

Anti-Racist & Cultural Humility Resources for Allyship

Venmo: cherokee-washington

Instagram: @cheeks_04

This document has been thoughtfully crafted by Cherokee Cierra Washington; a Black womxn and Whitman College graduate who holds dual Bachelor's degrees in Psychology and Honors Rhetoric with a specialization in identity politics, race relations, intersectionality, cultural competency and humility, the intersection of sport and the core cultural identifiers, and anti-racist work. She has authored and collaborated on other material under the topics of diversity and inclusion, white supremacy, and Black feminism on a regional, national, and international level. Below, is her explanation of the impetus for and purpose of this document. Read this [article](#) to better understand what this list is for and how it should be used.

A lot of my friends and people in my personal sphere have been asking for recommendations of books, movies, etc... for individuals who want to become more involved in social justice efforts in their communities and the world. The common question seems to be:

"What can I do to be more involved in The Movement as someone who's new to or not heavily versed in topics of identity politics or diversity, equity, and inclusion (DEI)? How can I actively be anti-racist and participate in this Revolution with the knowledge I possess or lack?"

Activism and solidarity looks different for everyone, though these actions must look extremely radical for white folx. Protesting, donating, and physically being in the trenches with communities who need our allyship and support is crucial, but self-education is just as necessary in our push to create a more empathetic, culturally humble, and inclusive world - especially for those of us who identify as white, have the ability and duty to practice allyship, or hold positions of immense privilege. Ultimately, we need *everyone* to show up at the **Revolutionary Table**, but once we show up, the main question remains:

Where do you think your seat is and are you willing to *move* that seat to make room for Black and Indigenous POC (B&IPOC) or members of other underrepresented groups if need be?

That said, I've created a list of my favorite resources that I've used in my own education as a student, a member of the DEI field, and a Black womxn.

Disclaimer; this resource list mainly focuses on race related topics, specifically the intersection of systemic racism and its effects on the Black community as:

1) I'm the most well-versed and personally close to the topic of race (and gender) based on my personal experiences compared to other topics, but I strive to practice allyship for *all* underrepresented groups, 2) I chose to focus on Black experiences as I see anti-Blackness as one of the main impetuses of American race relations that has aided in the various forms of oppression directed at B&IPOC communities, and 3) the Black Lives Matter Movement is in a new high priority iteration that requires our intense focus as George Floyd's murder (and the murders of other Black folk) has led to an urgent demand for justice, thus this is one of my contributions to the fight.

I'm by no means an expert in dismantling racism and institutional oppression, but I hope to make a difference by at least offering tools that can help folk learn through different mediums because this work can be overwhelmingly dense and everyone has different modes of learning. Please feel free to contact me if you've got resources you'd like to add and please share this list with others! It's time to learn; no one is exempt from The Revolution.

What side of history do you want to be on when we look back at this time?

A final note. Because this is a resource guide that focuses on anti-racist tools geared mostly towards educating white people, I'm working on another document that includes [resources for Black and Indigenous POC](#) that we can collectively contribute to in order to educate ourselves as we too move through The Revolution. We all know that "Behind every 'woke' white person is the labor of people of color," aka we often give our self-education time and emotional labor away and rarely have the chance to fulfill ourselves with the philosophies and teachings of our ancestors, let alone learn about them in school. Our trauma is a tool that's used to educate others yet it's rarely used in spaces in which we can face, process, claim, and heal from said trauma in radical ways. Use this document in tandem with anti-racist tools to find your own voice in The Revolution, find radical self-care and self-love, gain a better understanding of what it means to be "the oppressed," and hopefully find some sort of reparation as you fill your heart and mind with the teachings at the root of OUR movements. To quote Paulo Freire, "Looking at the past must only be a means of understanding more clearly what and who they are so that they can more wisely build the future." We must collectively work towards becoming actively anti-racist, but we must understand our oppression through the eyes of *our* Black and Brown scholars as we move forward and radicalize together and individually.

The Revolution is collective, improvisational, and creative. Decide what you want to contribute.

See the list below and thank you to everyone who's contributed thus far!

Books

Title	Author
15 Books Malcolm X Read in Prison	https://radicalreads.com/malcolm-x-favorite-books/
20 Books That Inspired Dr. Martin Luther King Jr.	https://radicalreads.com/martin-luther-king-jr-favorite-books/
Haymarket Books	Check them out for live events and other resources: https://www.haymarketbooks.org
Noname's Book Club	Check out the book list: https://www.nonamebooks.com
Black Lives Matter Reading List	https://www.blmla.org/resources#readinglist
bell hooks' Reading List	https://bookriot.com/2019/07/17/bell-hooks-books/
Ibram X. Kendi's Reading List	https://radicalreads.com/ibram-x-kendi-favorite-books/
List of Books that Influenced Angela Davis	https://radicalreads.com/angela-davis-favorite-books/
Oprah's James Baldwin Reading List	https://www.oprahmag.com/entertainment/books/a26012817/best-james-baldwin-books/
Nipsey Hustle's Reading List	https://radicalreads.com/nipsey-hussle-favorite-books/
The Books That Inspired Nelson Mandela	https://radicalreads.com/nelson-mandela-favorite-books/
University of Minnesota Press Anti-Racist Reading List	University of Minnesota via Professor Heather Hayes (Lewis and Clark): https://manifold.umn.edu/projects/project-collection/racial-justice
Ain't I a Woman: Black Women and Feminism	Angela Davis

Angela Davis: An Autobiography	Angela Davis
Women, Culture, and Politics	Angela Davis
Are Prisons Obsolete?	Angela Davis
Women, Race and Class	Angela Davis
The Hate U Give	Angie Thomas
Freedom is a Constant Struggle	Angela Davis
The Autobiography of Malcolm X	Alex Haley
Roots	Alex Haley
Sister Outsider	Audre Lorde
Zami: A New Spelling of My Name: A Biomythography	Audre Lorde
I Am Your Sister: Collected and Unpublished Writings of Audre Lorde	Audre Lorde
Americanah	Chimamanda Ngozi Adichie
We Should All Be Feminists	Chimamanda Ngozi Adichie
Why Are All the Black Kids Sitting Together in the Cafeteria?	Beverly Daniel Tatum
Just Mercy	Byran Stevenson
Citizen	Claudia Rankine
Americanah	Chimamanda Ngozi Adichie
Born on Third Base: A One Percenter Makes the Case for Tackling Inequality, Bringing Wealth Home, and Committing to the Common Good	Chuck Collins
Patricide	Dave Harris

What's My Name Fool? Sports and Resistance in the United States	Dave Zirin
Microaggression: More Than Just Race	Derald Wing Sue
Kendrick Lamar's Blacker the Berry Book	Dissect Podcast Crew https://7d1ae40b-a8e9-44ae-99e1-48a2a392278e.usrfiles.com/ugd/7d1ae4_4b525b3a50784c7987272be4776425ae.pdf
Decolonizing Wealth: Indigenous Wisdom to Heal Divides and Restore Balance	Edgar Villanueva
How to Cure a Ghost	Fariha Roisin
Medical Apartheid	Harriet A. Washington
To Kill a Mockingbird	Harper Lee
Anti-Racist Baby	Ibram X. Kendi
Stamped From the Beginning	Ibram X. Kendi https://open.spotify.com/album/6PzcVM8Z1GMqeGlMBQ6ikX?si=d9IECBddRU-vV3Uqt8WImw
How to Be Antiracist	Ibram X. Kendi
So You Want to Talk About Race	Ijeoma Oluo
If Beale Street Could Talk	James Baldwin
March (graphic novel)	John Lewis, Andrew Aydin, and Nate Powell
Post Traumatic Slave Syndrome	Joy DeGruy
How We Get Free: Black Feminism and the Combahee River Collective	Keeanga-Yamahtta Taylor

Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor	Layla F. Saad
I Know Why The Caged Bird Sings	Maya Angelou
Racial Formation in the United States	Michael Omi and Howard Winant
The New Jim Crow	Michelle Alexander
Hood Feminism: Notes from the Women That a Movement Forgot	Mikki Kendall
Pedagogy of the Oppressed	Paulo Freire
Invisible Man	Ralph Ellison
The Color of Law	Richard Rothstein
White Fragility	Robin DiAngelo
Indigenous Peoples' History of the United States	Roxanne Dunbar-Ortiz
Between the World and Me	Ta-Nehisi Coates
The Bluest Eye	Toni Morrison
What if I Say the Wrong Thing?: 25 Habits for Culturally Effective People	Verna A. Myers
Black Rage: Two Black Psychiatrists Reveal the Full Dimensions of the Inner Conflicts and the Desperation of Black Life in the United States	William Grier
Homegoing	Yaa Gyasi

Movies & Documentaries

Title	Synopsis	Topics
The Two Killings of Sam Cooke	The Two Killings of Sam Cooke is a 2019 documentary film about Sam Cooke, the artist and activist, and the circumstances and controversy surrounding his murder.	The murder of Sam Cooke, activism
12 Years a Slave	In the years before the Civil War, Solomon Northup, a free black man from upstate New York, is kidnapped and sold into slavery in the South. Subjected to the cruelty of one malevolent owner, he also finds unexpected kindness from another, as he struggles continually to survive and maintain some of his dignity. Then in the 12th year of the disheartening ordeal, a chance meeting with an abolitionist from Canada changes Solomon's life forever.	Slavery
13th	Filmmaker Ava DuVernay explores the history of racial inequality in the United States, focusing on the fact that the nation's prisons are disproportionately filled with African-Americans.	Incarceration, race, modern day slavery, 13th amendment
Asian Americans	"Asian Americans is a five-hour film series that delivers a bold, fresh perspective on a history that matters today, more than ever. As America becomes more diverse, and more divided, while facing unimaginable challenges, how do we move forward together? Told through intimate and personal lives, the series will cast a new lens on U.S. history and the ongoing role that Asian Americans have played in shaping the nation's story."	Asian American history https://www.pbs.org/show/asian-americans/

