



An Anti-Racist Reading (and Action!) List

On taking action inside your organization

- **Highlighted!** [How to get your organization's anti-racism work unstuck](#), by [Healing Solidarity](#) Advisory Circle, 26 May 2021
- **Highlighted!** [Professional do-gooders, here's 14 ways to be in action against anti-Black racism](#), by [Healing Solidarity](#) Advisory Circle, 1 June 2020
- [Policymakers and racial justice activists came together to discuss decolonising aid. Here's what happened...](#), The New Humanitarian, 11 August 2022
- [Racism in aid sector is a hangover of colonialism, says scathing report by MPs](#), Guardian UK, 23 June 2022
- [Dollars and Dissent: Donor Support for Grassroots Organizing and Nonviolent Movements](#), Benjamin Naimark-Rowse, September 2022
- [Inhabiting Worlds Where Black Lives Really Matter](#), Ari Sahagún, 24 February 2022
- [How racism manifests itself in NGO culture and structures](#), Lena Bheeroo and Andres Gomez de la Torre, 6 April 2022
- [Time to Decolonise Aid: Insights and lessons from a global consultation](#), Peace Direct, Adeso, the Alliance for Peacebuilding, and Women of Color Advancing Peace and Security, November 2020
- ['Grassroots means no brains': How to tackle racism in the aid sector](#), by Rashida Petersen and Jennifer Lentfer, in Guardian UK, 4 August 2017
- [A Blueprint for Black Lives Matter in the Development Sector](#), by Hannah Rhyder, 29 June 2020
- [How Funders Can Deepen Their Support for a Black-led Movement Ecosystem](#), by Rajasvini Bhansali and Nwamaka Agbo, 20 October 2020
- [Time to dismantle racism in international development](#), Bond UK, 17 June 2020
- [What capacities might white people in international development need to build in ourselves in order to commit to anti-racist practice?](#), Mary Ann Clements, 23 July 2020
- [DEI Approach is No Longer Relevant: Operationalizing Racial Justice in Non-Profit Organizations](#), Maggie Potapchuk, 7 August 2020
- ["A lot of talk but not much action": Are charities finally ready to tackle institutional racism?](#), Emily Burt, 3 August 2020
- [We must translate anti-racism statements into action](#), by Dorothy Peprah, 30 Jun 2020



An Anti-Racist Reading (and Action!) List

- [From rhetoric to action — an equity roadmap for the aid community](#), by Roxanne Paisible in Devex, 22 June 2020
- [Beyond lip service: Tackling racism in your development organisation](#), Lauren Reese in The New Humanitarian, 17 June 2020
- [On equity in the international development sector — we need more intravists](#), by Blessing Omakwu in Devex, 5 June 2020
- [INGOs can help dismantle development's 'white gaze.' PopWorks Africa founder says](#), Devex, 6 January 2020
- [So What Do We Do Next?](#), by Marissa Germain, 23 June 2020
- [Difficult Conversations: Why International Practitioners Must Do More to Address Racism at Home](#), Dost Bardouille, CDA Learning, June 2020
- [Realizing Diversity, Accelerating Impact: State of Diversity in Global Social Impact](#), 2018, Farah Mahesri, Quantum Impact
- [What role can privileged white people play in international development?](#), by Mary Ann Clements in Bright Magazine, 24 October 2018
- [The only way to fight racism in our sector](#), by Jennifer Lentfer, 15 July 2018

Online resources

- [The Healing Solidarity Collective](#) - online platform (and [yearly conference](#) and ['Getting Ourselves Together' practice group](#)) created to reimagine #globaldev
- how-matters.org
- www.diasporicdevelopment.org - creating a safe space for Black people in the sector who want to be connectors, influencers and change makers
- www.agency.ngo
- [Decolonialfutures.net](https://decolonialfutures.net)
- [Time to Listen: Hearing People on the Receiving End of International Aid](#), CDA Learning (Here's some [highlights](#) of the book.)
- [Community-Centric Fundraising](#)
- [Pop Works Africa](#) & [#BlackWomenInDev](#)
- nowwhitesaviors.org
- www.dismantlingracism.org & [Me and White Supremacy workbook](#)
- [Racism in the aid sector: Initial findings 2020](#), Thomson Reuters & Aid Works

