family members, and people I love, defended and died for the flag for which you knelt before. I was offended and openly critical of your protest. I failed to lovingly come by your side and hear your heart. I looked at how you were protesting instead of why. As a result, your cry for help fell upon deaf ears. I'm sorry. Perhaps if I listened four years ago, things would be different today. Maybe if I joined you in your crusade we could have made an impact together. You chose to peacefully kneel and I condemned you. For that, I am sorry.

Movies, Podcasts, Social Media

Mercy

Stream for FREE the month of June.

Michael B. Jordan's *Just Mercy* is free to stream, to help educate on systemic racism

Warner Bros. has announced 2019 legal drama *Just Mercy* will be available to rent for free in the US from Apple TV Plus, Amazon and other digital platforms, throughout June. The studio made the announcement on Blackout Tuesday, an initiative to protest George Floyd's death in police custody.

CNET



Movie to Stream

So you want to learn about racism in America? Stream these 20 compelling movies and TV shows

Hello, and welcome to your first of many lessons in learning about racial inequality in the United States. As protests erupt, sparked by the death of George Floyd at the hands of police and fueled by years of systemic racism, you may be looking for resources to help you better understand why Black folks are upset, angry, tired, fed up, sad, emotionally drained and ...

USA TODAY



Two Thumbs Up: Movies and Documentaries to Use (and Avoid) When Teaching Civil Rights

Two Thumbs Up: Movies and Documentaries to Use (and Avoid) When Teaching Civil Rights - Zinn Education Project

Documentaries and movies are highly effective tools for teaching civil rights history. They make the movement come alive, breathing life into the nameless and faceless masses who mobilized and organized for change.

ZINN EDUCATION PROJECT



15 Kid-Friendly Movies to Help Build a Conversation About Race and Racism

Organizations you may consider following on social media:

List compiled by: Sarah Sophie Flicker and Alyssa Klein

- 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](#)
- The Movement For Black Lives (M4BL): [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](#)

Podcasts

Taken from [NPR](#)

[Floodlines](#) from *The Atlantic*

An audio documentary about the aftermath of Hurricane Katrina, *Floodlines* is told from the perspective of four New Orleanians still living with the consequences of governmental neglect. As COVID-19 disproportionately infects and kills Americans of color, the story feels especially relevant. "As a person of color, you always have it in the back of your mind that the government really doesn't care about you," said self-described Katrina overcomer Alice Craft-Kerney.

[1619](#) from *The New York Times*

"In August of 1619, a ship carrying more than 20 enslaved Africans arrived in the English colony of Virginia. America was not yet America, but this was the moment it began." Hosted by recent Pulitzer Prize winner Nikole Hannah-Jones, the 1619 audio series chronicles how black people have been central to building American democracy, music, wealth and more.

[Intersectionality Matters!](#) from *The African American Policy Forum*

Hosted by Kimberlé Crenshaw, a leading critical race theorist who coined the term "intersectionality," this podcast brings the academic term to life. Each episode brings together lively political organizers, journalists and writers. [This recent episode](#) on COVID-19 in prisons and other areas of confinement is a must-listen.

[Throughline](#) from NPR

Every week at *Throughline*, our pals Rund Abdelfatah and Ramtin Arablouei "go back in time to understand the present." To understand the history of systemic racism in America, we recommend "[American Police](#)," "[Mass Incarceration](#)" and "[Milliken v. Bradley](#)."

[Code Switch](#)

Remember when folks used to talk about being "post-racial"? Well, we're definitely not that. We're a multi-racial, multi-generational team of journalists fascinated by the overlapping themes of race, ethnicity and culture, how they play out in our lives and communities, and how all of this is shifting

The following list compiled by: Sarah Sophie Flicker and Alyssa Klein

- [About Race](#)
- [Brené with Austin Channing Brown on I'm Still Here: Black Dignity in a World Made](#)
- [Good Ancestor](#)
- [Momentum: A Race Forward Podcast](#)
- [Pod For The Cause \(from The Leadership Conference on Civil & Human Rights\)](#)
- [Pod Save the People \(Crooked Media\)](#)
- [Seeing White](#)

[CTAC: Black Boys and Men Podcast Series](#)

Additional podcasts can be found by clicking the link below.