Birth of a Nation (1915)	<p>A staple film in understanding race relations in America.</p> <p>This is a crucial film in understanding the roots of media representation of Blackness in film.</p>	Anti-Blackness rhetoric and propaganda, kkk, blackface
Birth of a Nation (2016)	Nat Turner is an enslaved Baptist preacher who lives on a Virginia plantation owned by Samuel Turner. With rumors of insurrection in the air, a cleric convinces Samuel that Nate should sermonize to other slaves, thereby quelling any notions of an uprising. As Nate witnesses the horrific treatment of his fellow man, he realizes that he can no longer just stand by and preach. On Aug. 21, 1831, Turner's quest for justice and freedom leads to a violent and historic rebellion in Southampton County.	Nat Turner slave rebellion
Blackkkklansman	Ron Stallworth is the first African-American detective to serve in the Colorado Springs Police Department. Determined to make a name for himself, Stallworth bravely sets out on a dangerous mission: infiltrate and expose the Ku Klux Klan. The detective soon recruits a more seasoned colleague, Flip Zimmerman, into the undercover investigation of a lifetime. Together, they team up to take down the extremist hate group as the organization aims to sanitize its rhetoric to appeal to the mainstream.	Race, kkk, rhetoric of race
Black Panther	Black Panther is Marvel's first Black superhero.	Representation of Blackness in the superhero genre, Afrofuturism
Blindspotting	Collin must make it through his final three days of probation for a chance at a new beginning in his Oakland, Calif., neighborhood. His bond with his volatile best friend soon gets tested when Collin sees a police officer shoot a suspect in the back during a chase through the streets. Things soon come to a head when the buddies	Interracial friendships, cultural appropriation

	attend a party at the upscale home of a young and wealthy tech entrepreneur.	
Crash	Writer-director Paul Haggis interweaves several connected stories about race, class, family and gender in Los Angeles in the aftermath of 9/11. Characters include a district attorney and his casually prejudiced wife, dating police detectives Graham and Ria, a victimized Middle Eastern store owner and a wealthy African-American couple humiliated by a racist traffic cop.	American race relations, race relations in Los Angeles
Dear White People (movie)	A campus culture war between blacks and whites at a predominantly white school comes to a head when the staff of a humour magazine stages an offensive Halloween party.	Race relations, identity politics, appropriation, interracial relationships
Disclosure	A historical and visually rhetorical look at Hollywood's depiction of transgender people and its impact and implications on American culture.	Trans representation in media, intersection of transgender identity and race
Get Out	Now that Chris (Daniel Kaluuya) and his girlfriend, Rose (Allison Williams), have reached the meet-the-parents milestone of dating, she invites him for a weekend getaway upstate with Missy and Dean. At first, Chris reads the family's overly accommodating behavior as nervous attempts to deal with their daughter's interracial relationship, but as the weekend progresses, a series of increasingly disturbing discoveries lead him to a truth that he never could have imagined.	Blackness as a commodity, American race relations, Blackness in the horror and social thriller genre
Good Hair	Funny, informative, and occasionally sad, <i>Good Hair</i> is a provocative look at the complex relationship between African Americans and their hair.	Black hair, European beauty standards https://www.youtube.com/watch?v=PpgIJUW0VxE
Snowpiercer	In a future where a failed climate-change experiment has	Class, climate change, revolutions

	killed all life except for the lucky few who boarded the Snowpiercer, a train that travels around the globe, a new class system emerges.	
The Last Black Man in San Francisco	Jimmie and his best friend Mont try to reclaim the house built by Jimmie's grandfather, launching them on a poignant odyssey that connects them to their past, even as it tests their friendship and sense of belonging in the place they call home.	Gentrification
Roots	Based on Alex Haley's family history. Kunta Kinte is sold into the slave trade after being abducted from his African village, and is taken to the United States. Kinte and his family observe notable events in American history, such as the Revolutionary and Civil Wars, slave uprisings and emancipation.	Slavery
US	Accompanied by her husband, son and daughter, Adelaide Wilson returns to the beachfront home where she grew up as a child. Haunted by a traumatic experience from the past, Adelaide grows increasingly concerned that something bad is going to happen. Her worst fears soon become a reality when four masked strangers descend upon the house, forcing the Wilsons into a fight for survival. When the masks come off, the family is horrified to learn that each attacker takes the appearance of one of them.	Blackness in the horror and social thriller genres
Spider-Man: Into the Spideverse	Teen Miles Morales becomes the Spider-Man of his reality, and must join with five counterparts from other dimensions to stop a threat for all realities.	Black representation in comics
The Twilight Zone (2019-2020)	Jordan Peele hosts and narrates tales of science fiction, fantasy and the occult, exploring humanity's hopes, despairs, prides and prejudices in metaphoric ways.	Identity Politics, immigration, toxic masculinity, police brutality
They've Gotta Have Us	The rise of black actors as they have gone from being the	Black film, Blackness in film, civil rights

	backdrop to calling the shots. This is the inside story of the turning points of black life on both sides of the lens, from Sidney Poitier and Harry Belafonte, to the present day.	movement, media representation and inclusion
Homecoming	Homecoming presents an intimate look at Beyoncé's historic 2018 Coachella performance that paid homage to America's historically black colleges and universities. Interspersed with candid footage and interviews detailing the preparation and powerful intent behind her vision, Homecoming traces the emotional road from creative concept to cultural movement.	Historically Black Colleges and Universities, Blackness, Black womxn, Black feminism, motherhood, music
The Rachel Divide	<i>The Rachel Divide</i> is a 2018 documentary about the controversial life of Rachel Dolezal, a Caucasian woman who posed as African American and was forced to resign as president of the NAACP chapter in Spokane, Washington when the truth of her race and ancestry was exposed.	Race, identity, gender, cultural appropriation, transracial identity
Moonlight	A look at three defining chapters in the life of Chiron, a young black man growing up in Miami. His epic journey to manhood is guided by the kindness, support and love of the community that helps raise him.	Queerness in the Black community, incarceration
Spike Lee Films	Watch any of them to better understand the Black experience in America. I'd highly recommend: <ul style="list-style-type: none"> - Da 5 Bloods - Do the Right Thing - Chi-Raq - School Daze 	Multifaceted Black experience in America
Hello, White Privilege It's Me, Chelsea	Chelsea Handler explores how white privilege impacts American culture and the ways it's benefited her life and career.	White privilege, white fragility, white guilt, centering whiteness in conversations of race

		When watching this film, it's very important to understand the way Chelsea is centring her whiteness in the conversations she has.
When They See Us	When They See Us tells the story of the five teenagers in a relentless, unforgiving manner, making us feel the profound injustice of the five boys' stolen destinies, while bringing us behind the scenes as the prosecution builds its case against them. The story begins with the crime itself	Central Park 5, race, mass incarceration, youth incarceration
Sorry To Bother You	In an alternate reality of present-day Oakland, Calif., telemarketer Cassius Green finds himself in a macabre universe after he discovers a magical key that leads to material glory. As Green's career begins to take off, his friends and co-workers organize a protest against corporate oppression. Cassius soon falls under the spell of Steve Lift, a cocaine-snorting CEO who offers him a salary beyond his wildest dreams.	Race, capitalism, tropes of Black masculinity
Queen and Slim	Slim and Queen's first date takes an unexpected turn when a policeman pulls them over for a minor traffic violation. When the situation escalates, Slim takes the officer's gun and shoots him in self-defence. Now labelled cop killers in the media, Slim and Queen feel that they have no choice but to go on the run and evade the law. When a video of the incident goes viral, the unwitting outlaws soon become a symbol of trauma, terror, grief and pain for people all across the country.	Black love, race, police brutality
Fruitvale Station	Though he once spent time in San Quentin, 22-year-old black man Oscar Grant (Michael B. Jordan) is now trying hard to live a clean life and support his girlfriend (Melonie Diaz) and young daughter (Ariana Neal). Flashbacks reveal the last day in Oscar's life, in which he accompanied	Oscar Grant, police brutality

	his family and friends to San Francisco to watch fireworks on New Year's Eve, and, on the way back home, became swept up in an altercation with police that ended in tragedy. Based on a true story.	
The Black Power Mixtapes	The Black Power Mixtape 1967–1975 is a 2011 documentary film, directed by Göran Olsson, that examines the evolution of the Black Power movement in American society from 1967 to 1975 as viewed through Swedish journalists and filmmakers. It features footage of the movement shot by Swedish journalists in America between 1967–1975 with appearances by Angela Davis, Bobby Seale, Huey P. Newton, Eldridge Cleaver, and other activists, artists, and leaders central to the movement.	Black Power Movement
Loving	Interracial couple Richard and Mildred Loving fell in love and were married in 1958. They grew up in Central Point, a small town in Virginia that was more integrated than surrounding areas in the American South. Yet it was the state of Virginia, where they were making their home and starting a family, that first jailed and then banished them. Richard and Mildred relocated with their children to the inner city of Washington, D.C., but the family ultimately tries to find a way back to Virginia.	Interracial marriage during the civil rights era, history of interracial marriage laws
I Am Not Your Negro	<i>I Am Not Your Negro</i> offers an incendiary snapshot of James Baldwin's crucial observations on American race relations -- and a sobering reminder of how far we've yet to go.	James Baldwin, being Black in America, American race relations
Just Mercy	<i>Just Mercy</i> dramatizes a real-life injustice with solid	Mass incarceration, Bryan Stevenson

	performances, a steady directorial hand, and enough urgency to overcome a certain degree of earnest advocacy.	
Selma	A chronicle of Dr. Martin Luther King, Jr.'s campaign to secure equal voting rights via an epic march from Selma to Montgomery, Alabama, in 1965.	Bloody Sunday, Black voting rights, Martin Luther King Jr.
The Black Panthers: Vanguard of the Revolution	This documentary tells the rise and fall of the Black Panther Party, one of the 20th century's most alluring and controversial organizations that captivated the world's attention for nearly 50 years.	Black Panther Party
If Beale Street Could Talk	A young woman embraces her pregnancy while she and her family set out to prove her childhood friend and lover innocent of a crime he didn't commit. Based on the novel by James Baldwin.	Incarceration, James Baldwin novel, young Black experience in America
See You Yesterday	Two Brooklyn teenage prodigies, C.J. Walker and Sebastian Thomas, build makeshift time machines to save C.J.'s brother, Calvin, from being wrongfully killed by a police officer.	Police brutality, Black representation in STEM

TV Shows

Title	Description	Topics
Lovecraft Country	Based on Matt Ruff's novel of the same name, <i>Lovecraft Country</i> follows Atticus Freeman as he meets up with his	Lovecraft sci fi, race, afrofuturism, Blackness in sci fi, intersectionality

	friend Letitia and his uncle George to embark on a road trip across 1950s Jim Crow America in search of his missing father. This begins a struggle to survive and overcome both the racist terrors of white America and the terrifying monsters that could be ripped from a Lovecraft paperback.	
Woke	Keef is an African-American cartoonist on the verge of mainstream success when an unexpected event changes his life; with a fresh outlook on the world, Keef must navigate the new voices and ideas that confront and challenge him.	Race, racism in art
The Morning Show	An inside look at the people who help Americans wake up each day, exploring the challenges faced by the people who work in morning television.	Sexual misconduct in the workplace
The Knick	A look at the professional and personal lives of the staff at New York's Knickerbocker Hospital during the early part of the twentieth century.	History of medicine, race
American Crime Story: The People V. OJ Simpson	American Crime Story is an American anthology true crime television series developed. The first season, subtitled The People v. O. J. Simpson, presents the murder trial of O. J. Simpson, based on Jeffrey Toobin's book The Run of His Life: The People v. O. J. Simpson.	OJ Simpson trial
American Crime	American Crime is an American anthology crime drama television series. Its' seasons are centered on race, class, and gender politics as it follows the lives of the participants in a trial who are forever changed during the legal process.	Identity politics in the criminal justice system
Southland	<i>Southland</i> takes a "raw and authentic look" at Los Angeles and the lives of the LAPD officers who police it. The show's first season centers on the	LAPD, police brutality

	experiences and interactions of LAPD patrol officers and detectives, and is more a character-driven drama than a police procedural.	
#BlackAF	A father takes an irreverent and honest approach to parenting and relationships.	Black experience in affluent white neighborhoods, colorism, class, Black family structure
America To Me	This unscripted documentary series presents an exclusive look into an academic year at suburban Chicago's Oak Park and River Forest High School. Students, teachers and administrators from one of the country's highest performing and diverse public schools are profiled in the face of decades-old racial and educational inequities. The series delves into the experiences of the racially diverse student population, sparking conversations about what has and has not succeeded in the quest to achieve racial equity and overcome bias in education.	Identity politics in American schools
Hunters	In 1977, in New York City, a troubled young Jewish man bent on revenge is taken in by a secret group of Nazi hunters fighting a clandestine war against the cabal of high-ranking Nazi officials in hiding who work to create the Fourth Reich.	The Holocaust, race relations, hate **I urge you to explore commentary from audiences, reviewers, and organizations when watching this.**
Mrs. America	Mrs. America tells the story of the movement to ratify the Equal Rights Amendment (ERA), and the unexpected backlash led by a conservative woman named Phyllis Schlafly, aka "the sweetheart of the silent majority." Through the eyes of the women of the era – both Schlafly and second wave feminists Gloria Steinem, Betty Friedan, Shirley Chisholm, Bella Abzug and Jill Ruckelshaus – the series explores how one of the	Feminism, Equal Rights Act, intersectionality, race relations

