



RACIAL JUSTICE TOOLKIT

ANTI-RACIST RESOURCE GUIDE FOR BIPOC & ALLIES

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A Syllabus and Resource for People of Color and Allies

Disclaimer: Overview and resources curated as a companion to the “Authentic Allyship” Workshop Series created by Shalonda Martin and Chandra Montgomery. Concepts and ideas filtered and interpreted through the intersectional lens of a Black Woman Experience.

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Overview

Pro-tip: Get comfortable with being uncomfortable; the magic happens outside of your comfort zone!

What is an Ally?

An ally is a person with systemic power who acts in solidarity with a group of people who are systemically disempowered. An authentic ally elevates her self-awareness, educates herself on social justice and leverages her privilege, influence and resources to rise to the call of dismantling structural oppression.

Types of Allies

- **Authentic:** Someone who takes risks and makes genuine, selfless efforts to dismantle systemic racism and create equity; this person is in the fight for the long haul and is committed to doing the work and being accountable
- **Performative:** Someone who engages in self-centered, opportunistic demonstrations of anti-racism and allyship for the purpose of virtue signaling; this person does not do the real work of authentic allyship
- **Undercover:** Someone who has value alignment with antiracist ideology but only shares this sentiment through covert means; this person voices support privately and seeks to mitigate personal risk
- **Idle:** Someone who supports antiracism theoretically but declines taking risks or doing any work; this person is likely to remain silent in the face of bigotry or systemic racism and does not make any effort to disrupt the status quo

Barriers to Allyship: There are legitimate barriers to authentic allyship that an individual committed to racial equity can anticipate and mitigate.

- Morality Judgment (concern with being labeled a “bad person”)
- Part-time Engagement (lack of consistency and commitment)
- Desire to be Liked
- Award Mentality (performative allyship)
- Lack of Confidence (fear of getting it wrong)
- Limiting Beliefs (focus on narratives that impede engagement)
- Denial (unwillingness to acknowledge a problem)
- Lack of Knowledge

Allyship Rx:

- Listen & Learn
- Reflect & Correct
- Interrupt & Disrupt (systems of oppression)
- Advocate
- Collaborate
- **ACT**

Steps to Incorporate Authentic Allyship in Daily Life:

- Acknowledge the difficulty of the work
- Know that you have more to learn
- Know that you have room to grow
- Understand that the issues are systemic
- Understand that you will likely mess-up
- Be humble
- Accept criticism
- Do the work

Blueprint for Inclusion:

- Observe your network and expand to fill gaps
- Amplify the voices of the marginalized
- Celebrate Differences
- Cherish Feedback
- Invite discussions with those in oppressed groups
- Respect Boundaries

Resources for Allyship at Work

- *The Memo* by Minda Harts
- Being Black in Corporate America: An Intersectional Exploration (December 2019), Center for Talent Innovation
- The Roadmap for Racial Equity Report (September 2019), National Skills Coalition
- National Center for Institutional Diversity, University of Michigan
- McKinsey & Co. Report: Insights on Diversity & Inclusion (May 2020)
- Janet Stovall TEDx: “How to get serious about diversity and inclusion in the workplace” (July 2018)

- Harvard Business Review:
 - “Women of Color Get Less Support at Work”
 - “Confronting Racism at Work: A Reading List”
- Race/Related: *New York Times* weekly newsletter focused on race, identity and culture
- Project Implicit, Harvard University: <https://implicit.harvard.edu/implicit/takeatest.html>

Digital Media Resources

TED & TEDx Talks

1. **Ibram Kendi**: *The difference between being “not racist” and antiracist* (6/2020)
2. **Heather McGhee**: *Racism has a cost for everyone* (4/2020)
3. **Baratunde Thurston**: *How to deconstruct racism, one headline at a time* (4/2019)
4. **Paul Rucker**: *The symbols of systemic racism & how to take their power away* (4/2018)
5. **Joy Buolamwini**: *How I’m fighting bias in algorithms* (3/2017)
6. **Brittney Cooper**: *The racial politics of time* (10/2016)
7. **Kimberlé Crenshaw**: *The urgency of intersectionality* (10/2016)
8. **Vernā Myers**: *How to overcome our biases? Walk boldly toward them* (11/2014)
9. **Melody Hobson**: *Color blind or color brave?* (3/2014)

