



## 21-Day Racial Equity Habit Building Challenge

### Resources to Read, Watch, and Learn

#### Overviews of Race and Racism:

25 Mini-Films for Exploring Race, Bias and Identity With Students (videos & lesson plans from the New York Times)

<https://www.nytimes.com/2017/03/15/learning/lesson-plans/25-mini-films-for-exploring-race-bias-and-identity-with-students.html>

Allegories on Race and Racism by Dr. Camara Jones (video)

<https://www.youtube.com/watch?v=GNhcY6fTyBM>

Cracking the Codes: The System of Racial Inequity (film)

<http://crackingthecodes.org/>

A Gardener's Tale by Dr. Camara Jones (video)

<https://www.youtube.com/watch?v=1QFCcChCSMU>

How I learned to stop worrying and love discussing race by Jay Smooth (video)

<https://www.youtube.com/watch?v=MbdxeFcQtaU>

I Am Not Your Negro (documentary - trailer)

<https://www.youtube.com/watch?v=rNUYdgIyaPM>

Levels of Racism: A Theoretic Framework and a Gardener's Tale (journal article)

<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC1446334/pdf/10936998.pdf>

Pre-Post-Racial America: Spiritual Stories from the Frontlines (book)

<http://www.chalicepress.com/Pre-Post-Racial-America-P1517.aspx>

Race: The Power of an Illusion (PBS series)

[http://www.pbs.org/race/000\\_General/000\\_00-Home.htm](http://www.pbs.org/race/000_General/000_00-Home.htm)

Racing to Justice: Transforming Our Conceptions of Self and Other to Build an Inclusive Society (book) <http://haasinstitute.berkeley.edu/racing-justice>

Radical Dharma: Talking Race, Love, and Liberation (book)

<http://radicaldharma.org/>

#### Systems and Structural Racism:

13<sup>th</sup> (documentary - trailer) <https://www.youtube.com/watch?v=V66F3WU2CKk>

"The Business Case for Racial Equity" quantifies the cost of racism in the U.S.

(report) <http://www.wkkf.org/news-and-media/article/2013/10/the-business-case-for-racial-equity-quantifies-the-cost-of-racism-in-the-us>

The Case for Reparations by Ta-Nehisi Coates (article with photos and video)

<http://www.theatlantic.com/magazine/archive/2014/06/the-case-for-reparations/361631/>



The Making of Ferguson (article) <http://prospect.org/article/making-ferguson-how-decades-hostile-policy-created-powder-keg>

The New Jim Crow: Mass Incarceration in the Age of Colorblindness (book)  
<http://newjimcrow.com/>

Systems Primer (report)  
[http://kirwaninstitute.osu.edu/docs/systems\\_thinking\\_and\\_race\\_primer\\_july2009.pdf](http://kirwaninstitute.osu.edu/docs/systems_thinking_and_race_primer_july2009.pdf)

Systems Thinking and Race (workshop summary)  
[http://www.racialequitytools.org/resourcefiles/Powell\\_Systems\\_Thinking\\_Structural\\_Race\\_Overview.pdf](http://www.racialequitytools.org/resourcefiles/Powell_Systems_Thinking_Structural_Race_Overview.pdf)

The Ultimate White Privilege Statistics and Data Post (blog post/article)  
<http://www.jbw Tucker.com/ultimate-white-privilege-statistics/>

### **Implicit Bias, Stereotype Threat:**

Addressing Implicit Bias, Racial Anxiety and Stereotype Threat in Health Care and Education (report) <http://perception.org/wp-content/uploads/2014/11/Science-of-Equality.pdf>

Book Review: *Belonging: A Culture of Place* by bell hooks (book review)  
<http://www.nwp.org/cs/public/print/resource/3100>

State of the Science: Implicit Bias Review 2013 (report)  
[http://www.issue lab.org/resource/state\\_of\\_the\\_science\\_implicit\\_bias\\_review\\_2013](http://www.issue lab.org/resource/state_of_the_science_implicit_bias_review_2013)

Survey of Americans on Race, Section 1: Racial Discrimination, Bias, and Privilege (report) <http://kff.org/report-section/survey-of-americans-on-race-section-1-racial-discrimination-bias-and-privilege/>

Uncomfortable Truths: Confronting Racism in America (radio conversation series)  
<http://www.wnyc.org/series/truths>

We All Have Racial Bias by Mamoudou N'Diaye (video)  
<https://www.youtube.com/watch?v=oJfbKj1vYsQ>

What 'Zootopia' has to say about the police, race relations, and diversity (commentary) <http://fusion.net/story/275485/zootopia-police-racism-race-relations-commentary/>