	toughest battlegrounds in the culture wars of the 70s helped give rise to the Moral Majority and forever shifted the political landscape.	
The Shop, Uninterrupted	HBO Sports is collaborating with LeBron James and Maverick Carter's digital media company, Uninterrupted, to present the unscripted series <i>The Shop: Uninterrupted</i> , exclusively on HBO. Offering unfiltered conversation and debate with some of the biggest names in sports and entertainment, the show will air periodically throughout the year.	Identity Politics
Never Have I Ever	The complicated life of a modern-day first generation Indian American teenage girl, inspired by Mindy Kaling's own childhood.	Indian American culture, race, gender, class
Trigger Warning With Killer Mike	Grammy-winning rapper Killer Mike uses his fame to serve as an activist, hoping to bring to light and confront important social issues, especially those that impact the black community. On "Trigger Warning," Killer Mike -- whose real name is Michael Render -- examines cultural taboos and allows viewers to examine the "what ifs" and "why nots" that limit how people operate in the world. The show explores the human condition using nontraditional approaches, some of which not everyone will agree with. Killer Mike describes the show as "if an anarchist determined the status quo."	Race, class, gender, politics, identity politics , capitalism
Man Like Mobeen	Creator Guz Khan presents a comedic take on real life in inner-city Birmingham in this miniseries centred on the funny and complex life of Mobeen,	Race, Muslim and Islamic culture, xenophobia, islamaphobia

	<p>a 28-year-old man from Small Heath, as he tries to follow his Muslim faith, look out for his hopeless friends, and fulfil the responsibility of providing for his younger sister, Aqsa. Mobeen juggles all this while trying to escape his criminal reputation and murky past, acquired years ago due to some ill-advised drug dealing that he can't quite manage to put behind him.</p>	
Patriot Act	<p>"The Daily Show" alumnus Hasan Minhaj gets the spotlight to himself -- and his name in the title -- on this Netflix original series. The Peabody Award-winning comic explores the modern cultural and political landscape with depth and sincerity. In each weekly episode, he uses his unique comedic voice and storytelling skill to investigate the larger trends shaping the fragmented world. According to Netflix, Minhaj -- who also serves as an executive producer -- is the first Indian-American host of a weekly comedy show.</p>	<p>Race, class, gender, politics, identity politics , environmental justice, capitalism</p>
Master of None	<p>Comic Aziz Ansari and writer Alan Yang are the creators of this Netflix-original comedy, which is loosely based on Ansari's real-life experiences. Ansari plays the role of Dev, a New York-based actor who is struggling to identify what he really wants, both personally and professionally. The series reveals glimpses of Dev's younger years, and explores current aspects of his life, including modern etiquette (regarding texting and social media), and being young and single in the city. Other important people in Dev's life are featured, including Dev's parents, played by Ansari's real-life mother and father, Fatima and Shoukath.</p>	<p>Race, Indian American culture, LGBTQ+ community, immigrant family experience and culture</p>

The Get Down	The multi-talented Baz Luhrmann and a team of collaborators -- Oscar-winner Catherine Martin, legendary MC Nas, Grandmaster Flash, Pulitzer-winning playwright Stephen Adly Guirgis, and hip-hop historian Nelson George -- have created a music-driven drama that documents the emergence of a new art form. Set in the late 1970s, when New York was at the brink of bankruptcy and disco was dying out, the rise of hip-hop is told through the lives, art, music and dance of a group of young people in the South Bronx.	Black history, hip hop and rap culture
Aziz Ansari: Right Now	Aziz Ansari: Right Now is an American stand-up comedy special by Aziz Ansari. The special is directed by Spike Jonze and premiered on July 9, 2019 on Netflix	Identity politics, politics, sexual assault
Dear White People (show)	Based on the acclaimed film of the same name, this Netflix-original series follows a group of students of color at Winchester University, a predominantly white Ivy League college. The students are faced with a landscape of cultural bias, social injustice, misguided activism and slippery politics. Through an absurdist lens, the series uses irony, self-deprecation, brutal honesty and humor to highlight issues that still plague today's "post-racial" society.	Identity politics, race, sexual assault, Blackness in white private schools, feminism, activism
On My Block	"On My Block" follows a quartet of bright, street-savvy friends who are navigating their way through high school, including all the of the triumph, pain and newness they experience along the way. Lifelong friendships are tested as Monse, Ruby, Jamal and Cesar confront the challenges of adolescence and life in their predominantly	Race, gang violence and culture, age

	Hispanic and black neighborhood in South Central Los Angeles in this coming-of-age comedy series.	
I May Destroy You	Set in London, where gratification is only an app away, the story centers on Arabella, a carefree, self-assured Londoner with a group of great friends, a boyfriend in Italy, and a burgeoning writing career. But when her drink is spiked, she must question and rebuild every element of her life.	**Content warning: sexual assault**
Watchmen (HBO series)	This “Watchmen” isn’t trying to tell the comics’ story of costumed heroes in an alternate version of the 1980s, in which Richard Nixon is still president and nuclear war with the Soviet Union is around the corner. Instead, HBO’s series marks a continuation of that narrative, a far-flung sequel set in a familiar but distinct version of 2019. Its main focus is race and the criminal justice system rather than nuclear armament.	Race, intergenerational trauma, black history, politics, Tulsa bombing

Podcasts

Title	Link	Description
Whitman So White!	https://podcasts.apple.com/us/podcast/whitman-so-white/id1522294546 https://linktr.ee/whitmansowhite	<p>Created by Whitman College students Jasmine and Elea:</p> <p>“This is a podcast by Black, Indigenous, and People of Color at Whitman College where we talk about our experiences and tell our stories.”</p> <p>Venmos:</p>

		<p>razeghj elea-hualian</p>
Octavia's Parables	https://podcasts.apple.com/us/podcast/octavias-parables/id1519024926	<p>A podcast diving into Octavia E Butler's Parable of the Sower/Talents, hosted by Toshi Reagon and adrienne maree brown.</p>
NPR's Code Switch Podcast	https://www.npr.org/podcasts/510312/codeswitch	<p>What's CODE SWITCH? It's the fearless conversations about race that you've been waiting for! Hosted by journalists of color, our podcast tackles the subject of race head-on. We explore how it impacts every part of society — from politics and pop culture to history, sports and everything in between. This podcast makes ALL OF US part of the conversation — because we're all part of the story.</p>
New York Times 1619 Project Podcast	https://www.nytimes.com/2020/01/23/podcasts/1619-podcast.html	<p>Accompanying podcast to The Times observing the 400th anniversary of the beginning of American slavery.</p>
Noisemakers Podcast	https://open.spotify.com/show/4XugV75dsRAbXvNhRDX1TE	<p>Noisemakers is a 6-part series which examines the impact of harassment, gender inequality, and pay inequity on women in the workplace. Celebrity activists such as Jessica Chastain, Padma Lakshmi, and Janet Mock speak with women from all walks of life who are fighting for equality in the workplace and inspiring others to do the same.</p>
Scene On Radio's seasons "Seeing White" and "The Land That Never Has Been Yet"	http://www.sceneonradio.org	<p>From the Center for Documentary Studies at Duke University, host John Biewen and collaborator Chenjerai Kumanyika turn the lens on whiteness in the season "Seeing White," which explores the creation of whiteness, history of whiteness in the U.S., and what it means to be white. In the season "The Land That Never Has Been Yet," Biewen and Kumanyika return to discuss democracy, the myth of America, and upend more inaccurate lessons from U.S. history.</p>
The Diversity Gap	https://www.thediversitygap.com/podcast-1	<p>When it comes to diversity, good intentions are only the beginning.</p> <p>Join Bethaney Wilkinson as she explores the gap between good intentions and good impact as it relates to diversity, inclusion and equity. On The Diversity Gap podcast, we'll be learning from thought leaders, authors, creatives and more about the diversity gaps in society and culture. Our</p>

		goal is to discover promising practices for closing diversity gaps in our everyday lives and work!
Intersectionality Hosted by Kimberlé Crenshaw	https://podcasts.apple.com/us/podcast/intersectionality-matters/id1441348908	Intersectionality Matters! is a podcast hosted by Kimberlé Crenshaw, an American civil rights advocate and a leading scholar of critical race theory.
Momentum: A Race Forward Podcast	https://www.raceforward.org/media/podcast/momentum-race-forward-podcast	Momentum: A Race Forward Podcast features movement voices, stories, and strategies for racial justice. Co-hosts Chevon and Hiba give their unique takes on race and pop culture, and uplift narratives of hope, struggle, and joy, as we continue to build the <i>momentum</i> needed to advance racial justice in our policies, institutions, and culture. Build on your racial justice lens and get inspired to drive action by learning from organizational leaders and community activists.
Pod for the Cause	https://civilrights.org/podforthecause/	<p>From the courts to immigration, we're seeing unprecedented attacks on the values we hold near and dear. At Pod for the Cause, we're going to tackle these issues and more. Our friends in the movement will be stopping by to have these conversations, and they promise to be real, straightforward and honest.</p> <p>This podcast was created for those of you wanting to effect change, who understand the importance of restoring our democracy and want to engage in deep conversation around the issues. So check out the first episode of Pod for the Cause, and subscribe below!</p>
Pod Save the People	https://crooked.com/podcast-series/pod-save-the-people/	Organizer and activist DeRay Mckesson explores news, culture, social justice, and politics with analysis from Sam Sinyangwe, Kaya Henderson, and De'Ara Balenger. Then he sits down for deep conversations with experts, influencers, and diverse local and national leaders.
Speaking of Racism	https://www.instagram.com/speakingofracism/	"Highlighting activists who are disrupting & dismantling racism in unique ways. Black owned & Black led. Owner- Tina Strawn @tina_strawn_life.
All My Relations	https://www.allmyrelationspodcast.co	Ha?ł sləxill and Osiyo! All My Relations is a podcast hosted by Matika

	m/	Wilbur (Swinomish and Tulalip) and Adrienne Keene (Cherokee Nation) to explore our relationships— relationships to land, to our creatural relatives, and to one another. Each episode invites guests to delve into a different topic facing Native peoples today as we keep it real, play games, laugh a lot, and even cry sometimes. We invite you to join us!
Dissect	https://linktr.ee/dissectpodcast https://dissectpodcast.com/about/	<p>Dissect is a serialized music podcast that examines a single album per season, one song per episode.</p> <p>In a world creating and accessing more content than ever before, we've quickly become a scrolling culture, hurriedly swiping through this infinite swath of content that seems to replenish without end.</p>

