

equity + community + education



THANK YOU

There are many organizations and individuals who are creating resource lists. I have captured only some below. Thank you for the work many of you are doing to keep our loved ones informed, especially the People of Color and, specifically Black people, who continue to share resources while they (we) remain incomplete in our own healing and processing.

Before You Begin

The list of resources below were generated within days of increased protests in the world after the murder of Black men, women, and transpeople. This is not a complete list of the available resources to adults who want to learn about, and unlearn, biases in order to show up differently for the people they know and love.

Below is the beginning of action steps you can take. This same list can be found on page 9 of this packet. Grab a new journal, open up a new google doc, sharpen a pencil or refill that pen because it is time to actively learn, not passively read!

- What will you read first, next, and why?
- Who will you invite into the conversation?
- How did the reading or podcast inform your current mindset or challenge your thinking?
- What would you say changed in you as a result of reading or listening to the resource?
- How has this reading or podcast changed your parenting practices?
- How has this altered the ways you show up for and with white friends, friends of color, and Black friends?
- How has this reading or podcast changed the ways you show up in your home community, place of worship, stores, or other businesses?
- What will you read or do next? (Then start at the top and review the steps.)

- **Don't avoid it.** “As moms and dads, we can be scared to talk about something so raw, and ugly,” said Tamara Buckley, an associate professor of counseling and psychology at Hunter College and the co-author of “[The Color Bind: Talking \(and Not Talking\) About Race at Work](#).” “But not bringing it up doesn't protect your family. It only puts the conversation in others' hands.”
- **All kids — not just children of color — need to talk.** “Every youth needs to be nurtured to practice empathy, not judgment,” said [Renée Watson](#), who has worked with high school students struggling to process the Black Lives Matter movement and whose work includes the young adult novel “This Side of Home.” “It's time for us to get out of our own worlds. To be critical thinkers, young people must be exposed to news about every demographic.”
- **It's O.K. not to have answers.** “Don't be afraid to be vulnerable in front of your child,” said Ms. Watson. “Even as a teacher I don't know everything. It's not about me trying to get students to think how I do, but to create room for dialogue.”
- **Ask open-ended questions.** Buckley suggested asking: “How are you feeling about what you're seeing in the news? What are your friends saying? What bothers you the most?”
- **Notice changes in behavior.** “Your son might answer, ‘It's not bothering me,’” Dr. Buckley said. “Some young people may be in such shock they can't take in the news. Keep a close eye on them. Do they seem stressed? Isolated? Watch for changes in demeanor, which can suggest they're upset even if they're telling you otherwise.”
- **Turn to art.** “If things get tense, music, painting, and dance are great ways to express yourself,” said Ms. Watson, who was a 2013 NAACP Image Award nominee. She said multicultural publishers like Lee & Low “know we need a mix of ‘mirror’ books — in which we see ourselves reflected — and ‘window’ books — in which we see others.” She offered a checklist to measure the diversity in your home library: Do all the titles featuring black characters focus only on slavery? Do all the ones about Latinos emphasize immigration? Are all your L.G.B.T.Q. books coming out stories? If so, you could consider books that examine broader issues in these communities.
- **Educate yourself about social justice.** “Know the difference between equality and equity,” said Shuber Naranjo, a diversity educator at Bank Street School for Children in Manhattan. “It's like in a Broadway theater, there are the same number of stalls in the women's and men's bathrooms. It's equal, but not equitable, because you see a longer line for women.”
- **Don't go it alone.** Racism is a tough subject for one person to tackle. “Seek out other dads and moms,” Dr. Buckley suggested, “and find ways to support one another. I've noticed all this racial violence has been a real point of connection between black and white parents.”

- [Talking Race With Young Children](#) - Even babies notice differences like skin color, eye shape and hair texture. Here's how to handle conversations about race, racism, diversity and inclusion, even with very young children.
- [Being Antiracist](#) - To create an equal society, we must commit to making unbiased choices and being antiracist in all aspects of our lives.
- [Embrace Race - Let's Raise a Generation of Children Who Are Thoughtful, Informed, and Brave About Race.](#)
- [TALKING ABOUT RACE](#)
- [Talking about Racism for Every Age Group \(for parents\)](#)
- [Talking to Kids about Racial Violence](#)
- [Talking to Kids about Discrimination](#)
- [Talking about Coronavirus and Racial Discrimination](#)
- [Resources for Talking About Race, Racism, and Racialized Violence with Kids](#)
- [Undoing Racism Resources for Covid-19](#)
- [How Race was Made](#)
- [How to Support BLM in every city](#)
- [26 Ways to be In the Struggle beyond the Street](#)
- [REFLECTING ON GEORGE FLOYD'S DEATH AND POLICE VIOLENCE TOWARDS BLACK AMERICANS](#)
- [Anti Racist Resource Guide](#) - This document was created to be used as a resource for anyone looking to broaden their understanding of anti-racism and get involved to combat racism, specifically as it relates to anti-Blackness and police violence.