### **Whiteness and White Privilege:**

18 Things White People Should Know/Do Before Discussing Racism (blog post)  
<http://www.thefrisky.com/2014-06-12/18-things-white-people-should-know-do-before-discussing-racism/>

Curriculum for White Americans to Educate Themselves on Race and Racism—from Ferguson to Charleston (resource list)  
<http://citizenshipandsocialjustice.com/2015/07/10/curriculum-for-white-americans-to-educate-themselves-on-race-and-racism/>



Dear White America by George Yancy (article)

<http://opinionator.blogs.nytimes.com/2015/12/24/dear-white-america/?smid=fb-nytimes&smtyp=cur&r=0>

DeRay Mckesson Helps Stephen Colbert Address His Privilege (video)

<https://www.youtube.com/embed/qffC01b-7js>

Explaining White Privilege to a Broke White Person (blog post)

[http://www.huffingtonpost.com/gina-crosleycorcoran/explaining-white-privilege-to-a-broke-white-person\\_b\\_5269255.html?utm\\_hp\\_ref=tw](http://www.huffingtonpost.com/gina-crosleycorcoran/explaining-white-privilege-to-a-broke-white-person_b_5269255.html?utm_hp_ref=tw)

How White People Got Made (article) <https://medium.com/message/how-white-people-got-made-6eeb076ade42>

Language of Appeasement (essay)

<https://www.insidehighered.com/views/2017/03/30/colleges-need-language-shift-not-one-you-think-essay>

Sermon To White America by Michael Eric Dyson (audio)

<http://www.wbur.org/onpoint/2017/01/17/michael-eric-dyson-white-america>

Waking Up White by Debby Irving (book) <http://debbyirving.com/the-book/>

White Like Me: Reflections on Race From a Privileged Son by Tim Wise (book)

<http://www.timwise.org/books-and-dvds/white-like-me/>

White Privilege: Unpacking the Invisible Backpack by Peggy McIntosh (essay

excerpt) <https://www.deanza.edu/faculty/lewisjulie/White%20Priviledge%20Unpacking%20the%20Invisible%20Knapsack.pdf>

### **Food Systems Specific:**

Arc of Justice: The Rise, Fall and Rebirth of a Beloved Community (documentary short - trailer & more) <https://www.arcofjusticefilm.com/>

An Annotated Bibliography on Structural Racism Present in the U.S. Food System (bibliography)

[http://foodsystems.msu.edu/resources/structural\\_racism\\_in\\_us\\_food\\_system](http://foodsystems.msu.edu/resources/structural_racism_in_us_food_system)

Black Farmers in America, 1865-2000 The Pursuit of Independent Farming and the Role of Cooperatives (report)

<http://www.federationsoutherncoop.com/blkfarmhist.pdf>

Black Food Matters: Race and Equity in the Good Food Movement (video)

<https://www.youtube.com/watch?v=vKGxMnAlMWE>

Bread for the World (resource library & fact sheets including Hunger and Poverty in the Latino Community & Hunger and Poverty In African American Community)

<http://www.bread.org/library/facts-hunger-and-poverty-united-states-and-internationally> • <http://www.bread.org/sites/default/files/latino-fact-sheet-sept-2016.pdf> • <http://www.bread.org/sites/default/files/african-american-fact-sheet-february-2017.pdf>

Building the Case for Racial Equity in the Food System (report)

<http://www.centerforsocialinclusion.org/building-the-case-for-racial-equity-in-the-food-system/>