Organizations

Name	About	Website
------	-------	---------

Vera Institute of Justice	<p>Mission: To drive change. To urgently build and improve justice systems that ensure fairness, promote safety, and strengthen communities.</p> <p>Achieving Our Mission: We work with others who share our vision to tackle the most pressing injustices of our day—from the causes and consequences of mass incarceration, racial disparities, and the loss of public trust in law enforcement, to the unmet needs of the vulnerable, the marginalized, and those harmed by crime and violence.</p>	<p>https://www.vera.org/publications/what-policing-costs-in-americas-biggest-cities</p>
Black Lives Matter (BLM)	<p>#BlackLivesMatter was founded in 2013 in response to the acquittal of Trayvon Martin’s murderer. Black Lives Matter Foundation, Inc is a global organization in the US, UK, and Canada, whose mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes. By combating and countering acts of violence, creating space for Black imagination and innovation, and centering Black joy, we are winning immediate improvements in our lives.</p>	<p>https://www.blmla.org/resources</p> <p>**Check your local chapter**</p>

Color of Change	Color Of Change is the nation's largest online racial justice organization. We help people respond effectively to injustice in the world around us. As a national online force driven by 1.7 million members, we move decision-makers in corporations and government to create a more human and less hostile world for Black people in America.	https://colorofchange.org
Minnesota Freedom Fund	The Minnesota Freedom Fund pays criminal bail and immigration bond for those who cannot afford to as we seek to end discriminatory, coercive, and oppressive jailing.	https://minnesotafreedomfund.org **Check your local chapter**
National Association for the Advancement of Colored People (NAACP)	Founded in 1909 in response to the ongoing violence against Black people around the country, the NAACP (National Association for the Advancement of Colored People) is the largest and most pre-eminent civil rights organization in the nation. We have over 2,200 units and branches across the nation, along with well over 2M activists. Our mission is to secure the political, educational, social, and economic equality of rights in order to eliminate race-based discrimination and ensure the health and well-being of all persons.	https://www.naACP.org/about-us/
American Civil Liberties Union (ACLU)	The ACLU has evolved in the years since from this small group of idealists into the nation's premier defender of the rights enshrined in the U.S. Constitution. With more than 1.5 million members, nearly 300 staff attorneys, thousands of volunteer attorneys, and offices throughout the nation, the ACLU of today continues to fight	https://www.aclu.org

	<p>government abuse and to vigorously defend individual freedoms including speech and religion, a woman's right to choose, the right to due process, citizens' rights to privacy and much more. The ACLU stands up for these rights even when the cause is unpopular, and sometimes when nobody else will. While not always in agreement with us on every issue, Americans have come to count on the ACLU for its unyielding dedication to principle. The ACLU has become so ingrained in American society that it is hard to imagine an America without it.</p>	
Equal Justice Institute (EJI)	<p>The Equal Justice Initiative is committed to ending mass incarceration and excessive punishment in the United States, to challenging racial and economic injustice, and to protecting basic human rights for the most vulnerable people in American society.</p>	https://eji.org
Southern Poverty Law Center's Teaching Tolerance Project (SPLC)	<p>The Southern Poverty Law Center is dedicated to fighting hate and bigotry and to seeking justice for the most vulnerable members of our society. Using litigation, education, and other forms of advocacy, the SPLC works toward the day when the ideals of equal justice and equal opportunity will be a reality.</p>	https://www.splcenter.org
Reclaim the Block	<p>Reclaim the Block began in 2018 and organizes</p>	https://www.reclaimtheblock.org/home/#resources

	<p>Minneapolis community and city council members to move money from the police department into other areas of the city's budget that truly promote community health and safety. We believe health, safety and resiliency exist without police of any kind. We organize around policies that strengthen community-led safety initiatives and reduce reliance on police departments. We do not believe that increased regulation of or public engagement with the police will lead to safer communities, as community testimony and documented police conduct suggest otherwise.</p>	
The Marsha P. Johnson Institute	<p>Marsha P. Johnson was an activist, self-identified drag queen, performer, and survivor. She was a prominent figure in the Stonewall uprising of 1969. Marsha went by "Black Marsha" before settling on Marsha P. Johnson. The "P" stood for "Pay It No Mind," which is what Marsha would say in response to questions about her gender. It is the consideration of who "Black Marsha" was that inspired The Marsha P. Johnson Institute.</p> <p>The Marsha P. Johnson Institute (MPJI) protects and defends the human rights of BLACK transgender people. We do this by organizing, advocating, creating an intentional community to heal, developing transformative leadership, and promoting our collective power.</p>	https://marshap.org
Where to Donate to Support the Black Lives Matter Movement Right Now	Allure article with a list of organizations to donate to.	https://www.allure.com/story/black-lives-matter-where-to-donate
32 Black-Led Queer and Trans Organizations to	Bustle article with a list of organizations to donate to.	https://www.bustle.com/p/32-black-led-queer-trans-o

Support		rganizations-to-support-22959025
Racial Justice Network (RJN)	<p>The Racial Justice Network is a multi-racial, grassroots organization, committed to fighting for racial justice and building bridges across racial, social, and economic lines.</p> <p>RJN is led by Nekima Levy-Armstrong, an award-winning attorney, civil rights activist, and former law professor. Nekima has been leading the fight towards racial justice for several years in the Twin Cities, and has catalyzed countless allies to join in the work.</p>	https://racialjusticenetwork.com
Black Visions Collective	<p>Since 2017, Black Visions Collective, has been putting into practice the lessons learned from organizations before us in order to shape a political home for Black people across Minnesota. We aim to center our work in healing and transformative justice principles, intentionally develop our organizations core “DNA” to ensure sustainability, and develop Minnesota’s emerging Black leadership to lead powerful campaigns. By building movements from the ground up with an integrated model, we are creating the conditions for long term success and transformation.</p>	https://www.blackvisionsmn.org
Where to Donate to Support the Black Trans Community	<p>Elle article with a list of organizations to donate to.</p>	https://www.elle.com/culture/career-politics/a32839834/black-trans-lgbtq-organizations/

Other Resource Docs

Title	Creator/Contributor	Doc Contents	Link/Venmo
Black History Month Google Drive	Charles Preston	Black History Month library. Includes Black film scripts, authors, organizers, leaders, etc...	https://drive.google.com/drive/mobile/folders/0Bz011IF2Pu9TUWIXVWxybGJ1Ync...
SPLC Hate Map	SPLC Teaching Tolerance	Each year since 1990, the SPLC has published an annual census of hate groups operating within the United States. The number is a barometer, albeit only one, of the level of hate activity in the country. The hate map, which depicts the groups' approximate locations, is the result of a year of monitoring by analysts and researchers and is typically published every January or February. It represents activity by hate groups during the previous year.	https://www.splcenter.org/hate-map
Natl Resource List #GeorgeFloyd+	Jesse Sparks (Healthyish)	Includes safety resources for protesters, attorneys, social media use in protests, etc...	<p>Google doc: https://docs.google.com/document/d/1CjZMORRVuv-I-qo4B0YfmOTqIOa3GUS207t5iuLZmyA/mobilebasic</p> <p>Excel sheet: https://docs.google.com/spreadsheets/d/1fpdRY5fwoyt04Il6y9bToWjv4wUaIoMAQERoE2A140U/edit?usp=sharing</p>
Resource on safely protesting Or protesting as white people			

Wangeci's Linktree	Gladys Gitau	Includes therapy resources for B&IPOC, queer folx, and low income folx. Also includes other resources	Venmo: gladys-gitau LinkTree: https://linktr.ee/xwangeci
Rachel Cargle		Racial justice & community building	IG: @rachel.cargle Racial Justice Research Document
Sarah Sophie Flicker & Alyssa Klein		Compiled anti-racism resources	Anti-racism resources doc
Institutionalized Racism: A Syllabus		"How can we help students understand George Floyd's death in the context of institutionalized racism?"	https://daily.jstor.org/institutionalized-racism-a-syllabus/?fbclid=IwAR0XqLV-pRS9aFSazieLHP2nGmRpFryEszsiYsd58qQeErrL6jriPqOFugI
Charlottesville Syllabus: Readings on the History of Hate in America	Folu Oyefeso	Jstor resource shared by Folu Oyefeso	https://daily.jstor.org/charlottesville-syllabi-history-hate-america/
Kiara Cristina's Linktree		"I curated a list of over 20 links of petitions, articles, media, sounds, videos, and meditations centering blackness and black lives that I found to be helpful and grounding during this time. sources and links in my bio. Sending everyone luv 🍷 (I recommend going through them in order)" - Kiara	Venmo: artsywindow IG: @artsywindow LinkTree: https://linktr.ee/kiara_cristina
30 Days / 30 Ways to be an Ally to the Black Community		"Wondering how to become a better ally or where to even begin? This is for you!"	Venmo: tylerelaine

		<p>The #30daychallenge format has been trending on social media for years now, reaching an all-time high during this quarantine period. Well, white people and non-POC, here's my challenge to you (yes, being an ally is challenging). I challenge you to begin or continue being an ally to the black community.</p> <p>Do these things, share them with other white people and non-POC, and remember that it doesn't stop after Day 30."</p>	https://www.instagram.com/p/CA3dGDJlMeF/?utm_source=ig_web_button_share_sheet
Aron Liebig		<p>A resource document from a fellow Crossroads alum, Aron Liebig!</p>	https://docs.google.com/document/d/18oMZDHIo2mgr-W4O3H6X1ljdrkZoDh7cO7EsimdTlhA/edit?fbclid=IwAR2rzBzjIRgjAFyuDiDvpw3jy9v8FfB8gP1kG3hj75bxMrt-cGWNB5xzjmk#Amen to all of that! I've made the link open access so people can explore, add, etc. : https://docs.google.com/spreadsheets/d/1vbP4Xhaa6zt2sHjgALy2lkRIzOqo35dhnLv7be9wR4o/edit#gid=1605783785

Anti-Racism Practitioners & Professionals

****Read up on these activists and groups, but be wary of potential whitewashing of their messages. Don't be afraid to dig deep and ask questions****

Name	Type of Activism	Notable Work
Equity Allies led by Marissa Metelica	Workshops to help white people understand racism, anti-racism, whiteness and unpacking internalized white supremacy. She usually gives workshops at workplaces, government offices, etc. She's putting on an online workshop series "Unpacking Racism for White Folks."	https://www.equityallies.org/
Disc Diversity by Shanye Crawford	Live YouTube round-table discussions on white feminism, white supremacy, reconciliation, discomfort, having uncomfortable conversations, and anti-racism in ultimate	<p>Facebook page: https://www.facebook.com/disc.diversity/</p> <p>YouTube channel: https://www.youtube.com/channel/UCAFuORPA5BVt2zjjAa7pU-A/featured?view_as=subscriber&fbclid=IwAR0bsRMwYYEDmtNR-2ChYIL3IFoLyWZHhtKKoWlFk_HIJv8yzH0lBwEXy6Q</p>
Excellent List of Anti-Racism Resources (sent by Danna Schmidt)	Anti-Racism Links and Resources by Danna Schmidt	https://docs.google.com/document/d/1JLgM1nJNr52N6sjTTAi8s24UR64NOZHjejMbrh7RLk/edit
Listening Space for Female-Identified B&IPOCs: Facilitated by Kanupria Sanu	<p>"Hi there! In light of current events, I'm holding a safe space for female-identified BIPOCs who would like to express any feelings or challenges they are going through during this scary time. This space is all about empathy and compassion for you <3"</p> <p>- Kanupria</p>	https://calendly.com/kanusanu/listening-space-for-female-identified-bipocs?fbclid=IwAR23oT13JTRNd9hUT9HUHrVQWvHWZ6LpwdC77jM9RCbjfeqP1O47pMSTbEU&month=2020-06

