

# Anti-Racist Resources for the Workplace

The following resources are provided for informational purposes and to support your work. The DOE is not responsible for the content of non-DOE resources nor does it endorse such content. Any recommended practices contained in these resources must be implemented in a manner consistent with DOE policies, practices and procedures.

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# Resource Compilations

## [Anti-Racist Resource Guide](#)

This resource compilation contains general, political, self-education, and children's education resources. Contents include:

1. Structural Racism vs Individual Racism
2. Understanding Implicit Bias
3. Steps to Becoming Anti-Racist
4. Organizations to Connect With
5. How to Find Protests and Rallies
6. Where to Donate, Sign Petitions, Contact Reps.
7. Crime and Policing
8. Justice For Breonna Taylor/Birthday For Breonna
9. Black Trans Lives Matter
10. Prepare for Election Day, This November
11. Having Conversations about Racism and Bias
12. Articles to Read
13. Books to Read
14. Videos to Watch
15. TV Shows and Movies to Watch
16. Podcasts to Listen to
17. Black Businesses to Support
18. Children's Anti-Racist Resources

## [Antiracism Resources](#)

- Articles, books, and videos to watch to learn about antiracism
- Highlights resources for white parents to raise anti-racist children.

# How White Supremacy Shows Up in the Workplace

## White Culture

- Highlights five components that define 'white culture' in organizations.
  - How white culture establishes the norms and values of an organization.

## White Supremacy Culture

- Lists and explains characteristics of white supremacy culture in organizations and proposed solutions
  - Examples:
    - Perfectionism
    - Sense of Urgency
    - Defensiveness

# Becoming an Actively Anti-Racist Organization

## Anti-Racist Organizational Development

- Evaluation tool to analyze organization's anti-racist vision
- Tool to help organizations begin to discuss anti-racist organizational transformation
- Identifies tools and processes to build out anti-racist organizational transformations.

## Cultures of Inclusion

- Research on understanding and challenging mental models using different strategies

## Continuum on Becoming an Anti-Racist Multicultural Organization

- Diagram identifying 6 phases for an organization to go through to become Anti-Racist and Multicultural Organization

## Striving for Justice: A Letter from the Chancellor and Resources for Educators

- The Chancellor's message to the DOE condemning police brutality and declaring the DOE's commitment to being actively anti-racist. Includes reading and video resources to support educators in engaging in anti-racist work.

## Targeted and Universal Strategies Achieve Better and More Equitable Results

- Guidelines on challenging mental models and implicit bias in leadership from the Annie E. Casey Foundation
- 7 Steps to use Results Action Plans to advance Racial equity

## Responding to Common Dialogue Blockers

- Highlights conversation examples that block open and meaningful dialogue
- Provides restorative dialogue responses

## Powerful Strategies: Moving the Needle at the Population Level

- Guidelines on defining a powerful strategy that includes considerations for mental models and racial equity
- Worksheet to build out strategy details