Podcast Recommendations

1. **The 1619 Project** by the *New York Times*
2. **Beyond Aporia #78** by Common Ground: “How Shall We Remember?”
3. **Intersectionality Matters!** w/Kimberlé Crenshaw
4. **Factually!** with Adam Conover, Ep. 10: “Skewed Civil War Stories w/Christy Coleman”
5. **Into America**, “Into Reparations with Nikole Hannah-Jones”, June 24, 2020: & “Into an American Uprising” series, June 1-5
6. **Why Is This Happening** with Chris Hayes: “Slavery’s Enduring Political Legacy” w/Maya Sen & Matthew Blackwell, Nov. 2018; “Undermining Black Homeownership” w/Princeton’s Dr. Keeanga-Yamahtta Taylor, Oct. 2019; “Voter Suppression Past and Present” w/Dr. Carol Anderson, Oct. 2018; “School Segregation in 2018” w/Nikole Hannah-Jones, July 2018 and “The Cost of Division” w/ Heather McGhee, April 2018

Streaming Documentary TV/Film

1. *The 13th* (Ava Duvernay, Netflix documentary)
2. *The Central Park Five* (Ken Burns, PBS)
3. James Baldwin documentary: *I Am Not Your Negro* (Netflix, PBS)
4. *Slavery by Another Name* (PBS)
5. *True Justice: Bryan Stevenson’s Fight for Equality* (HBO)

Other

1. A Conversation on Race & Privilege with Angela Davis and Jane Elliott at the University of Houston (9/2018; streaming on Youtube)
2. www.thegreatunlearn.com (from Rachel Cargle)
3. www.guidetoallyship.com
4. C-SPAN Congressional Hearing on Slavery Reparations (Streaming on Youtube)
5. "Housing Segregation and Redlining" by NPR's *Codeswitch* (Streaming, Youtube & npr.org)
6. Now This: The Segregation Myth (Streaming on Youtube)

Book Recommendations

1. "Between the World and Me" by Ta-Nehisi Coates
2. "Biased: Uncovering the Hidden Prejudice that Shapes What We See, Think and Do" by Dr. Jennifer L. Eberhardt
3. "Buried in the Bitter Waters: The Hidden History of Racial Cleansing in America" by Elliot Jaspin
4. "Critical Race Theory" edited by Crenshaw, Gotanda, Peller, Thomas
5. "How to Be Antiracist" by Dr. Ibram Kendi
6. "I'm Still Here: Black Dignity in a World Made for Whiteness" by Austin Channing Brown
7. "Me and White Supremacy" by Layla Saad
8. "Real American" by Julie Litchcott-Haims
9. "So You Want to Talk About Race" by Ijeoma Oluo
10. "Stamped from the Beginning" by Dr. Ibram Kendi
11. "The Color of Law" by Richard Rothstein
12. "The Color of Money" by Mehrsa Baradaran
13. "The New Jim Crow" by Michelle Alexander
14. "Thick and Other Essays" by Dr. Tressie McMillan Cottom
15. "White Rage: The Unspoken Truth of Our Racial Divide" by Dr. Carol Anderson
16. "Why I'm No Longer Talking to White People About Race" by Reni Eddo-Lodge

History Resource Recommendations

Museums:

<https://www.blackpast.org/african-american-museums-united-states-and-canada/>

Structural Racism Historical Flashpoints

- Freedmen's Bank Collapse, 1874
- Greenwood Massacre, 1921 ("Black Wall Street" Tulsa, OK)
- Rosewood Massacre, 1923 (Rosewood , FL)
- Wilmington Insurrection, 1898 (Wilmington, NC)
- Tuskegee Syphilis Experiment (Public Health Service, 1932-1972)
- Unwanted Sterilization & Eugenics Programs in the United States
- Cointelpro

Resources for Interrogating Whiteness & White Supremacy

- *The Invisible Knapsack* by Peggy McIntosh
- "Race in the U.S.", a free public course from Dr. Tressie McMillan Cottom (Lecture, The New School; Streaming on Youtube)
- Scene on Radio podcast, *Season 2: Seeing White* (Center for Documentary Studies, Duke U.)
- Showing Up for Justice: White Supremacy Culture
- Toward a Bibliography of Critical Whiteness Studies edited by Tim Engles, Eastern Illinois University (2006)
- "Whiteness as Property" by Professor Cheryl Harris, UCLA Law School
- PBS Documentary: RACE | The Power of an Illusion
- *Working Toward Whiteness: How Immigrants Became White* (The Strange Journey from Ellis Island to the Suburbs) by David Roediger
- *Dying of Whiteness: How the Politics of Racial Resentment is Killing America's Heartland* by Jonathan Metzl (Jonathan Metzl was also a guest on "Why Is This Happening" podcast)
- *Dog Whistle Politics* by Ian Haney Lopez
- White Anti-racist Activists to follow: Tim Jacob Wise, Jane Elliott