Grace Phong	Bellevue, WA based Counselor - LMHCA Grace “provides low sliding scale for LGBTQPOC and hope to get my name on the list. I do both Telehealth and in-person sessions.”	https://openpathcollective.org/clinicians/hiu-phong/?fbclid=IwAR3kUE7oTTCcCq53j3nBveU3kF2eWm9PcpEDvww0I0vwc8mZJ91eETkIdQo
-------------	---	---

Concepts, Terms, & Theories

****Disclaimer; I have yet to add all of the citations to these definitions. It's a work in progress so stay tuned!****

Term	Meaning
Co-conspirator	https://www.c-span.org/video/?c4804332/user-clip-conspirators A co-conspirator is more powerful than an ally. How can you be a co-conspirator for folx experiencing marginalization?
Racial Equity Tools Glossary	Racial Equity Tools is designed to support individuals and groups working to achieve racial equity. This site offers tools, research, tips, curricula and ideas for people who want to increase their own understanding and to help those working toward justice at every level – in systems, organizations, communities and the culture at large. About the glossary: words and their multiple uses reflect the tremendous diversity that characterizes our society. Indeed, universally agreed upon language on issues relating to racism is nonexistent. We discovered that even the most frequently used words in any discussion on race can easily cause confusion, which leads to controversy and hostility. It is essential to

	<p>achieve some degree of shared understanding, particularly when using the most common terms. In this way, the quality of dialogue and discourse on race can be enhanced.</p> <p>Search terms in the glossary for definitions! Most of these definitions have been pulled from this Glossary.</p> <p>https://www.racialequitytools.org/glossary</p>
Ism	Racism, sexism, classism, ableism, ageism, religious discrimination, sexual orientation discrimination, immigration status.
Privilege	A societal privilege that benefits people whom society identifies in a majority group (ex: white, able-bodied, cis male) in some countries, beyond what's commonly experienced by non-white people under the same social, political, or economic circumstances.
Colorblindness	<p>Colorblindness is the racial ideology that suggests the best way to end discrimination is by treating everyone as equally as possible, without regard to race, culture, or ethnicity.</p> <p>An example would be "I don't see race."</p> <p>This does more damage than good however, as we must see and validate color as an integral piece of one's identity, heritage, and cultural makeup that guide their experiences and interactions with racism.</p>
Microaggression	<p>"Everyday insults, indignities and demeaning messages sent to people of color by well-intentioned white people who are unaware of the hidden messages being sent to them."</p> <p>Can apply to other cultural identifiers aside from race.</p> <p>(Derald Wing Sue)</p>
Microassault	Conscious and intentional actions or slurs, such as using racial epithets,

	displaying swastikas or deliberately serving a white person before a person of color in a restaurant.
Microinsult	<p>Verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's racial heritage or identity.</p> <p>An example is an employee who asks a colleague of color how she got her job, implying she may have landed it through an affirmative action or quota system.</p>
Microinvalidation	<p>Communications that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a person of color.</p> <p>For instance, white people often ask Asian-Americans where they were born, conveying the message that they are perpetual foreigners in their own land.</p>
Black face	<p>When people darken their skin with shoe polish, greasepaint or burnt cork and paint on red enlarged lips and other exaggerated features.</p> <p>Blackface minstrelsy is a theatrical tradition dating back to the early 19th century, in which performers "blacken" themselves up with costume and behaviors to act as black caricatures. The performances put society's most racist sensibilities on display and in turn fed them back to audiences to intensify these feelings and disperse them across culture. Many of our most beloved entertainment genres owe at least part of themselves to the minstrel stage, including vaudeville, film, and cartoons.</p>
Digital blackface	Various types of minstrel performance that become available in cyberspace (i.e. gifs of Black people).
Critical race theory	Critical race theory (CRT) is a school of thought meant to emphasize the effects of race on one's social standing. It arose as a challenge to the idea that in the two decades since the Civil Rights Movement and associated legislation, racial inequality had been solved and affirmative action was no longer necessary. CRT continues to be an influential body of legal and academic literature that has made its way into more public, non-academic writing.

Anti-Blackness	<p>The Council for Democratizing Education defines anti-Blackness as being a two-part formation that both voids Blackness of value, while systematically marginalizing Black people and their issues. The first form of anti-Blackness is overt racism. Beneath this anti-Black racism is the covert structural and systemic racism which categorically predetermines the socioeconomic status of Black folx in this country. The structure is held in place by anti-Black policies, institutions, and ideologies.</p> <p>The second form of anti-Blackness is the unethical disregard for anti-Black institutions and policies. This disregard is the product of class, race, and/or gender privilege certain individuals experience due to anti-Black institutions and policies. This form of anti-Blackness is protected by the first form of overt racism.</p> <p>Simple version: anti-Blackness is racism directed at Blackness and Black people. The Blacker you are, the more oppressed and hated you are. This has led to racism towards other B&IPOC groups, as the closer to Blackness someone is (i.e. a Native American person vs. an Asian person), the more oppressed they become through structures meant to harm Black folx.</p>
Aversive racism	<p>Aversive racism is a form of contemporary racism that manifests at the individual level. Compared to the traditional form of racism, aversive racism operates, often unconsciously, in subtle and indirect ways. People whose behavior is characterized by aversive racism (aversive racists) sympathize with victims of past injustice, support the principle of racial equality, and regard themselves as non prejudiced, but at the same time they possess negative feelings and beliefs about blacks or other groups. It is hypothesized that aversive racism characterizes the racial attitudes of many well-educated and liberal whites in the United States, as well the attitudes of members of dominant groups toward minority groups in other countries with strong contemporary egalitarian values but discriminatory histories or policies.</p>
Stereotype threat	<p>Stereotype threat occurs when a person is worried about behaving in a way that confirms negative stereotypes about members of their group. This</p>

	<p>added stress can end up impacting how they actually perform in a particular situation. For example, a woman might feel nervous when taking a math test because of stereotypes about women in math courses, or worry that receiving a poor grade will cause others to think that women don't have high levels of math ability.</p>
White feminism	<p>White feminism is the label given to feminist efforts and actions that uplift white women but that exclude or otherwise fail to address issues faced by minority groups, especially women of color and LGBTQ women.</p>
Spiritual bypassing	<p>The easiest way for white women (and men) to skirt around the realities of racism is to just "love and light it away". When confronted with ways they have offended a marginalized group with their words or actions, they immediately start to demand unity and peace; painting those they harmed as aggressive, mean, or divisive.</p>
White savior complex	<p>Many white women (and men) insist that there is no way they could be part of the problem because of their extensive resume of what they've "done for you people." Instead of listening to what the women of color are trying to express, they instead whip out the <i>Nice Things I've Done For Black People In The Past</i>, which often includes everything from "says hi to the black man next door every single morning" to "saved a black child through adoption and treats them just as nicely as my white children."</p>
Centering	<p>This is the most common of all. White men especially (and white women) get so caught up in how they feel in a moment of black women expressing themselves that they completely vacuum the energy, direction, and point of the conversation to themselves and their feelings. They start to explain why race is hard for them to talk about, what they think would be a better solution to the topic at hand, and perhaps what women of color can do to make it more palatable.</p>
Gaslighting	<p>Gaslighting is a form of psychological manipulation in which a person seeks to sow seeds of doubt in a targeted individual or in members of a targeted group, making them question their own memory, perception, and sanity.</p>

	<p>For example, if I as a POC tell white person about my experiences with racism and that white person tells me my experiences are invalid or untrue, they're "gaslighting me" and my truth. This often happens in abusive relationships and conversations with racism or gender.</p> <p>5 Signs of Gaslighting:</p> <ol style="list-style-type: none"> 1. Gaslighters override your reality. 2. Gaslighters aren't out to destroy you; they're out to make things easier for themselves. 3. Gaslighting is often fueled by sexism. 4. Gaslighters make disagreement impossible. 5. Gaslighters make you agree with their point of views <p>https://thriveglobal.com/stories/how-to-recognize-5-tactics-of-gaslighting/</p>
Feminism	The advocacy of women's rights on the basis of the equality of the sexes.
Black feminism	<p>Black feminism is a type of feminism. Black feminists believe that sexism and racism are bound together through intersectionality; an important framework for understanding and dismantling oppression for the Black community. Black feminism exists because the racism that Black women experience is not adequately addressed by the mainstream feminist movement, which is led by white middle-class women.</p> <p>During the 1960s and 70s when women were struggling in the 2nd movement of feminism, a 3rd movement emerged of black feminist women who fought to empower their group with a powerful and important message that would make history.</p> <p>This movement that addressed not only feminism, but specifically African-American feminism and politics, is known as the 3rd world Women's Alliance.</p> <p>List of 10 Black Feminists you should know:</p>

	<p>https://now.org/blog/10-black-feminists-you-need-to-know-about/</p> <p>**Black Feminist Theory/Thought is CRUCIAL to the liberation of the Black community. Please read up on this extensively**</p>
Womanist	<p>In 1983, Alice Walker developed the term “womanist” to describe “a Black feminist or feminist of color.” Her term defined a more communal and humanist expression of feminism that acknowledged queer black women and aligned with long-standing traditions of black women's thought and activism.</p>
Combahee River Collective	<p>The Combahee River Collective was a Black feminist lesbian organization active in Boston from 1974 to 1980.</p> <p>The Combahee River Collective statement was created and written by Afrocentric black feminists who parted ways from the NBFO (National Black Feminist Organization) in order to create, define, and clarify their own politics. These women are actively committed to struggling against racial, sexual, heterosexual, and class oppression. It is their particular task to further the development of integrated analysis and practice based upon the fact that the major systems of oppression are interlocking. To this specific group of women, the NBFO is a coalition they believe in, but it did not recognize or address black lesbian feminist politics and systems of oppression within their group.</p> <p>Check out this link to read about the history of the CRC and read the statement: https://combaheerivercollective.weebly.com/history.html</p>
Misogynoir	<p>Misogynoir is misogyny directed towards Black women where race and gender both play roles in bias. The term was coined by queer Black feminist Moya Bailey, who created the term to address misogyny directed toward Black women in American visual and popular culture.</p>
B&IPOC	<p>Black and Indigenous People of Color</p> <p>**This term has been debated in terms of usage, so read a few articles to</p>

	determine where you stand**
White supremacy	<p>The ideology that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions. While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worth less, immoral, bad, and inhuman and "undeserving."</p> <p>Drawing from critical race theory, the term "white supremacy" also refers to a political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.</p> <p>See "white supremacy culture" in the Glossary for more information.</p>
White fragility	<p>Per Robin DiAngelo, white fragility is "a state in which even a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium."</p> <p>Read DiAngelo's literature to better understand white fragility.</p>
White guilt	<p>White guilt is the individual or collective guilt felt by some white people for harm resulting from racist treatment of ethnic minorities such as African Americans and Indigenous peoples by other white people.</p> <p>In other words, it's feeling guilty when you're called out on your privilege,</p>

