

Note: We recognize the deep emotions felt during these times. On top of the stress we are already experiencing, inequity, violence, and bias continue to be displayed through the killings of Ahmaud Arbery, George Floyd, Breonna Taylor and Rayshard Brooks, and many other events. The Office of Human Resources has curated this listing of resources leveraging multiple sources (including Sarah Sophie Flicker & Alyssa Klein's Anti Racism Resources). This listing also includes contributions by members of the Princeton community. This is not an all inclusive listing; rather a starting point for your commitment to personal and professional development. This list will be updated on a periodic basis. Please feel free to contact the Office of Human Resources if you have questions and/or would like to recommend a resource to be added.

Category	Resource	Type	Audience	Description
Allyship	Do You Really Want to Help? by Joel A. Brown.	Article	Adult	Author shares a story about a personal experience with the Minneapolis police, provides background on this police department and proposes action steps for allies.
Allyship	How to be better allies to women of color at work?	Article	Adult	The article provides tips on being an ally to women of color in the workplace including <ul style="list-style-type: none"> -Amplify their voices -Talk less, listen more -Provide more sponsorship -Equal pay for equal work
Bias	Day to day experiences of emotional tax among women and men of color in the workplace	Report	Adult	This report examines the Emotional Tax levied on Asian, Black, Latinx, and multiracial professionals in the United States as they aspire to advance and contribute to their organizations. In particular, we focus on an important aspect of Emotional Tax: the state of being on guard—consciously preparing to deal with potential bias or discrimination. Our findings show that: <ul style="list-style-type: none"> •Asian, Black, Latinx, and multiracial professionals pay an Emotional Tax at work when they feel they must be on guard to protect against racial and gender bias. •This experience was shared by nearly 60% of the women and men of color we surveyed. •Employees who feel on guard are most likely to want to leave their employers and face challenges to their well-being. •A majority of those who are on guard have a strong drive to contribute and succeed—suggesting that the loss of their talent would be detrimental to the organization. •To retain these valuable employees and address potential reasons for being on guard, leaders must cultivate inclusive workplaces."
Bias	Confronting Diversity: Grab your bias at the roots	Video	Adult	Yewande Ige, ThoughtWorks Global Recruitment Strategist, defines bias and the impact on business. She also provides key insights to help recruiters embrace the challenges of creating a better, unbiased hiring process and a more inclusive workplace culture. A few elements included: <ul style="list-style-type: none"> • Be courageous—speak up about issues, and be willing to listen • Be open—ensure candidates are a good fit for a culture of learning and understanding • Be uncomfortable—encourage the difficult conversations • Be committed to learning—keep trying until you find a method that works
Bias	Why Most Performance Evaluations Are Biased, and How to Fix Them	Article	Adult	Article highlights implicit bias creeps into the performance assessment process due to broad/open ended questions and provides recommendations such as creating a rubric for the evaluations.
Bias	Reducing Hiring Bias	Article	Adult	Article addresses unconscious and conscious bias and outlines four steps to reducing bias: <ul style="list-style-type: none"> •Write better job descriptions • Spark a dialogue about biases • Focus and inform interviewers • Track and measure bias
Bias	The danger of a single story	Video	Adult	Our lives, our cultures, are composed of many overlapping stories. Novelist Chimamanda Adichie tells the story of how she found her authentic cultural voice -- and warns that if we hear only a single story about another person or country, we risk a critical misunderstanding.
Bias	Outsmarting Human Minds	Website	Adult	The human mind is both extraordinary and fallible. The same mind capable of ingenuity and compassion is also capable of making decisions that defy rationality and go against our best interests as individuals and organizations. Outsmarting Human Minds: A Project at Harvard University (OHM) is a media series that explores the quirks and blindspots of the mind using insights from psychological science. The hope of this project is that by knowing the science, we can take steps to outsmart our minds and improve the decisions we make in life and at work.
Cultural Competence	PBS's Teaching Your Child About Black History Month	Article	Children	Article discusses the importance of teaching your child about black history month and offers tips.
Cultural Competence	"My Life as an Undocumented Immigrant"	Article	Adult	Author shares his personal journey being an undocumented immigrant from the Philippines and the hurdles he faced as he navigated school and his professional life.
Cultural Competence	"The Intersectionality Wars"	Article	Adult	Article discusses the meaning and origin of intersectionality, the debates surrounding the concept, and the backlash it's received from conservatives.
Cultural Competence	The American Nightmare by Ibram X. Kendi	Article	Adult	The article references historical events, Plessy v. Ferguson and Frederick Hoffman work that conveyed blacks were better enslaved and headed toward gradual extinction, the modern day violence against Black Americans - Breonna Taylor, Ahmaud Arbery, George Floyd, and disproportionate effects of Covid-19 on black community to depict the American Nightmare experienced by Black Americans.