The Healing Solidarity Collective (<https://collective.healingsolidarity.org>) is an online platform created to promote healing from the past, generating a new narrative, and establishing new ways of working in the international aid and philanthropy sector. *Join us!*



An Anti-Racist Reading (and Action!) List

Tools to enhance your practice and resources for work

- [White Supremacy Culture within organizations](#)
- [White Women doing White Supremacy in Nonprofit Culture](#), By Heather Laine Talley
- [Whiteness at Work](#), Adaway Group
- Resmaa Menakem www.resmaa.com - resources on racialized trauma and healing
- [Designing Healing Organizations](#)
- [HEADS UP checklist](#), by Vanessa de Oliveira (Andreotti)
 - Hegemony
 - Ethnocentrism
 - Ahistoricism
 - Depoliticisation
 - Salvationism
 - Uncomplicated solutions
 - Paternalism
- Remember, [how WEIRD your experience is!](#)
 - W - Western
 - E - Educated
 - I - Industrialized
 - R - Rich
 - D - emocratic
- [Liberating Structures](#)
- [Everything Worthwhile Is Done With Other People](#), Mariame Kaba
- [Mapping Our Social Change Roles in Times of Crisis](#), by Deepa Iyer
- Harvard Implicit Bias Quiz: <https://implicit.harvard.edu/implicit/takeatest.html>

Keep learning from others' lived experiences in our sector

(articles in chronological order - scroll to the bottom of this list so you know this conversation is not new)

- **Highlighted!** [Uprooting racism in grantmaking](#), by Jane Tanner, Kamna Muralidharan and Kate Hitchcock in Alliance Magazine, 17 May 2021
- **Highlighted!** [How international NGOs racialise and silence Palestinian civil society](#), by Falastine Saleh, 2 January 2025



An Anti-Racist Reading (and Action!) List

- **Highlighted!** [White Saviorism in International Development: Theories, Practices and Lived Experiences](#), anthology by Themrise Khan, Kanakulya Dickson and Maïka Sondarjee, 2023.
- [Uncharitable Reading](#) (a comic), by Yazan Al-Saadi and Hicham Rahma, 6 March 2023
- [Localisation only pays lip service to fixing aid's colonial legacy](#), Maha Shuayb, 8 February 2022
- [Racism doesn't just exist within aid. It's the structure the sector is built on](#), Themrise Khan, 31 August 2021
- [Decolonising aid is not supposed to be easy](#), Moky Makura, 23 August 2021
- [Dear White Women In International Development](#), Lazenya Weekes-Richmond, 18 August 2021
- [A racial reckoning at nonprofits: Black women demand better pay, opportunities](#), Washington Post, 11 July 2021
- [Sleeping Racism & The Paradox Of "Doing Good": What It's Like To Be A Black Woman In Leadership In The Development Sector](#), Joan Okitoi-Heisig, 23 April 2021
- [When defensive becomes offensive](#), La Mehdood, 31 March 2021
- [My privilege has given me opportunities. It's time to use that privilege](#), Mohammed Ali, 25 February 2021
- [Can Development Aid ever be Anti-Racist?](#) Neha Kagal, 19 February 2021
- [BIPoC in NGOs: Beware of Posting on Facebook, You Could Offend White Peers](#), Maria Rebeca Ortiz, 10 February 2021
- [Why diversity, equity, and inclusion alone won't dismantle structural racism in globaldev](#), Angela Bruce-Raeburn, 9 February 2021
- [Decolonisation is a comfortable buzzword for the aid sector](#), Themrise Khan, 15 January 2021
- [From Words to Action: How to Begin to Dismantle Racism in Global Health and Development](#), Angela Bruce Raeburn, 15 January 2021
- [So You've Hired a Diversity and Inclusion Expert? Here Are Six Ways You Could Be Undermining Them](#), Leila Billing, 11 January 2021
- [Gender Equality NGOs, Stop Patronizing Us. An African Woman's Perspective](#), Mwikali Mutune, 4 December 2020
- [How Women of Colour Are Fighting to 'Decolonise' Global Aid](#), Vice, 26 Nov 2020