	<p>racism, or complicitness in institutional oppression. An example of white guilt is when your Black friend says you have white privilege and you deny that claim because “your privilege isn’t your fault.”</p>
Reparations	<p>States have a legal duty to acknowledge and address widespread or systematic human rights violations, in cases where the state caused the violations or did not seriously try to prevent them. Reparations initiatives seek to address the harms caused by these violations. They can take the form of compensating for the losses suffered, which helps overcome some of the consequences of abuse. They can also be future oriented—providing rehabilitation and a better life to victims—and help to change the underlying causes of abuse. Reparations publicly affirm that victims are rights-holders entitled to redress.</p> <p>In other words, pay Black people (and other IPOC) for building this country, enslavement, etc...</p>
Racism	<p>Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.</p> <p>Racism = race prejudice + social and institutional power</p> <p>Racism = a system of advantage based on race</p> <p>Racism = a system of oppression based on race</p> <p>Racism = a white supremacy system</p>
Prejudice	<p>A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or</p>

	stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.
Discrimination	The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.
Stereotype	A stereotype is “a fixed, over generalized belief about a particular group or class of people.” (Cardwell, 1996). For example, all Black people play basketball.
Oppression	<p>The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group. Rita Hardiman and Bailey Jackson state that oppression exists when the following 4 conditions are found:</p> <ul style="list-style-type: none"> ● The oppressor group has the power to define reality for themselves and others, ● The target groups take in and internalize the negative messages about them and end up cooperating with the oppressors (thinking and acting like them), ● Genocide, harassment, and discrimination are systematic and institutionalized, so that individuals are not necessary to keep it going, and, ● Members of both the oppressor and target groups are socialized to play their roles as normal and correct. ● Oppression = Power + Prejudice
Colorism	<p>“Within-group and between-group prejudice in favor of lighter skin color.” - Alice Walker</p>

	Folx with lighter skin in many cultures tend to be more desired by society and often possess certain privileges that darker skinned folx lack.
Institutional oppression	Institutional Oppression is the systematic mistreatment of people within a social identity group, supported and enforced by the society and its institutions, solely based on the person's membership in the social identity group.
Systemic oppression	The specific systems in society (i.e. the carceral system) that uphold and support institutional oppression.
Internalized racism	<p>Internalized racism is defined as “the acceptance, by marginalized racial populations, of the negative societal beliefs and stereotypes about themselves” (Williams & Williams-Morris, 2000, p. 255; Taylor & Grundy, 1996).</p> <p>Individuals may or may not be aware of their own acceptance of these negative beliefs. Internalized racism can also be expressed via a rejection of the cultural practices of one's own ethnic or racial group.</p> <p>Components that have been considered part of racial identity, including racial self-hatred, may also be considered part of the construct of internalized racism (Cross & Vandiver, 2001; Wester, Vogel, Wei, & McLain, 2006).</p> <p>When the negative stereotypes are absorbed into the self-concept of a stigmatized individual, the process is referred to as self-stereotyping (Hogg & Turner, 1987; Simon & Hamilton, 1994).</p>
Gender and sex	<p>Gender is used to describe the characteristics of women and men that are socially constructed and binary, while sex refers to those that are biologically determined. Gender isn't a binary, but social constructs have led us to think this to be true.</p> <p>If anyone has a better definition, please add!</p> <p>Check out GLSEN for more information on gender terminology:</p>

	https://www.glsen.org/sites/default/files/Gender%20Terminology%20Guide.pdf
Gender attribution	<p>Gender attribution describes how your gender is perceived by others. This can change depending on the people you're around, the country you're in, or even the time period. For example, although we might consider dresses to be stereotypically feminine, ancient Romans wore dresses or "togas" regardless of their gender, and a man wearing one at that time would be perceived as masculine.</p>
Sex assigned at birth	<p>Sex assigned at birth is the sex that the medical community labels a person when they are born. If your gender identity matches the sex assigned to you at birth, then you are cisgender. For example, if you identify as a girl and you were assigned female at birth, then you are cisgender. People whose gender identity does not match their sex assigned at birth may be transgender.</p> <p>Regardless of our gender identity and sex assigned at birth, people express their gender in a variety of ways. This includes the way that we talk, our mannerisms, how we interact with others, our clothing, accessories, hairstyles, activities we enjoy, and much more! You should never use a person's gender expression to guess their gender identity.</p>
Gender identity	<p>Gender identity is how you identify and see yourself. Everyone gets to decide their gender identity for themselves. You may identify as a girl or a boy. If you don't feel like a boy or a girl, you might identify as agender, genderqueer, nonbinary or just as a person. You may choose not to use any specific term to define your gender identity, or you may use a term today that you decide later doesn't fit. You have a right to identify however you want, and your identity should be respected.</p>
Gender identities	Agender :

	<p>Not having a gender or identifying with a gender. They may describe themselves as being gender neutral or genderless.</p> <p>Bigender : A person who fluctuates between traditionally “male” and “female” gender-based behaviours and identities.</p> <p>Cisgender : A person whose gender identity and biological sex assigned at birth are the same. For example they were born biologically as a male, and express their gender as male.</p> <p>Gender Expression: The external display of one’s gender, through a combination of how they dress, how they act and other factors, generally measured on scales of masculinity and femininity.</p> <p>Gender Fluid: A mix of boy and girl. A person who is gender fluid may always feel like a mix of the two traditional genders, but may feel more man some days, and more womxn other days.</p> <p>Genderqueer: A gender identity label often used by people who do not identify with being a man or a woman, or as an umbrella term for many gender non-conforming or non-binary identities.</p> <p>Intersex:</p>
--	--

A person born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male. For example, a person might be born appearing to be female on the outside, but having mostly male-typical anatomy on the inside.

Gender Variant:

Someone who either by nature or by choice does not conform to gender-based expectations of society

Mx.:

Is a title (e.g. Mr., Ms., etc.) that is gender neutral. Pronounced miks, (similar to Ms) it is often the option of choice for folks who do not identify as cisgender.

Third Gender:

A term for a person who does not identify with either man or woman, but identifies with another gender. This gender category is used by societies that recognise three or more genders, both contemporary and historic, and is also a conceptual term meaning different things to different people who use it.

Transgender:

A person who lives as a member of a gender other than that expected based on sex assigned at birth.

Two-Spirit:

Is an umbrella term traditionally used by Native American people to recognise individuals who possess qualities of both genders

	<p>Ze / Hir :</p> <p>Alternate pronouns that are gender neutral. Pronounced /zee/ and /here/ they replace “he” and “she” and “his” and “hers” respectively. Alternatively some people who are not comfortable/do not embrace he/she use the plural pronoun “they/their” as a gender neutral singular pronoun.</p> <p>https://young.scot/get-informed/national/gender-identity-terms</p>
Gender expression	<p>The external appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.</p>
Sexual orientation	<p>Sexual orientation describes patterns of sexual, romantic, and emotional attraction and one's sense of identity based on those attractions. Sexual orientation is distinct from gender identity, the internal sense of being male, female, or non-binary.</p> <p>An inherent or immutable enduring emotional, romantic or sexual attraction to other people.</p>
Sexual orientations (LGBTQIA+)	<p>Check out this Healthline article for terms:</p> <p>https://www.healthline.com/health/different-types-of-sexuality#a-c</p>
Gender transition	<p>The process by which some people strive to more closely align their internal knowledge of gender with its outward appearance. Some people socially transition, whereby they might begin dressing, using names and pronouns and/or be socially recognized as another gender. Others undergo physical transitions in which they modify their bodies through medical interventions.</p>

Gender pronouns	<p>Preferred gender pronouns or personal gender pronouns (often abbreviated as PGP) refer to the set of third-person pronouns that an individual prefers that others use in order to identify that person's gender (or lack thereof).</p> <p>She/her/hers and he/him/his are a few commonly used pronouns. Some people call these “female/feminine” and “male/masculine” pronouns, but many avoid these labels because not everyone who uses he feels like a “male” or “masculine.” There are also lots of gender-neutral pronouns in use such as “ze” and “zir.”</p>
Misgendering	<p>Misgendering refers to the experience of being labeled by others as a gender other than one that a person identifies with.</p> <p>The essential thing to do after learning someone’s pronouns is remembering to use those pronouns when referring to that person. If you accidentally use the wrong pronoun when identifying someone, please correct yourself in front of that person and begin using the right pronoun. Everyone makes mistakes, and making visible your work to respect and use someone’s pronoun after a mistake is an important moment to take. It is not the responsibility of the transgender or gender nonconforming person to address your feelings after you misgender them.</p>
Cis gender	<p>Cis gender refers to people whose gender identity and expression matches the biological sex they were assigned when they were born.</p>
Cis privilege	<p>The more all of these identities are aligned, the more cis-privilege you benefit from. For example, if you identify as a boy who was assigned male at birth (which means you’re cis), and your gender expression stays in what is considered “masculine” in your culture, AND you stay around people who perceive and read your expression as masculine, then your gender is not questioned. You might even get to move through the world without thinking about gender, being misgendered, or feeling limited by gender stereotypes.</p>

Hierarchy of Feelings	<p>The unofficial model by which we prioritize feelings and emotions based on identity that has been historically skewed.</p> <p>The hierarchy is super messy and based on context and circumstances, but the way we've experienced it: white men are at the top followed by white women, men of color, womxn of color, trans folx of color, and Black trans womxn. Friends, feel free to chime in or correct us if you feel otherwise!</p> <p>Though the hierarchy isn't fixed, it's the emotional needs of Black womxn and Black trans womxn that are the least affirmed.</p>
Capital "T" Truth Myth	<p>There is no capital T Truth just because you're white, cis, straight, and male or experience any combination thereof.</p> <p>In other words, most people (esp white men) believe that their "Truth" is a universal "Truth" but in reality, we all have personal "truths" that are all valid and real. We have to use empathy in order to affirm that there are multiple little "t" truths that make us different, but no truth is universal or takes priority over another.</p>
Biracial and multicultural (or mixed race)	A multiracial or biracial person is someone whose parents or ancestors are from two or multiple different racial backgrounds.
Transracial adoption	<p>Transracial or transcultural adoption means placing a child who is of one race or ethnic group with adoptive parents of another race or ethnic group. In the United States these terms usually refer to the placement of children of color or children from another country with Caucasian adoptive parents.</p> <p>Note that identifying as "transracial" is not possible (see "The Rahel Divide" for an understanding of the harm this term does to B&IPOC)**</p>
Transphobia	Transphobia is the fear, hatred, disbelief, or mistrust of people who are transgender, thought to be transgender, or whose gender expression doesn't

	conform to traditional gender roles. Transphobia can prevent transgender and gender nonconforming people from living full lives free from harm.
Homophobia	The homophobia definition is the fear, hatred, discrimination against, discomfort with, or mistrust of people who are lesbian, gay, bisexual, or another sexual orientation that doesn't fit into heterosexual norms.
Xenophobia	Dislike of or prejudice against people from other countries.
Core cultural identifiers	<p>Below is a list of some sample cultural identifiers to consider as you implement your equity and justice, multicultural, and diversity initiatives. Some independent school leaders may recall a time when NAIS referred to a list of the "Big 8" or "Core Identifiers." We have moved away from these terms because they implied a sense of hierarchy, placing greater value on the identifiers in the list over other identifiers.</p> <ul style="list-style-type: none"> ● Ability ● Age ● Ethnicity ● Gender ● Race ● Religion ● Sexual Orientation ● Socioeconomic Status (Class) ● Body Image ("lookism") ● Educational Background ● Academic/Social Achievement ● Family of Origin, Family Make Up ● Geographic/Regional Background ● Language ● Learning Style ● Beliefs (political, social, religious) ● Globalism/Internationalism <p>See NAIS for more information: https://www.nais.org/articles/pages/sample-cultural-identifiers.aspx</p>