Cultural Competence	Everyday words and phrases that have racist connotations	Article	Adult	The article highlights common words and phrases that have racist connotations.
Cultural Competence	Communicating Culturally Sensitive Issues	Video	Adult	Discussions about cultural differences can be uncomfortable. They take courage. In this course, business communication professor Daisy Lovelace shares principles and strategies that can help you have more productive, meaningful conversations on topics related to diversity. Daisy helps you understand that everyone has a unique lens based on their experiences, and that understanding and appreciating that difference is the first step in being able to discuss sensitive topics. She also outlines a number of techniques to help you navigate these difficult conversations. <p>Learning Objectives:</p> <ul style="list-style-type: none"> •Why conversations around culture are tricky •Ground rules for culturally sensitive conversations •Focusing on impact rather than intent •Techniques for dialogues around diversity •Being an ally •Responding with empathy •Asking questions about culturally sensitive topics
Cultural Competence	Pod For The Cause (from The Leadership Conference on Civil & Human Rights)	Podcast	Adult	We've joined the airwaves to help spark conversation and activism on some of the most critical issues of today. <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.</p>
Cultural Competence	Skills for Inclusive Conversations.	Video	Adult	Organizations reap the benefits of diversity—when employees bring their whole, authentic selves to work. Diverse teams are more productive, innovative, and engaged. Authenticity at work includes sharing and speaking up about work and life experiences that may be different based on one's identity. Developing the skills to conduct meaningful conversations on potentially polarizing topics such as race, religion, and gender is critical for human resources professionals, managers, and team leaders. Mary-Frances Winters offers a multistep process for building the skills necessary to engage in inclusive conversations. Find out how to conduct an exploratory self-assessment to better understand yourself and your team, learn tactics to go from polarization to common ground, and discover practical techniques for discussing difficult topics.
DEI Foundations	What is DIBs?	Video	Adult	Diversity is having a culture that values uniqueness: people of different backgrounds, cultures, genders, and races. Inclusion means inviting diverse groups to take part in company life. If you're tuned into conversations about HR, you've probably heard these terms before. But there's a third critical piece: belonging. It's belonging that makes each individual feel accepted for who they are. Explore the diversity, inclusion, and belonging (DIB) approach, and discover how to activate it in your organization. Join HR luminary Pat Wadors as she explains how to drive the conversation on DIBs, hire and retain diverse talent, listen to employees, and integrate DIBs into your employee life cycle. Managers and executives should tune in for special tips on embedding DIBs in the employee experience.
Race	Code Switch (NPR)	Podcast	Adult	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.

Race	National Museum of African American History and Culture: Talking About Race	Website	Adult	<p>Since the opening of the museum, the number one question people ask us is how to talk about race. The NMAAHC education department's mission has made deliberate strides toward being a "brave space" to discuss race, equity, and inclusion. We explore how these topics relate in both a historical and cultural context. In 2014, we launched our signature program, "Let's Talk! Teaching Race in the Classroom." Every year we've learned, reflected, and refined the program content – always growing and striving to do better.</p> <p>The first thing to understand is that it is a process. This process of understanding and talking about race begins by learning where you are on your own journey. The starting point is different for each and every individual. It is informed by how you see yourself and how you're seen by others. Add in all your unique experiences in addition to factors like place, family history and community, and the starting point will be different for every person. Each of our paths will be different based on who we are and how we got here.</p> <p>Issues of race are sometimes blatant and obvious, sometimes subtle and nuanced, and often difficult to confront. However, with commitment and caring, we can all play an important role in dismantling racism to create a more inclusive, just, and safe society. By committing to understanding and talking about race, all our lives will be better.</p>
Race	Race – The Power of an Illusion	Video	Adult	<p>Race is one topic where we all think we're experts. Yet ask 10 people to define race or name "the races," and you're likely to get 10 different answers. Few issues are characterized by more contradictory assumptions and myths, each voiced with absolute certainty.</p> <p>In producing this series, we felt it was important to go back to first principles and ask, What is this thing called "race?" - a question so basic it is rarely raised. What we discovered is that most of our common assumptions about race - for instance, that the world's people can be divided biologically along racial lines - are wrong. Yet the consequences of racism are very real.</p> <p>How do we make sense of these two seeming contradictions? Our hope is that this series can help us all navigate through our myths and misconceptions, and scrutinize some of the assumptions we take for granted. In that sense, the real subject of the film is not so much race but the viewer, or more precisely, the notions about race we all hold.</p> <p>We hope this series can help clear away the biological underbrush and leave starkly visible the underlying social, economic, and political conditions that disproportionately channel advantages and opportunities to white people. Perhaps then we can shift the conversation from discussing diversity and respecting cultural difference to building a more just and equitable society.</p>
