

Dear participant,

In this document you will find the pre-reading articles for the Foundations of Internalized Racism workshop linked below accordingly. Please look over these materials carefully and prioritize reading the articles that best apply to your racial identity. Not all the articles are required reading. Should you have time, feel free to revisit the other documents to expand understanding.

What to expect:

During the session, we will be diving into the concepts of Internalized Racial Oppression (people of color) and Internalized Racial Superiority (white people).

ALL:

1. **Review the [Racial Identity Development Model](#)** (pgs. 2 & 3) that most aligns with your racial identity. Then, reflect on which stages you have experienced throughout your life, and what stage you think you are in now. *Note: models exist for people who identify as Black, Biracial, White, Filipino American, and there is a general model for "Ethnic Minority."*
2. **We will be splitting into racial caucuses to reflect and strategize around how to disrupt internalized racism and advance racial equity** given the way we racially identify and interact with society. To learn more about why and how we use racial caucuses, you can read: [Racial Identity Caucusing Strategy](#).

In preparation for our time in caucuses, **please read the linked resources that most align with your racial identity**. If you identify as multiracial, please feel free to select multiple readings that most align with your identities. Please note that I have done my best to find resources on internalized racism for as many racial groups as possible but recognize that there will inevitably be gaps. I encourage you to engage with the resources that most closely align to how you identify.

White participants:

1. Read & reflect on ["Internalized Racial Superiority as an Addiction"](#)
2. Complete the ["Unpacking the Invisible Knapsack"](#) checklist.

Participants of Color:

1. Read & reflect on the article that most align to your racial identity:

1. [Black/African American](#)

[2. Asian American](#)

[3. Native American](#)

[4. Middle Eastern](#)

[5. Latinx](#)

2. Complete the "[Internalized Racism Inventory](#)"

Please don't hesitate to reach out if you have any questions or concerns regarding the resources or pre-work. I look forward to seeing you at our next workshop.

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