How do I talk about whiteness?

- ['100 Race Conscious Things You Can Say to Your Child to Advance Racial Justice](#)
- [Raising Race Conscious Children](#) - “WHY BRING IT UP?” PUSHING BACK AGAINST WHITE SUPREMACY Excerpt:...the conversation about race and identity isn't one 100-minute conversation. Thankfully, it's more like “100 one-minute conversations.”
- [Why Talk About Whiteness?](#) - We can't talk about racism without it.
- [Amy Cooper: The Paradox of the Shameless White Liberal](#): How pious white anti-racism can contribute to racist behavior
- [Anti-Racism Resources](#) for White People (recent compilation)
- [From Christian Cooper to George Floyd: A letter to white parents](#)
- [5 Things White People can do Right now-](#) SURJ

Where can I donate?

- [RECLAIM THE BLOCK](#) — Minneapolis organization reallocating city money toward “community-led safety initiatives”.
- [GOFUNDME](#) for George Floyd's funeral and burial costs, and care for his children; [GOFUNDME](#) for Ahmaud Arbery's mother.
- FREE Queer BIPoC Mental Health Counseling - [GOFUNDME](#)
- [FUNDS](#) - compiled list across the country of places to donate.
- [MINNESOTA FREEDOM FUND](#) and the [BROOKLYN BAIL FUND](#)
- [BLACK VISIONS COLLECTIVE](#) - a Black, trans, and queer-led social justice organization and legal fund based in Minneapolis-St. Paul.
- [GAS MASK FUND](#) for Black youth activists in Minneapolis is raising money to buy gas masks for demonstrators who've faced tear gas during protests.
- [FREE THEM ALL FOR PUBLIC HEALTH](#) - which aims to free incarcerated people amid the coronavirus pandemic.
- [BLACK LIVES MATTER](#) - whose mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities.
- [SISTERS CIRCLE](#) - Sister's Circle mission succeeds in giving women the social and behavioral skills they need to adapt and live a healthier and more fulfilled life.

White Affinity Group Reading / Listening List

(the following resource list was created after a group of white parents facilitated a conversation on June 3, 2020 with other white parents in the wake of racial protests and violence).

This is *not* a comprehensive list by any means.

Articles

- [7 Reminders for White Parents Talking to Their Kids About Police Killing Black People](#) by Katie Taström
- [George Floyd. Ahmaud Arbery. Breonna Taylor. What do we tell our children?](#) By Alia Dastagir
- [How Not To Raise A Racist White Kid](#) by Jennifer Harvey
- [Talking to Children After Racial Incidents](#) by Howard Stevenson
- [What White Children Need to Know About Race](#) by Ali Michael and Eleonora Bartoli
- [Your Black Colleagues May Look Like They're Okay -- Chances Are They're Not](#) by Danielle Cadet
- [Amy Cooper: The Paradox of the Shameless White Liberal](#) by Musa al-Gharbi
- [White Women's Tears and the Men Who Love Them](#) by Robin DiAngelo
- [Save the Tears: White Woman's Guide](#) by Tatiana Mac
- [What If Being Called a "Racist" Is the Beginning, Not the End, of the Conversation?](#) By Elizabeth Denevi (based on article by Ali Michael)
- [9 Phrases Allies Can Say When Called Out Instead of Getting Defensive](#) by Sam Dylan Finch
- [Dear fellow white people: Here's what to do when you're called racist.](#) (Washington Post op-ed) By Rebecca Hains
- [NYT 1619 Project](#) - Marking 400 years since slavery in the U.S. began. The related podcast is very good, too.
- [White Supremacy Culture](#) by Tema Okun
- [Framework for Anti-Racist Action Planning](#) by Margery Freedman and Diana Dunn
- [24 Books for Anti-Racist Teachers – White Fragiles Beware!](#) From Culturally Responsive Leadership
- [What It Really Means to Be a White Teacher](#) by Elizabeth Denevi

BOOKS:

- [White Fragility: Why It's So Hard for White People to Talk about Race](#) by Robin DiAngelo
- [So You Want to Talk about Race](#) by Ijeoma Oluo
- [BlindSpot: Hidden Biases of Good People](#) by Mahzarin Banaji and Anthony Greenwald
- [Waking Up White and Finding Myself in the Story of Race](#) by Debby Irving
- [White Like Me: Reflections on Race from a Privileged Son](#) by Tim Wise
- [Why Are All the Black Kids Sitting Together in the Cafeteria?](#) by Beverly Daniel Tatum
- [White Rage: The Untold Truth of Our Racial Divide](#) by Carol Anderson
- [Raising White Kids: Bringing Up Children in a Racially Unjust America](#) by Jennifer Harvey
- [Lies My Teacher Told Me: Everything Your American History Textbook Got Wrong](#)
by James W. Loewen
- [Understanding White Privilege: Creating Authentic Relationships Across Race](#) by Frances Kendall
- [Witnessing Whiteness: The Need to Talk About Race and How to Do It](#) by Shelly Tochluk
- [Birth of a White Nation: The Invention of White People and Its Relevance Today](#) by
Jacqueline Battalora
- [How to Be an Antiracist](#) by Ibram X. Kendi
- [The Guide for White Women Who Teach Black Boys](#) by Eddie Moore and Ali Michael
- [Raising Race Questions: Whiteness and Inquiry in Education](#) by Ali Michael
- [They Were Her Property: White Women as Slave Owners in the American South](#) by Stephanie E. Jones-Rogers

PODCASTS:

- [Code Switch](#) NPR podcast, particularly the first episode on May 31, 2016 “[Can We Talk About Whiteness?](#)”
- [Buried Truths](#) - hosted by Hank Klibanoff, investigates still-relevant stories of injustice, resilience and racism in the American South.
- [White Lies](#) - two journalists reexamine the 1965 murder of Rev. James Reeb in Selma, Alabama.
- [Scene on Radio: Seeing White](#) (esp [Episode #13 White Affirmative Action](#))
- The Daily (NYT) “[Racisms Punishing Reach](#)” (plus [print version](#))
- [NYT Still Processing](#) with Jenna Wortham and Wesley Morris
- [The Nod](#) with Brittany Luse and Eric Eddings
- [Our National Conversation About Conversations About Race](#) with Baratunde Thurston, Tanner Colby, Anna Holmes, Fazeelat Aslam and more.
- “[How Can I Say This So We Can Stay In This Car Together?](#)” On Being with Krista Tippit talks with poet, essayist, and playwright Claudia Rankine
- [Jennifer Harvey on NPR's "Its Been A Minute with Sam Sanders"](#)

VIDEOS:

- [Red Table Talks: Unpacking White Privilege and Prejudice](#)
- [Virtual Reality Racism](#) - Interesting virtual reality video made by a Columbia Professor so we can better understand what a person of color goes through in life.

EMAIL NEWSLETTERS:

- [Race/Related](#) newsletter. NY Times Race/Related email newsletter. February 9, 2019 explained the issue of “Blackface” well.
- [NPR Code Switch Newsletter](#). Great weekly topical subscription email newsletter on race issues in our world.

WEBSITES:

- [Showing Up for Racial Justice](#) - SURJ is a national network working to undermine white supremacy and to work toward racial justice.
- [Embrace Race](#) - “Raising a Brave Generation” Great resources for talking about race at every age level. Terrific Facebook feed.
- [Undoing Racism - The Peoples Institute for Survival and Beyond](#) - The People’s Institute helps individuals, communities, organizations and institutions move beyond addressing the symptoms of racism to undoing the causes of racism so as to create a more just and equitable society. [The Undoing Racism Workshop is a life-changing experience.]
- [Race Forward](#) - Race Forward catalyzes movement building for racial justice. In partnership with communities, organizations, and sectors, we build strategies to advance racial justice in our policies, institutions, and culture. Monthly newsletter and articles.

More anti-racism resources to check out:

- [75 Things White People Can Do for Racial Justice](#)
- [Anti-Racism Project](#)
- [Jenna Arnold’s resources \(books and people to follow\)](#)
- [Rachel Ricketts’ anti-racism resources](#)
- [Resources for White People to Learn and Talk About Race and Racism](#)
- [Showing Up For Racial Justice’s educational toolkits](#)
- [“Why is this happening?” — an introduction to police brutality from 100 Year Hoodie](#)
- [Zinn Education Project’s teaching materials](#)

WHERE TO FIND CHILDREN'S BOOKS

- [Black Lives Matter Resource Guide](#)
- [Black Lives Matter Coloring Book](#)
- [D.C. Area Educators for Social Justice](#)
- [Diverse Book Finder](#)
- [EmbraceRace Book Choices](#)
- [We Need Diverse Books](#)

After You Have Read or Listened to Something

What you do after you read or listen to the resources listed in this packet is as important as reading or listening to them in the first place. Below are some action steps to consider as you try to move from passively participating in systems that contribute to oppression towards active engaging in activism, allyship, and anti-bias parenting, teaching, friending.

Shifting your mindset and everyday acts of anti-bias actions is a lifetime of learning and work. The check list below is not a comprehensive nor complete, it is only intended to spark reflection and dialogue.

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