Race	The Atlantic - How to Talk to Kids about Race	Video	Adult	<p>"The worst conversation adults can have with kids about race is no conversation at all," says author Jemar Tisby. "Talking to kids about race needs to happen early, often, and honestly."</p> <p>In a new episode of Home School, The Atlantic's animated series about parenting, Tisby offers advice on how to have a conversation with children about race, from experiential learning to watching classic animated films.</p>
Systemic Racism	Democracy in Black: How Race Still Enslaves the American Soul by Eddie S. Glaude Jr.	Book	Adult	<p>America's great promise of equality has always rung hollow in the ears of African Americans. But today the situation has grown even more dire. From the murders of black youth by the police, to the dismantling of the Voting Rights Act, to the disaster visited upon poor and middle-class black families by the Great Recession, it is clear that black America faces an emergency—at the very moment the election of the first black president has prompted many to believe we've solved America's race problem.</p> <p>Democracy in Black is Eddie S. Glaude Jr.'s impassioned response. Part manifesto, part history, part memoir, it argues that we live in a country founded on a "value gap"—with white lives valued more than others—that still distorts our politics today. Whether discussing why all Americans have racial habits that reinforce inequality, why black politics based on the civil-rights era have reached a dead end, or why only remaking democracy from the ground up can bring real change, Glaude crystallizes the untenable position of black America—and offers thoughts on a better way forward. Forceful in ideas and unsettling in its candor, Democracy in Black is a landmark book on race in America, one that promises to spark wide discussion as we move toward the end of our first black presidency.</p>
Systemic Racism	Race for Profit: How Banks and the Real Estate Industry Undermined Black Homeownership by Keeanga-Yamahatta Taylor	Book	Adult	<p>By the late 1960s and early 1970s, reeling from a wave of urban uprisings, politicians finally worked to end the practice of redlining. Reasoning that the turbulence could be calmed by turning Black city-dwellers into homeowners, they passed the Housing and Urban Development Act of 1968, and set about establishing policies to induce mortgage lenders and the real estate industry to treat Black homeowners equally. The disaster that ensued revealed that racist exclusion had not been eradicated, but rather transmuted into a new phenomenon of predatory inclusion.</p> <p>Race for Profit uncovers how exploitative real estate practices continued well after housing discrimination was banned. The same racist structures and individuals remained intact after redlining ended, and close relationships between regulators and the industry created incentives to ignore improprieties. Meanwhile, new policies meant to encourage low-income homeownership created new methods to exploit Black homeowners. The federal government guaranteed urban mortgages in an attempt to overcome resistance to lending to Black buyers – as if unprofitability, rather than racism, was the cause of housing segregation. Bankers, investors, and real estate agents took advantage of the perverse incentives, targeting the Black women most likely to fail to keep up their home payments and slip into foreclosure, multiplying their profits. As a result, by the end of the 1970s, the nation's first programs to encourage Black homeownership ended with tens of thousands of foreclosures in Black communities across the country. The push to uplift Black homeownership had descended into a goldmine for realtors and mortgage lenders, and a ready-made cudgel for the champions of deregulation to wield against government intervention of any kind.</p>
Systemic Racism	Race After Technology by Ruha Benjamin	Book	Adult	<p>From everyday apps to complex algorithms, Ruha Benjamin cuts through tech-industry hype to understand how emerging technologies can reinforce White supremacy and deepen social inequity.</p> <p>Benjamin argues that automation, far from being a sinister story of racist programmers scheming on the dark web, has the potential to hide, speed up, and deepen discrimination while appearing neutral and even benevolent when compared to the racism of a previous era. Presenting the concept of the "New Jim Code," she shows how a range of discriminatory designs encode inequity by explicitly amplifying racial hierarchies; by ignoring but thereby replicating social divisions; or by aiming to fix racial bias but ultimately doing quite the opposite. Moreover, she makes a compelling case for race itself as a kind of technology, designed to stratify and sanctify social injustice in the architecture of everyday life.</p> <p>This illuminating guide provides conceptual tools for decoding tech promises with sociologically informed skepticism. In doing so, it challenges us to question not only the technologies we are sold but also the ones we ourselves manufacture.</p>