Essential Listening: Podcasts on Race and Racism

In the wake of George Floyd's killing, protests against racial injustice and police brutality have spread around the globe. Issues surrounding systemic racism and inequality continue to dominate the attention of the media as well as conversations in our everyday lives.

REWIRE



The Anti-Racist Starter Pack: 40 TV Series, Documentaries, Movies, TED Talks, and Books to Add to Your List

The Anti-Racist Starter Pack: 40 TV Series, Documentaries, Movies, TED Talks, and Books to Add to Your List

So you want to be an ally but don't know where to start? First of all, thank you and welcome. This is an ever growing community of people who refuse to accept Black death and institutionalized racism as the norm. This community takes measurable steps, is intentional about their day-to-day interactions, and is committed to [...]

PARADE



How Stude

TED Talks

Dr. Kimberlé Crenshaw : The Urgency of Intersectionality

Kimberlé Crenshaw: The urgency of intersectionality

Now more than ever, it's important to look boldly at the reality of race and gender bias -- and understand how the two can combine to create even more harm. Kimberlé Crenshaw uses the term "intersectionality" to describe this phenomenon; as she says, if you're standing in the path of multiple forms of exclusion, you're likely to get hit by both.

TED



Talks to help you understand racism in America

9 TED Talks to help you understand racism in America

For black Americans, the far-reaching effects of racism are felt daily. From passionate pleas for reform to poetic turns of phrase, these speakers take an honest look at everyday realities and illuminate the way forward.

TED



How Students of Color Confront Imposter Syndrome

Dena Simmons: How students of color confront impostor syndrome

As a black woman from a tough part of the Bronx who grew up to attain all the markers of academic prestige, Dena Simmons knows that for students of color, success in school sometimes comes at the cost of living authentically.

TED



How Racism Makes Us Sick

David R. Williams: How racism makes us sick

Why does race matter so profoundly for health? David R. Williams developed a scale to measure the impact of discrimination on well-being, going beyond traditional measures like income and education to reveal how factors like implicit bias, residential segregation and negative stereotypes create and sustain inequality.

TED



What it Takes to be Racially Literate

Priya Vulchi and Winona Guo: What it takes to be racially literate

Over the last year, Priya Vulchi and Winona Guo traveled to all 50 US states, collecting personal stories about race and intersectionality. Now they're on a mission to equip every American with the tools to understand, navigate and improve a world structured by racial division.

TED



Other

Donations

From: <http://antiracismforbeginners.com/> (found within Google documents section)

While donating to National Organizations may help to combat injustice, some argue that the best way to make an impact is to donate to smaller local organizations and individuals in your area or nationally where an impact can be immediately experienced and resources can be spread more broadly. There has been some criticism in the provision of resources to top ranking national organizations such as NAACP and ACLU because these organizations are often the winners of large grants and the recipients of corporate donations whereas smaller organizations are not able to compete. Micro donations, therefore, are best used to help elevate lesser known start up organizations, individuals, and platforms.

Thus you are encouraged to find local organizations that align with your voice and vision of social justice to donate to.

If you remain curious about where to start, below is a list of organizations. This link does not constitute an endorsement.

135 Ways to Donate in Support of Black Lives and Communities of Color

135 different funds and organizations to donate to in support of black lives and communities, including ACLU, NAACP, The Loveland Foundation, Reclaim The Block, Color of Change, Fair Fight, The Conscious Kid, Know Your Rights Camp, and more.

THE STRATEGIST



Colorado: Supporting Black Owned Businesses

200+ Black Owned Businesses to Support in Denver

As the protests against police brutality continue on, it's more important than ever to look at ways Denver can support its black community. We've compiled a list of every black-owned bu...

303 MAGAZINE



Colorado Representatives

Senator Michael Bennet - 202-224-5852

Senator Cory Gardner - 202-224-5941

Congresswoman Diana DeGette, 202-225-4431

Congressman Joe Neguse, 202-225-2161

Congressman Scott Tipton, 202-225-4761

Congressman Ken Buck, 202-225-4676

Congressman Doug Lamborn, 202-225-4422

Congressman Jason Crow, 202-225-7882,

Congressman Ed Perlmutter, 202-225-2645