- The Color of Food and Brown.Girl.Farming by Natasha Bowens (book, multimedia project, and blog) <http://thecoloroffood.com/>
- Commentaries on Race and Ethnicity (journal article series) <https://foodsystemsjournal.org/index.php/fsj/issue/view/21>
- Cultivating Equality: Delivering Just and Sustainable Food Systems in a Changing Climate (report) <https://ccaafs.cgiar.org/publications/cultivating-equality-delivering-just-and-sustainable-food-systems-changing-climate#.WOgWoGTys0q>
- Dismantling Racism in the Food System (1<sup>st</sup> backgrounder in series) <https://foodfirst.org/publication/backgrounder-dismantling-racism-in-the-food-system/>
- Food Deserts and the Politics of Food Insecurity: Structures and Sustainability Professor Angela Odoms-Young, PhD (video) <https://www.youtube.com/watch?v=GPln4xx8C0Q>
- Food + Justice = Democracy: LaDonna Redmond at TEDxManhattan, (video) <https://www.youtube.com/watch?v=ydZfSuz-Hu8>
- Food Justice Voices: Chant Down Chant Down Babylon: Building Relationship, Leadership, and Power in the Food Justice Movement, Why Hunger (dialogue) [http://www.whyhunger.org/uploads/fileAssets/1d6191\\_6fc3bb.pdf](http://www.whyhunger.org/uploads/fileAssets/1d6191_6fc3bb.pdf)
- Growing Justice: Transcending racism in the food system (article) [http://thenextsystem.org/growing\\_justice\\_transcending\\_oppressive\\_history\\_of\\_our\\_food\\_system/](http://thenextsystem.org/growing_justice_transcending_oppressive_history_of_our_food_system/)
- The Man Working Behind the Scenes to Bring Racial Equality to the Food System (article) <http://civileats.com/2016/01/25/joe-leonard-the-man-working-to-change-the-usda/>
- A More Abundant Share – The Future Of Food Is Black (article) [http://www.huffingtonpost.com/entry/future-of-food-is-black\\_us\\_5895f081e4b0c1284f263d69?xps7phtm8lg94tpgb9](http://www.huffingtonpost.com/entry/future-of-food-is-black_us_5895f081e4b0c1284f263d69?xps7phtm8lg94tpgb9)
- Race and Corporate Power in the US Food System: Examining the Farm Bill (2<sup>nd</sup> backgrounder in series) <https://foodfirst.org/publication/race-and-corporate-power-in-the-us-food-system-examining-the-farm-bill/>
- Racialized Rhetoric's of Food Politics: Black Farmers, the Case of Shirley Sherrod, and Struggle for Land Equity and Access (journal article) <http://dx.doi.org/10.13008/2151-2957.1214>
- Tangled Roots and Bitter Fruits: What Ferguson Can Teach the Food Movement (blog post) <http://foodfirst.org/tangled-roots-and-bitter-fruit-what-ferguson-can-teach-the-food-movement/>
- The US Farm Bill: Corporate Power and Structural Racialization in the US Food System (report) <http://haasinstitute.berkeley.edu/farm-bill-report-corporate-power-and-structural-racialization-us-food-system>
- What Ferguson Means for the Food Justice Movement (article series) [http://issuu.com/whyhunger/docs/what\\_ferguson\\_means\\_for\\_the\\_food\\_ju](http://issuu.com/whyhunger/docs/what_ferguson_means_for_the_food_ju)



What is the Color of the New Economy? And Why It Matters (blog post)

<https://pennloh.wordpress.com/2013/10/14/what-is-the-color-of-the-new-economy-and-why-it-matters/>

Witness to Hunger (photographs and stories – research and advocacy project)

<http://www.centerforhungerfreecommunities.org/our-projects/witnesses-hunger>

### **For Conversations with Children:**

Between the World and Me by Ta-Nehisi Coates (book)

<http://www.randomhousebooks.com/campaign/between-the-world-and-me-2/>

Chocolate Me by Taye Diggs (book) <http://chocolatemetoo.com/>

The Colors of Us by Karen Katz (book) <http://www.karenkatz.com/picturebook-8.html>

EmbraceRace (online community) <http://www.embracerace.org/>

Let's Talk about Race by Julius Lester (book)

<http://www.teachingchildrenphilosophy.org/BookModule/LetsTalkAboutRace>

A Letter to My Son by Ta-Nehisi Coates (article, adapted from book)

<http://www.theatlantic.com/politics/archive/2015/07/tanehisi-coates-between-the-world-and-me/397619/>

Mixed Me by Taye Diggs (book) <http://us.macmillan.com/mixedme/tayediggs>

The Skin You Live In by Michael Taylor (book)

<http://www.chicagochildrensmuseum.org/index.php/experience/the-skin-you-live-in-turns-10>



### Tools to Implement:

Addressing Unconscious Bias Using Multiple Learning Modalities & Arts-Centered Exercises <http://ow.ly/ZVVMl>

Code Switch Listening Party Kit <http://interactioninstitute.org/iisc-partners-with-nprs-code-switch/>

Confronting Racial Bias at Work

<https://www.raceforward.org/research/reports/confronting-racial-bias-work>

Continuum on Becoming an Anti-Racist Multicultural Institution

[http://www.aesa.us/conferences/2013\\_ac\\_presentations/Continuum\\_AntiRacist.pdf](http://www.aesa.us/conferences/2013_ac_presentations/Continuum_AntiRacist.pdf)

Government Alliance on Race and Equity

<http://www.racialequityalliance.org/tools-resources/>

Implicit Association Test <https://implicit.harvard.edu/implicit/takeatest.html>

Personal Privilege Profile

[http://www.racialequitytools.org/resourcefiles/PERSONAL\\_PRIVILEGE\\_PROFILE.pdf](http://www.racialequitytools.org/resourcefiles/PERSONAL_PRIVILEGE_PROFILE.pdf)