Hard Truths:

- White supremacy is a cultural and political power structure that orders society. White supremacy is pervasive and internalized across the spectrum of racialized identity. Making matters worse, people are conditioned to shy away from acknowledging or discussing the phenomenon which works to reinforce the system and allows it to persist unchecked.
- We are taught to understand racism as individual acts of malice as opposed to an invisible system that confers and protects racial dominance.
- Meritocracy is a fallacy.
- Identifying as “not a racist” doesn’t advance equity, active antiracism does.
- Reverse racism is not real; racism is rooted in **power + privilege**. Full stop. (note: prejudice & bigotry are unique and distinct from racism)
- On average, Black families earn 60% of what average White households earn; the average Black family will need 228 years to accumulate as much wealth as their White counterparts. (Institute for Policy Studies & Corporation for Economic Development, 2016)
- Education is not a “great leveler”; K-12 public education is linked to housing which is inextricably linked to racial segregation and operates in a feedback loop that perpetuates inequality.
- Felony disenfranchisement isn’t just unfair and racially biased – it’s actually bad for public safety. (sentencingproject.org)

Inclusive Philanthropy Recommendations

Article: “20 Giving Tuesday Recommendations for Rooted in Diversity, Equity, Inclusion and Justice” by Chandra Montgomery (December 2020)

URL: <https://www.linkedin.com/pulse/20-givingtuesday-recommendations-rooted-diversity-chandra-montgomery/>

Academic Centers focused on race, ethnicity, antiracism, etc. (27):

This list is not to meant to be exhaustive.

- The Antiracist Research & Policy Center, **American University**
- The Center for the Study of Race and Democracy, **Arizona State University**
- BU Center for Antiracist Research, **Boston University** (*July 1, 2020*)
- The Center for the Study of Race and Ethnicity in America, **Brown University**
- The Center for the Study of Slavery and Justice, **Brown University**
- The Center for the Study of Race, Ethnicity & Gender, **Bucknell University**
- The Center for the Study of Race and Ethnicity, **Columbia University**
- The Institutional Anti-racism and Accountability Project, **Harvard University**
- The Center for Research on Race and Ethnicity in Society, **Indiana University**
- The Center for the Study of Culture, Race, and Ethnicity; **Ithaca College**
- The Center for the Comparative Study of Race and Ethnicity, **Middlebury College**
- The Center for the Study of Diversity and Democracy, **Northwestern University**
- The Kirwin Institute for the Study of Race and Ethnicity, **Ohio State University**
- The Institute for the Study of Race and Ethnicity, **Old Dominion University**
- The Center for Studying Structures of Race, **Roanoke College** (*announced June 2020*)
- The Center for Comparative Studies in Race and Ethnicity, **Stanford University**
- The Center for the Study of Race and Democracy, **Tufts University**
- The Othering & Belonging Institute, **UC Berkeley**
- The Center for the Study of Racism, Social Justice, and Health; **UCLA**
- The Center for the Study of Race, Politics, and Culture; **University of Chicago**
- The Center for the Study of Race and Race Relations, **UF Levin College of Law**
- The Center for Critical Race Studies, **University of Houston**
- Institute for the Study of “Race” and Social Justice, **University of New Mexico**
- USC Race and Equity Center, **University of Southern California**
- The Center for the Study of Race and Democracy, **University of Texas at Austin**
- The Center for the Study of Race and Law, **UVA Law**
- The Center for the Study of Race, Ethnicity & Equity; **Washington University in St. Louis**
- The Center for the Study of Race, Indigeneity, and Transnational Migration; **Yale University**

General DEI & racial justice search terms:

- 20th-Century Policing
- Accomplice
- Agent
- Ally/Allyship
- Anti-blackness
- Antiracism
- Belonging
- Campaign Zero
- Civil Rights Era
- Community Policing
- Conscious Bias
- Construct of Race
- Criminal Justice Reform
- Critical Race Theory
- Double Consciousness
- Empathy
- Ethnicity
- Equality
- Equity
- Implicit Bias
- Inclusion
- Income Inequality
- Intersectional/Intersectionality
- Mass Incarceration
- Microaggression
- Prejudice
- Privilege
- Police Reform
- Positionality
- Power
- Prison Industrial Complex
- Racial Bias
- Racial Equity
- Racial Gaslighting
- Racial Profiling
- Redlining
- Restorative Justice
- School-to-Prison Pipeline
- Structural/Systemic Inequality
- Structural/Systemic Racism
- Target
- Voter Suppression
- Wealth Gap
- White Savior Complex
- White Supremacy
- Whiteness