Systemic Racism	The First Civil Right: How Liberals Built Prison America by Naomi Murakawa	Book	Adult	<p>The explosive rise in the U.S. incarceration rate in the second half of the twentieth century, and the racial transformation of the prison population from mostly white at mid-century to sixty-five percent black and Latino in the present day, is a trend that cannot easily be ignored. Many believe that this shift began with the "tough on crime" policies advocated by Republicans and southern Democrats beginning in the late 1960s, which sought longer prison sentences, more frequent use of the death penalty, and the explicit or implicit targeting of politically marginalized people. In <i>The First Civil Right</i>, Naomi Murakawa inverts the conventional wisdom by arguing that the expansion of the federal carceral state—a system that disproportionately imprisons blacks and Latinos—was, in fact, rooted in the civil-rights liberalism of the 1940s and early 1960s, not in the period after.</p> <p>Murakawa traces the development of the modern American prison system through several presidencies, both Republican and Democrat. Responding to calls to end the lawlessness and violence against blacks at the state and local levels, the Truman administration expanded the scope of what was previously a weak federal system. Later administrations from Johnson to Clinton expanded the federal presence even more. Ironically, these steps laid the groundwork for the creation of the vast penal archipelago that now exists in the United States. What began as a liberal initiative to curb the mob violence and police brutality that had deprived racial minorities of their "first civil right—physical safety—eventually evolved into the federal correctional system that now deprives them, in unjustly large numbers, of another important right: freedom. The <i>First Civil Right</i> is a groundbreaking analysis of root of the conflicts that lie at the intersection of race and the legal system in America.</p>
Systemic Racism	More Beautiful and More Terrible: The Embrace and Transcendence of Racial Inequality in the United States by Imani Perry	Book	Adult	<p>For a nation that often optimistically claims to be post-racial, we are still mired in the practices of racial inequality that plays out in law, policy, and in our local communities. One of two explanations is often given for this persistent phenomenon: On the one hand, we might be hypocritical—saying one thing, and doing or believing another; on the other, it might have little to do with us individually but rather be inherent to the structure of American society.</p> <p>More Beautiful and More Terrible compels us to think beyond this insufficient dichotomy in order to see how racial inequality is perpetuated. Imani Perry asserts that the U.S. is in a new and distinct phase of racism that is "post-intentional": neither based on the intentional discrimination of the past, nor drawing upon biological concepts of race. Drawing upon the insights and tools of critical race theory, social policy, law, sociology and cultural studies, she demonstrates how post-intentional racism works and maintains that it cannot be addressed solely through the kinds of structural solutions of the Left or the values arguments of the Right. Rather, the author identifies a place in the middle—a space of "righteous hope"—and articulates a notion of ethics and human agency that will allow us to expand and amplify that hope.</p> <p>To paraphrase James Baldwin, when talking about race, it is both more terrible than most think, but also more beautiful than most can imagine, with limitless and open-ended possibility. Perry leads readers down the path of imagining the possible and points to the way forward.</p>
Systemic Racism	13th (Ava DuVernay) – Netflix	Film & TV Series	Adult	<p>The title of Ava DuVernay's extraordinary and galvanizing documentary refers to the 13th Amendment to the Constitution, which reads, "Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States." The progression from that second qualifying clause to the horrors of mass criminalization and the sprawling American prison industry is laid out by DuVernay with bracing lucidity. With a potent mixture of archival footage and testimony from a dazzling array of activists, politicians, historians, and formerly incarcerated women and men, DuVernay creates a work of grand historical synthesis.</p>
Systemic Racism	Princeton Faculty Speak out Against Systemic Racism & Police Violence in the Nation	Article	Adult	<p>As the United States grapples with the deaths of George Floyd, Breonna Taylor, Ahmaud Arbery and countless other black lives destroyed by systemic racism and police violence, and as protests extend across the country, Princeton scholars are speaking to the moment. Several Princeton faculty members are using op-eds, television and cable news programs, online publications, and social media to grasp current events and navigate a path forward, drawing on their research as well as their own personal experiences.</p>

Systemic Racism	"Who Gets to Be Afraid in America?"	Article	Adult	The subtitle of the article is Americans don't see me, or Ahmaud Arbery, running down the road—they see their fear. The article discusses black men being labeled or seen as criminals invoking fear for Americans and the fear that Black men feel because they know Americans perceive them as a danger.
Systemic Racism	Eleven facts about racial discrimination	Article	Adult	The page highlights 11 facts regarding racial discrimination in various institutions education, criminal justice, healthcare, and workplace.
Systemic Racism	A Kids Book About Racism by Jelani Memory	Video	Children	The video is the author reading a book about racism for children.
Systemic Racism	American Segregation, day and night	Article	Adult	Racial segregation is usually discussed in the context of where we live, and for good reason. Government policies forced people of color into poor, racially segregated neighborhoods, which were incredibly harmful to residents. And these neighborhoods ended up being the basis for how we form our social networks. But if our environments matter so much, what about the place we spend most of our lives: the workplace? This was the conversation that researchers Matthew Hall, John Iceland, and Youngmin Yi wanted to kick-start.