Hate crime	<p>A hate crime is a traditional offense like murder, arson, or vandalism with an added element of bias. For the purposes of collecting statistics, the FBI has defined a hate crime as a “criminal offense against a person or property motivated in whole or in part by an offender’s bias against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.” Hate itself is not a crime—and the FBI is mindful of protecting freedom of speech and other civil liberties.</p>
Culture	<p>The customary beliefs, social forms, and material traits of a racial, religious, or social group.</p>
Intersectionality	<p>Per Kimberlé Williams Crenshaw, "Intersectionality is simply a prism to see the interactive effects of various forms of discrimination and disempowerment. It looks at the way that racism, many times, interacts with patriarchy, heterosexism, classism, xenophobia — seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges. “Intersectionality 102,” then, is to say that these distinct problems create challenges for movements that are only organized around these problems as separate and individual. So when racial justice doesn’t have a critique of patriarchy and homophobia, the particular way that racism is experienced and exacerbated by heterosexism, classism etc., falls outside of our political organizing. It means that significant numbers of people in our communities aren’t being served by social justice frames because they don’t address the particular ways that they’re experiencing discrimination."</p> <p>This is the literal intersection of different identities that cause oppression or allow privilege for certain individuals.</p>
Inclusion	<p>Involvement and empowerment, where the inherent worth and dignity of all people is recognized.</p>

	An inclusive university promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members.
Diversity	The range of human difference, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.
Ethnicity	The fact or state of belonging to a social group that has a common national or cultural tradition.
Race	Race is made up lol. Check this out: https://www.nationalgeographic.com/magazine/2018/04/race-genetics-science-africa/
White womxn tears	When white womxn use their privilege and white womanhood to perform their own form of white guilt.
Karens	White womxn who use their white womanhood to call the cops on Black people minding their own business (i.e. Carolyn Bryant Donham who got Emmett Till killed, or Amy Cooper the white lady who called the cops on a Black man named Christian Cooper who was bird watching)
Police brutality	<p>Police brutality or police violence is legally defined as a civil rights violation where officers exercise undue or excessive force against a subject. This includes, but is not limited to, bullying, physical or verbal harassment, physical or mental injury, property damage, and death.</p> <p>Police brutality is the most dangerous threat to a Black person in America. It's been the cause of the murders of Black folk since the days of slavery and is rooted in white poor men who would track down run away slaves on plantations. It's also rooted in white supremacy. Check out Hassan Minhaj's police brutality episode to understand more.</p> <p>The police system MUST be abolished and recreated - we cannot reform a system that's deeply rooted in white supremacy.</p>

Black lives matter (BLM)	Black Lives Matter means just that; the lives of Black folx in America have never mattered, but they must in order to protect and liberate our community. It means that a Black life can no longer be disposable. Black people are more than 3/4ths of a human and have too have the right to life.
All lives matter	Is a counter argument to Black Lives Matter. This is usually what white people say as an act of white privilege and fragility in response to uncomfortability or denial that BLM. Saying all lives matter in response to BLM is disregarding the message that <i>Black lives must matter too</i> - it doesn't mean that other lives don't matter. If you believe in the slogan all lives matter and denounce BLM then I suggest you read some articles as to why that slogan is harmful. BLM means every life matters including Black lives.
Blue lives matter	Blue lives matter is also bogus. It's the same rebuttal as all lives matter, but pertains to cops' lives. This is a very harmful slogan that prioritizes cops lives - or the oppressors' lives - above the lives that are being taken away - meaning Black lives and other lives of color. Don't fall into this trap. Just because some people are cops, doesn't mean their lives don't matter, but this slogan confuses this message.
Identity politics	"The Combahee River Collective made two key observations in their use of 'identity politics.' First was that the oppression on the basis of identity - whether it was racial, gender, class, or sexual orientation identity - was a source of political radicalization. Black women were not radicalizing over abstract issues of doctrine; they were radicalizing because of the ways that their multiple identities opened them up to overlapping oppression and exploitation. But 'identity politics' was not just about who you were; it was also about what you could do to confront the oppression you were facing. Or, as Black women had argued... 'the personal is political... Identity politics became a way for those suffering that oppression could become politically active to confront it.'" (Taylor, 2017)
African american vernacular or ebonics	African American Vernacular English (AAVE) is the variety formerly known as Black English Vernacular or Vernacular Black English among sociolinguists, and commonly called Ebonics outside the academic community. While some features of AAVE are apparently unique to this variety, in its structure it also shows many commonalities with other varieties including a number of standard and nonstandard English varieties spoken in the US and the Caribbean.

Cultural appropriation	Cultural appropriation can be defined as the “cherry picking” or selecting of certain aspects of a culture, and ignoring their original significance for the purpose of belittling it as a trend. Essentially, it’s stealing a culture that’s not your own and often leads to the mocking, discrediting, and misrepresentation of the culture in question (i.e. blackface, racist halloween costumes, or when Kim Kardashian was credited for donning a new type of braid when she was just wearing cornrows).
Cultural appreciation	Cultural appreciation is honoring and respecting another culture and its practices, as a way to gain knowledge and understanding.
Womxn	The term womxn, used by some feminists, especially in the intersectional feminist movement, is one of several alternative spellings of the English word woman. It is used to avoid the spelling “woman” which contains and derives from men, and to foreground transgender, nonbinary, and non-white women.
DEI	Diversity, Equity, and Inclusion
Equity vs. equality	Check this out: https://www.mentalfloss.com/article/625404/equity-vs-equality-what-is-the-difference
Juneteenth	Check this out: https://www.history.com/news/what-is-juneteenth
Black Rage	An excerpt from my thesis: “Bryan McCann defines Black rage as a physical, emotional, or psychological response to rejections of Blackness, as through declarations of Black rage, members of the Black community can release their various reactions to a long history of resistance from white America. Additionally, McCann elucidates Black rage as ‘the key register through which affect finds capture and circulation...[,]is both malleable and relatively autonomous...[and is] indispensable for contextualizing responses to racist oppression.’ Cornel West further defines Black rage as an ‘intense love for one’s race,’ while bell hooks describes it as ‘a useful concept to the extent that it informs a vision of militancy that is necessary for transformative revolutionary

	action.”
Black Power Movement	Black Power was a revolutionary movement that occurred in the 1960s and 1970s. It emphasized racial pride, economic empowerment, and the creation of political and cultural institutions.
Anti-Racism	<p>“One endorses either the idea of a racial hierarchy as a racist, or racial equality as an antiracist,’ Kendi writes in <i>How to Be an Antiracist</i>, published in 2019. ‘One either believes problems are rooted in groups of people, as a racist, or locates the roots of problems in power and policies, as an antiracist. One either allows racial inequities to persevere, as a racist, or confronts racial inequities, as an antiracist. There is no in-between safe space of ‘not racist,’ Kendi continues. ‘The claim of ‘not racist’ neutrality is a mask for racism.’</p> <p>To be an anti-racist, Kendi and others say, requires an understanding of history — an understanding that racial disparities in America have their roots, not in some failing by people of color but in policies that serve to prop up white supremacy.”</p> <p>Check out this Vox article for more: https://www.vox.com/2020/6/3/21278245/antiracist-racism-race-books-resources-antiracism</p>
Interpersonal racism	Occurs between individuals. These are public expressions of racism, often involving slurs, biases, or hateful words or actions.
Institutional racism	Occurs in an organization. These are discriminatory treatments, unfair policies, or biased practices based on race that result in inequitable outcomes for whites over people of color and extend considerably beyond prejudice. These institutional policies often never mention any racial group, but the

	intent is to create advantages.
Structural racism	The overarching system of racial bias across institutions and society. These systems give privileges to white people resulting in disadvantages to people of color.
Jim Crow Laws	Jim Crow laws were a collection of state and local statutes that legalized racial segregation. Named after a Black minstrel show character, the laws—which existed for about 100 years, from the post-Civil War era until 1968—were meant to marginalize African Americans by denying them the right to vote, hold jobs, get an education or other opportunities. Those who attempted to defy Jim Crow laws often faced arrest, fines, jail sentences, violence and death.
Black Codes	Black codes were strict local and state laws that detailed when, where and how formerly enslaved people could work, and for how much compensation. The codes appeared throughout the South as a legal way to put Black citizens into indentured servitude, to take voting rights away, to control where they lived and how they traveled and to seize children for labor purposes.
Gentrification	Gentrification is a general term for the arrival of wealthier people in an existing urban district (usually white people), a related increase in rents and property values, and changes in the district's character and culture. The term is often used negatively, suggesting the displacement of poor communities by rich outsiders.
Lynching	Lynching, a form of violence in which a mob, under the pretext of administering justice without trial, executes a presumed offender, often after inflicting torture and corporal mutilation. The term lynch law refers to a self-constituted court that imposes sentence on a person without due

	<p>process of law.</p> <p>Black people were (and still are in the same and different ways) lynched by being brutally beaten and hung from trees. Listen to Billie Holiday's "Strange Fruit" as a supplement to this term.</p>
Disenfranchisement	The state of being deprived of a right or privilege, especially the right to vote.

Laws & Amendments

Title	What It Means	Link With More Info
Crown Act	<p>The CROWN Act prohibits discrimination based on hairstyles by extending statutory protections based on race to hair texture and protective styles in state Employment, Housing, Education Codes. We have made great strides, but we have more states to go!</p> <p>First introduced in California in January 2019 and signed into law on July 3, 2019, the inaugural CROWN Act expanded the definition of race in the Fair Employment and Housing Act (FEHA) and state Education Code, to ensure protection in workplaces and in K-12 public and charter schools. Since then, The CROWN Act has</p>	https://www.thecrownact.com/about

	galvanized support from federal and state legislators in the movement to end hair discrimination nationwide.	
Emmett Till Antilynching Act	<p>This bill establishes a new criminal civil rights violation for lynching. Specifically, a person who conspires to commit certain civil rights offenses (e.g., a hate crime act) is subject to criminal penalties.</p> <p>Aka don't lynch people because it's finally illegal.</p>	https://www.congress.gov/bill/116th-congress/house-bill/35/text
4th Amendment	<p>The Fourth Amendment of the U.S. Constitution provides that "[t]he right of the people to be secure in their persons, houses, papers, and effects, against unreasonable searches and seizures, shall not be violated, and no Warrants shall issue, but upon probable cause, supported by Oath or affirmation, and particularly describing the place to be searched, and the persons or things to be seized."</p> <p>The ultimate goal of this provision is to protect people's right to privacy and freedom from unreasonable intrusions by the government. However, the Fourth Amendment does not guarantee protection from all searches and seizures, but only those done by the government and deemed unreasonable under the law.</p>	https://www.law.cornell.edu/wex/fourth_amendment
13th amendment	<p>The 13th Amendment to the U.S. Constitution, ratified in 1865 in the aftermath of the Civil War, abolished slavery in the United States.</p> <p>The 13th Amendment states: "Neither slavery nor</p>	<p>https://www.history.com/topics/black-history/thirteenth-amendment</p> <p>**See Ava DuVernay's "13th" for more info**</p>

	involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction.”	
14th amendment	<p>The 14th Amendment to the U.S. Constitution, ratified in 1868, granted citizenship to all persons born or naturalized in the United States—including former slaves—and guaranteed all citizens “equal protection of the laws.”</p> <p>One of three amendments passed during the Reconstruction era to abolish slavery and establish civil and legal rights for Black Americans, it would become the basis for many landmark Supreme Court decisions over the years.</p>	https://www.history.com/topics/black-history/fourteenth-amendment
15th amendment	<p>The 15th Amendment granting African-American men the right to vote was adopted into the U.S. Constitution in 1870. Despite the amendment, by the late 1870s discriminatory practices were used to prevent Blacks from exercising their right to vote, especially in the South. It wasn't until the Voting Rights Act of 1965 that legal barriers were outlawed at the state and local levels if they denied African-Americans their right to vote under the 15th Amendment.</p>	https://www.history.com/topics/black-history/fifteenth-amendment
Stop and frisk	A state law that allows a police officer to stop any person without making an arrest based on a reasonable suspicion that the person has committed or is about to commit a crime	https://www.law.cornell.edu/wex/stop_and_frisk **Read The New Jim Crow for more info**
Civil rights act of 1964	The Civil Rights Act of 1964, which ended	https://www.history.com/topics/black-history/civil-rights-act