Race, Equity and Inclusion Guide; Embracing Equity: 7 Steps to Advance and Embed Race Equity and Inclusion Within Your Organization

<http://www.aecf.org/resources/race-equity-and-inclusion-action-guide/>

Racial Equity Impact Assessment Toolkit

<https://www.raceforward.org/practice/tools/racial-equity-impact-assessment-toolkit>

Racial Equity Toolkit to Assess Policies, Initiatives, Programs, and Budget Issues, City of Seattle

[http://www.seattle.gov/Documents/Departments/RSJI/RacialEquityToolkit\\_FINAL\\_August2012.pdf](http://www.seattle.gov/Documents/Departments/RSJI/RacialEquityToolkit_FINAL_August2012.pdf)

Racial Equity Tools <https://www.racialequitytools.org>

Ten Lessons for Talking About Race, Racism and Racial Justice

[https://opportunityagenda.org/files/field\\_file/Ten%20Lessons%20for%20Talking%20About%20Race.pdf](https://opportunityagenda.org/files/field_file/Ten%20Lessons%20for%20Talking%20About%20Race.pdf)

### Organizations To Connect With:

**Like Facebook pages and follow Twitter feeds** of organizations and networks that post daily about issues of power, privilege, and racial injustice.

**Learn about who's working** in your area by searching for 'Racial Justice (name of city/town)'. A few emails and phone calls later, you'll likely have an idea of how to get on the mailing list of one or more organizations in your area who are addressing issues of power, privilege, and racial injustice.



### Some organizations and sites to check out:

Beautiful Solutions, Value: Advances Justice

<https://solutions.thischangeeverything.org/value/advances-justice>

Catalyst Project <http://collectiveliberation.org/>

Centers for Disease Control and Prevention's National Center Office of Minority Health and Health Equity <http://www.cdc.gov/minorityhealth/>

Center for Place, Culture, and Politics at CUNY <http://pcp.gc.cuny.edu/>

Center for Social Inclusion <http://www.centerforsocialinclusion.org/>

ColorofChange <http://colorofchange.org/>

Colorlines <https://www.colorlines.com/>

Economic Policy Institute <http://www.epi.org/>

EmbraceRace <https://medium.com/embrace-race>

Equal Justice Initiative <http://www.eji.org/>

Government Alliance on Race and Equity <http://racialequityalliance.org/>

Haas Institute for a Fair and Inclusive Society <http://haasinstitute.berkeley.edu/>

Interaction Institute for Social Change <http://interactioninstitute.org>

National Equity Atlas <http://nationalequityatlas.org/>

New Social Compact <http://haasinstitute.berkeley.edu/newsocialcompact>

The Opportunity Agenda <https://opportunityagenda.org/>

People's Institute for Survival and Beyond <http://www.pisab.org/>

PolicyLink <http://www.policylink.org/>

Race Forward <http://www.raceforward.org/>

Soul Fire Farm <http://www.soulfirefarm.org/>

White Privilege Conference <http://www.whiteprivilegeconference.com/>

World Trust: Social Impact Through Film and Dialogue <http://world-trust.org/about/>

### Actions and Engagement Ideas:

**This can be the hardest part**, especially for people new to racial justice work.

Engaging in racially mixed settings can trigger age-old power and privilege dynamics. The goal is to enter the process to learn and bridge knowledge gaps, not to take over, lead, and impose solutions.

**Stay engaged** even when your mind and body start sending you signals to shrink or walk away.

**Ask** clarifying questions.

**Acknowledge** what you don't know.

**Journal** to process emotions such as shame and anger that can guide you to deeper self-awareness about how power and privilege impacts you.

**Find a mentor** within your own racial group to support and guide your growth.

**Take a course or workshop.** Connect with organizations listed above and see what opportunities they offer. The network of people you discover may point you to a class, or finding a class first may point you to a network.





**Call your local representatives and congress people** and share your concerns about racial injustices. Learn about and support policies put forward by The Movement for Black Lives here: <https://policy.m4bl.org/>.

**Prepare yourself to interrupt racial jokes.** For some advice about how, visit this site: [http://www.oneonta.edu/development/multicultural/Interrupting\\_slurs.asp](http://www.oneonta.edu/development/multicultural/Interrupting_slurs.asp)

**Organize a film night or book group** with family, friends, colleagues, or neighbors to learn and discuss together the dynamics and realities of privilege and power.

**Attend an event** in your area where issues of power and privilege are being addressed. Universities and bookstores often host speakers who draw the network you'll want to plug into to keep engaged and motivated.