An Anti-Racist Reading (and Action!) List

- [We Need to Start Talking about Race, Power, and Privilege in the Education in Emergencies Sector](#), Jessica Oddy, 16 November 2020
- [Exclusive: Half aid workers report racism at work in past year - poll](#), Reuters, 30 October 2020
- [A hard look in the mirror: reflecting on racism and whiteness in the development sector](#), Kiza Magendane and Yannicke Goris, 24 September 2020
- [How \(and why\) to compensate people of colour for their emotional labour](#), AidWorks, 21 September 2020
- [Closing the race gap in philanthropy demands radical candour](#), Kennedy Odede, 7 September 2020
- [Bearing witness inside MSF](#), Arnab Majumdar, 18 August 2020
- [I've seen first-hand the toxic racism in international women's rights groups](#), Lori Adelman, 17 August 2020
- [The South matters -- for the South](#), Themrise Khan, 2 August 2020
- [Black Lives Matter: The emotional toll of speaking up](#), Cynthia Keza Birikundavyi, 21 July 2020
- ["Our African colleagues": On the limits of diversity in development](#), by Faten Aggad, 21 July 2020
- [Can a chief executive 'apologise' for racism and stay?](#) by Angela Bruce Raeburn, 16 July 2020
- [Discrimination and prejudice in development](#), by Célestin Monga, 15 July 2020
- [Decolonising aid, again](#), by Paul Currian, 13 July 2020
- [Who Speaks for the Global South Recipients of Aid?](#), by Themrise Khan, 7 July 2020
- [It's time the UN faced up to its treatment of black people like me](#), by Rosebell Kagumire, 6 July 2020
- [Why global development needs Black activism](#), by Natalie Lartey, IIED, 25 June 2020
- [White Supremacy In Global Health](#), by Anu Kumar, 18 June 2020
- [A World in Which Many Worlds Fit](#) by Aarathi Krishnan & Rahul Chandran in Global Dashboard, 16 June 2020
- [Doing good and being racist](#), by Corinne Gray in The New Humanitarian, 15 Jun 2020
- [The aid sector must do more to tackle its white supremacy problem](#), by Anonymous in The Guardian UK, 15 June 2020



An Anti-Racist Reading (and Action!) List

- [The hustle — white saviors and hashtag activism](#), by Angela Bruce-Raeburn in Devex, 12 June 2020
- [Aid workers: It's time to practise what you preach](#), by Thandie Mwape Villadsen in The New Humanitarian, 8 June 2020
- [White Privilege: Overcoming Denial, Silence and Shame](#) by Gemma Houldey, 8 June 2020
- [Being Black Working In a White Male-dominated Aid Industry](#), by Rosebell Kagumire in African Feminism, 8 June 2020
- [Is racism part of our reluctance to localise humanitarian action?](#) by Hugo Slim, 5 Jun 2020
- [Have nonprofits and philanthropy become the “white moderate” that Dr. King warned us about?](#), by Vu Le, 1 June 2020
- [How White People Conquered the Non-Profit Industry \(And why they won't be going anywhere, anytime soon\)](#), by Anastasia Reesa Tomkin, 28 April 2020
- [An open letter to International NGOs who are looking to ‘localise’ their operations](#), OpenDemocracy (be sure to check out the signatories in the comments), 8 Mar 2020
- [Not fit for this future](#), by Aarathi Krishnan, 6 April 2020
- [Our Silenced Voices: What we lose while working with international “humanitarian” organizations](#), by Ayah Al-Oballi, 5 January 2020
- [The tyranny of “technical expertise”](#), by Arbie Baguios, 20 December 2019
- [Philanthropists Bench Women of Color, the M.V.P.s of Social Change](#), by Vanessa Daniel, 19 November 2019
- [White optimism and the erasures of racism in global development](#), by Dr. Arathi Sriprakash, 7 November 2019
- [Decentring the white gaze of development](#), by Robtel Neajai Pailey, 1 October 2019
- [‘Development’ is colonialism in disguise](#), Arturo Escobar, Ashish Kothari, Ariel Salleh, Federico Demaria and Alberto Acosta, 9 September 2019
- [The Politics of Funding and Funders: My Personal Experience](#), Fungai Machirori, 31 July 2019
- [Degan Ali on the systemic racism impacting humanitarian responses](#), Q&A in Devex, 20 June 2019
- [The Bias of ‘Professionalism’ Standards](#), by Aysa Gray, 4 June 2019