	<p>segregation in public places and banned employment discrimination on the basis of race, color, religion, sex or national origin, is considered one of the crowning legislative achievements of the civil rights movement.</p>	il-rights-act
Emancipation Proclamation	<p>On September 22, 1862, President Abraham Lincoln issued the preliminary Emancipation Proclamation, which declared that as of January 1, 1863, all enslaved people in the states currently engaged in rebellion against the Union “shall be then, thenceforward, and forever free.”</p> <p>Lincoln didn’t actually free any of the approximately 4 million men, women and children held in slavery in the United States when he signed the formal Emancipation Proclamation the following January. The document applied only to enslaved people in the Confederacy, and not to those in the border states that remained loyal to the Union.</p>	https://www.archives.gov/exhibits/featured-documents/emancipation-proclamation https://www.history.com/topics/american-civil-war/emancipation-proclamation
Voting rights act 1965	<p>The Voting Rights Act of 1965, signed into law by President Lyndon B. Johnson, aimed to overcome legal barriers at the state and local levels that prevented African Americans from exercising their right to vote as guaranteed under the 15th Amendment to the U.S. Constitution.</p>	https://www.history.com/topics/black-history/voting-rights-act

Speeches & Essays

Title	Author/Speaker
Angela Davis Speeches on Spotify	Angela Davis https://open.spotify.com/artist/4LsP9Fcfyln6GOh8GwYDkT?si=IDrstMv4QBm5jrbqXE7lDA
A More Perfect Union	Barack Obama
Revolutionary Speeches Spotify Playlist	Cherokee Washington https://open.spotify.com/playlist/1yfb27T2bMpPQq9XUg4DIZ?si=f-U7aYwSQ8qVSbxnBr0Rgw
The Future is Feminist : An Analysis of Black Women's Rage in American Society Through Beyoncé's Lemonade	Cherokee Washington
I'm Sick and Tired of Being Sick and Tired	Fannie Lou Hamer
What to the Slave is the Fourth of July	Frederick Douglass
Lynching Our National Crime	Ida B. Wells
James Baldwin's Black Lives Matter Speech	James Baldwin
Ain't I a Woman?	Sojourner Truth
Black Power	Stokely Carmichael
Ballot or the Bullet	Malcolm X
I Have a Dream	Martin Luther King Jr.

Articles

Title	Author	Link
Your Kids Aren't Too Young to Talk About Race	Katrina Michie	Link
I'm White and I'm Outraged by Ahmaud Arbery's Murder. Now What?	Taharee Jackson	https://medium.com/@drtaharee/im-white-and-i-m-outraged-by-ahmaud-arbery-s-murder-now-what-247dba493bca
eThe Case for Capitalizing the <i>B</i> in Black	Kwame Anthony Appiah	https://www.theatlantic.com/ideas/archive/2020/06/time-to-capitalize-blackand-white/613159/
Call It What It Is: Anti-Blackness	kihana miraya ross	https://www.nytimes.com/2020/06/04/opinion/george-floyd-anti-blackness.html
Kareem Abdul-Jabbar: Where Is the Outrage Over Anti-Semitism in Sports and Hollywood?	Kareem Abdul-Jabbar	https://www.hollywoodreporter.com/news/kareem-abdul-jabbar-is-outrage-anti-semitism-sports-hollywood-1303210
What We Mean When We Say 'Race Is a Social Construct'	Ta-Nehisi Coates	https://www.theatlantic.com/national/archive/2013/05/what-we-mean-when-we-say-race-is-a-social-construct/275872/
Is this how discrimination ends by Jessica Nordell	Ta-Nehisi Coates	https://www.theatlantic.com/science/archive/2017/05/unconscious-bias-training/525405/
America's Racial Contract is Showing by Adam Serwer	Adam Serwer	https://www.theatlantic.com/ideas/archive/2020/05/americas-racial-contract-showing/611389/
The Case for Reparations	Ta-Nehisi Coates	https://www.theatlantic.com/magazine/archive/2014/06/the-case-for-reparations/361631/

Intro article to Bias in 'Professionalism' Standards	Aysa Gray	https://ssir.org/articles/entry/the_bias_of_professionalism_standards
Tema Okun's "White Supremacy Culture"	Tema Okun	http://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun_-_white_sup_culture.pdf
White Privilege: Unpacking the Invisible Knapsack	Peggy MacIntosh	https://www.racialequitytools.org/resourcefiles/mcintosh.pdf
Affect, Black Rage, and False Alternatives in the Hip-Hop Nation	Bryan McCann	https://www.academia.edu/2652098/Affect_Black_Rage_and_False_Alternatives_in_the_Hip-Hop_Nation
Chrysler Pulled the Trigger: The Affective Politics of Insanity and Black Rage at the Trial of James Johnson Jr.	Bryan McCann	https://www.academia.edu/19363671/Chrysler_Pulled_The_Trigger_The_Affective_Politics_of_Insanity_and_Black_Rage_at_the_Trial_of_James_Johnson_Jr

Music

Title	Artist
To Pimp a Butterfly	Kendrick Lamar
HiiiPower	Kendrick Lamar
Ronald Regan Era	Kendrick Lamar

Black Rage	Lauryn Hill
This is America	Childish Gambino
Revolution Playlist on Spotify	Playlist by Rachel Cargle (venmo: @rachelcargle)
Noname's Book Club: The Revolutionary Playlist	Book Club member collaboration https://open.spotify.com/playlist/2IZYelQXnJY8lej2lWAAtcz?si=vLR2bqJVTLCNlbZ9f3Akrq
Afro-Optimism: A Shmood	Cherokee Washington https://open.spotify.com/playlist/3ePvExEeWuCFcMjKoPAwji?si=HHCiG8fBRxW13Mpo2vwPgW
The Sounds of Reparations	Cherokee Washington https://open.spotify.com/playlist/1amCCfY52FEWngLtGWDBsS?si=QKe3TCg1RGSVJv0bJU9I1w
What's Going On?	Marvin Gaye
Black Lives Matter	Various https://open.spotify.com/playlist/37i9dQZF1DWWAqc46ZJdZf
Black Panther Album	Kendrick Lamar and others
Strange Fruit	Billie Holiday
Lemonade	Beyoncé
The Miseducation of Lauryn Hill	Lauryn Hill
A Change Is Gonna Come	Sam Cooke

Videos

Title	Artist/Host	Link
8:46	Dave Chappelle	https://www.youtube.com/watch?v=3tR6mKcBbT4
We're Hungry, Please Let Us In	Tupac	https://www.youtube.com/watch?v=Yg1izGf8EFQ
Trevor Noah George Floyd	Trevor Noah	https://www.youtube.com/watch?v=v4amCfVbA_c
Last Week Tonight with John Oliver: Police	John Oliver	https://www.youtube.com/watch?v=Wf4cea5oObY
Intruders	Jessie Reyez	https://www.youtube.com/watch?v=vVhqNnFh25E
I Am Athlete: I Am Black	Ese Ighedosa, Brandon Marshall	<p>Part 1: Drew Brees and the state of NFL I Am Black pt.1</p> <p>Part 2: https://www.youtube.com/watch?v=jpIc7GkaojQ</p> <p>Part 3: https://www.youtube.com/watch?v=K9r6kvRNA_s</p> <p>Part 4: https://www.youtube.com/watch?v=Jlhpic5APNg</p>
Patriot Act: George Floyd	Hasan Minhaj	https://www.youtube.com/watch?v=i_FE78X-qdY
How Can We Win?	Kimberly Jones	https://www.youtube.com/watch?v=llci8MVh8J4
Last Week Tonight With John Oliver: Confederacy	John Oliver	https://www.youtube.com/watch?v=J5b_-T'ZwQOI&t=2s
Last Week Tonight With John Oliver: Police	John Oliver	https://www.youtube.com/watch?v=Wf4cea5oObY&t=2s

Tinder: Black Love Is	Tinder	<p>Black love https://www.youtube.com/watch?v=3fRy-xAT2WE</p> <p>We sat down with 10 people from the community to share their stories around Black love: How it impacted them, how it changed them, and how it moved them. We're highlighting their real-life experiences because Black love deserves to be represented honestly and authentically.</p>
-----------------------	--------	--

Classes, Curriculums, & Webinars

Title	Description	Link
African American History: From Emancipation to the Present	Yale course on Black History taught by Professor Johnathan Holloway.	https://oyc.yale.edu/african-american-studies/afam-162?fbclid=IwAR2Ko6Xj8PRRzqicY9sWZzfJloyLCsqoGYpNILfRMrqokBw7mmDEuDiXv-g
SPLC Teaching Tolerance	Teaching Tolerance provides free resources to educators—teachers, administrators, counselors and other practitioners—who work with children from kindergarten through high school. These resources include classroom lessons, webinars, grants, podcasts, policy guides and much more. Educators use our materials to supplement the curriculum, to inform their practices, and to create civil and inclusive school communities	https://www.splcenter.org

	<p>where children are respected, valued and welcome participants.</p> <p>The program emphasizes anti-bias and social justice. The anti-bias approach encourages children and young people to challenge prejudice and learn how to be agents of change in their own lives. Our Social Justice Standards show how anti-bias education works through the four domains of identity, diversity, justice and action.</p>	
The Anti-Racism Education Project	<p>We are a platform to connect those who want to learn with existing educational resources, a supportive community, and opportunities to engage with Black scholars, activists, and artists who are willing to teach about the Black experience.</p> <p>The project organizers, especially the non-Black organizers, are not producing educational content or trying to educate participants ourselves. Anyone can sign up to organize and contribute as much as they want.</p>	https://www.theareproject.org
The Zinn Education Project	<p>The Zinn Education Project promotes and supports the teaching of people's history in classrooms across the country. For more than ten years, the Zinn Education Project has introduced students to a more accurate, complex, and engaging understanding of history than is found in traditional textbooks and curricula. With more than 110,000 people registered, and growing by</p>	https://www.zinnproject.org/about/

	more than 10,000 new registrants every year, the Zinn Education Project has become a leading resource for teachers and teacher educators.	
Critical Media Project	<p>Critical Media Project (CMP) is a free media literacy web resource for educators and students (ages 8-21) that enhances young people's critical thinking and empathy, and builds on their capacities to advocate for change around questions of identity. CMP has a two-fold mission:</p> <ul style="list-style-type: none"> ● To raise critical awareness and provide the tools to decode media representations of race, ethnicity, gender, sexuality, socio-economic class, religion, age, and disability, and develop an understanding as to how these identities intersect ● To encourage and offer guidance for students to tell their own stories, create their own representations, and uphold their status as active and engaged participants in civic society. 	https://criticalmediaproject.org