An Anti-Racist Reading (and Action!) List

- [We need to talk about racism — in the development sector](#), by George Jones, 6 March 2019
- [The dangers of NGO-isation of women's rights in Africa](#), Hala Al-Karib, in Al-Jazeera, 13 December 2018
- [We need to talk about racism in the aid sector](#), by Tindyebwa Agaba & Anonymous in Open Democracy, 7 December 2018
- [De-colonising development is both personal and political](#), by Grace Labeodan, 18 July 2018
- [The cost of diversity without inclusion](#), by Rosebell Kagumire, 8 June 2018
- [The encounter](#), by Rajasvini Bhansali, 18 May 2018
- [What now? Beyond the #OxfamScandal](#), by Marie-Rose Romain Murphy, 26 Feb 2018
- [When the fox guards the hen house](#), by Angela Bruce-Raeburn, 16 February 2018
- [Reparations as Philanthropy: Radically Rethinking « Giving » in Africa](#), Uzodinma Iweala, 11 November 2017
- [Why grassroots activists should resist being 'professionalised' into an NGO](#), by Sunil Babu Pant, in The Guardian UK, 7 July 2017
- ['International development' is a loaded term. It's time for a rethink](#), Jennifer Lentfer, in The Guardian UK 3 May 2017
- [Wrestling with my white fragility](#), by Jennifer Lentfer, Open Democracy, 15 Dec 2016
- [The White-Savior Industrial Complex](#), by Teju Cole, 21 March 2012
- [The elephant hasn't left the room: Racism, power & international aid](#), by Sasha Rabsey, 17 January 2012
- ["Development aid and racism"](#) by Jacob Holdt - an essay from 1981(!)

Give a listen

- Event Recordings/Summaries: [Decolonising Humanitarian Action](#), [Racism & White Privilege in Humanitarian Aid](#), [Women In Dev Presents: Donors and Movements](#), [Decolonising Aid: \(Part1\) Humanitarian 'neutrality' and 'White Supremacy](#), [The West's humanitarian reckoning](#), [How to be Anti-Racist in Aid](#), [How May We Help You? A Conversation on Consent in Global Development](#)
- [Embodying Change: Cultivating Caring and Compassionate Organisations](#): A podcast on cultivating care and compassion in aid and development, CHS Alliance

The Healing Solidarity Collective (<https://collective.healingsolidarity.org>) is an online platform created to promote healing from the past, generating a new narrative, and establishing new ways of working in the international aid and philanthropy sector. *Join us!*



An Anti-Racist Reading (and Action!) List

- [Rethinking Development Podcast](#): Episodes address ethics, systemic challenges, experiences of power dynamics, discrimination, microaggressions, accountability, etc.
- [Tiny Spark podcast: What Can We Do about the White Savior Complex?](#) Episode on why racist and colonial structures persist in the sector and how they can be fought.
- [Power in the Pandemic Podcast](#): Dr. Robtel Neajai Pailey and Maria Faciolince talk racism and development
- [Change Making Women](#) and [The Feminist Leadership Project](#)
- [Philanthropised](#)
- [The Ethical Rainmaker](#)
- [Seeing White](#)

Other sector-specific reading lists

- Resources on addressing racism in development and decolonizing development practice, by Alyssa Bovell:
https://docs.google.com/document/d/18FvLUtgQWMroa50VILhoq_brBxw56MurbKrBgLTCS9Q/mobilebasic?urp=gmail_link
- [#PowerShifts Resources: Anti-Racism in Development and Aid](#), Maria Faciolince, From Poverty to Power, Oxfam
- 50 Shades of Aid Resource pack: Educate yourself on racism and #BlackLivesMatter:
https://docs.google.com/document/d/1ctkTGrcviCYHwDWxY-0m6GXOpW_Xh7f9spDJ8uYViJM/edit?usp=sharing
- Racism in the aid industry and international development-a curated collection, by Tobias Denskus:
<https://aidnography.blogspot.com/2020/06/racism-aid-industry-development-curated-collection.html>
- Compiled resources on communicating social change, by Jennifer Lentfer:
https://docs.google.com/document/d/1egKCid3IH_yHiKDbnTBqDCOoFKXRPOdYCXIGeJPB-3A/edit?usp=sharing