GML 60-Day Equity Engagement Series
“Learning before doing” and creating Cultural Competency

Based upon work done by Shawn O’Neal and Professor Jennifer Ho for their Coursera Course Anti-Racism I, as well as resources compiled by Dr. Eddie Moore Jr. in his 21-day racial equity habit building challenge. Thanks to them and to all the authors of the following resources for their work.

Shawn O’Neal’s Website:
https://www.colorado.edu/ethnicstudies/people/grad-students/shawn-oneal

Dr. Moore’s website:
https://www.eddiemoorejr.com

Dr. Ho’s Website:
https://www.colorado.edu/ethnicstudies/people/core-faculty/jennifer-ho

Reference: glossary of terms from Anti-Racism I

Unit 1: White Privilege, White Fragility, White Supremacy (~87 minutes total)
June 1 - June 11

1. TEDx: How to Recognize Your White Privilege (TED talk - Peggy McIntosh, 18 min watch)
2. The White Problem (Article - Quinn Norton, 10 min read)
3. How White People Got Made (Article - Quinn Norton, 15 min read)
4. ‘There is No Neutral’: ‘Nice White People’ Can Still Be Complicit in a Racist Society (NPR - 8 min listen)
5. Who Taught You To Be White (podcast): Phoebe Unter (28 min listen)
6. White Privilege: Ta-Nehisi Coates (5 min read)
7. This ‘Equity’ picture is actually white supremacy at work (3 min read)

Other Resources:

- Peggy McIntosh, Unpacking the Invisible Knapsack of White Privilege
- Katy Waldman, A Sociologist Examines The “White Fragility” That Prevents White Americans From Confronting Racism, New Yorker (July 23, 2018)
- How Textbooks taught white supremacy: Liz Mineo
- The Language of White Supremacy: Vann R. Newkirk II
- How ‘white fragility’ reinforces racism: Dr. Robin DiAngelo
“White People Facing Race: Uncovering the Myths that Keep Racism in Place” – Peggy McIntosh

Unit 2: Systemic Racism & History of Race in the US (240 minutes total, no reading!!)

June 14 – June 30
1. Systemic Racism Explained (YouTube - 4:23 min watch)
2. Let’ get to the root of racial injustice: Megan Ming Francis (Tedx - 19:37 min watch)
3. 13th film directed by Ava DuVernay (available on Netflix, too - 1 hr 40 min watch)
4. The Difference between being ‘Not Racist’ and ‘Antiracist’ by Ibram X. Kendi (TED - 51 min)
5. Here and now – Without slavery, would the US be the leading economic power? (15 min listen)
6. A Conversation on Race (8 short films on people’s perspectives on race - each ~5-7 mins)

Other Resources:
- Why Now, White People? Gene Demby (28 min listen or 8 min read)
- The Disturbing History of the Suburbs: Adam Ruins Everything (YouTube - 6:19 min watch)
- Just Mercy film directed by Destin Daniel Cretton (available on multiple platforms, check film website)
- America Wasn’t A Democracy Until Black Americans Made it One: Nikole Hannah-Jones
- Redlining was codified racism that shaped American cities and this exhibit shows it still exists
- “We can’t recover from this history until we deal with it”

Unit 3: Applying (~133 minutes total)
July 6 – July 16
1. Urgency of Intersectionality: Kimberé Crenshaw (TED Talk - 19 min)
2. What Well Meaning White People Need to Know About race: Bryan Stevenson (Article - 20 min)
3. “How to Deconstruct Racism, One Headline at a Time” Baratunde Thurston (TED Talk - 17 min)
4. The Police – Last Week with John Oliver (Video - 33 min)
5. Seeing White: Podcast (44 min)

Other resources:
Unit 4: Allyship & Action (~84 minutes total)
July 19 – July 30

1. Using Change Theory to practice anti-racism (10 min read)
2. Your Black Colleagues May Look Like They Are Okay – Chances are They Are Not (5 min read)
3. What a more just world? Be an unlikely ally (10 min video)
4. Guide to Allyship (5 min read)
5. How to overcome our biases? Walk boldly towards them: Verna Myers (18 min video)
6. A Guide to Responding to Microaggressions. (~10 min read)
7. Ally or co-conspirator?: What it means to act in solidarity (3-min video and 2 min read)
8. How to get serious about diversity and inclusion in the workplace (11 min video)
9. A framework for understanding the White identity development in anti-racist work: Scaffolded Anti-Racist Resources. (10 min read)
   a. Read the columns “Stage of white identity development (Helms) and their corresponding beliefs/thoughts/actions” and “What to do next?”
   b. Read the questions about solidarity at the bottom of the center column. Consider writing down some answers.
   c. We are not asking you to read all the resources in the center column now, but this is also a good resource for further reading.

Other resources:

- 9 phrases allies can say when called out instead of getting defensive
- How to Be a Better White Person
- Allyship – The key to unlock the power of diversity
- Eliminating microaggressions: the next level of inclusion
- On Diversity: Access Ain’t Inclusion
- 5 tips for being an ally
- Getting called out: how to apologize
More Resources (from Anti-Racism I):

**Addressing Systemic Racism**

- Abdulle, Ayan et al. *New Framings on Anti-racism and Resistance: Volume 1, Anti-racism and Transgressive Pedagogies*
- Bhattacharya, Sudip *The Power of Anti-Black Ideology* (Reappropriate Blog)
- Ho, Jennifer *Anti-Asian Racism & COVID-19*
- New, Vonn, *Note to Self: White People Taking Part in #BlackLivesMatter protests*
- Newton, Joanna et al. *New Framings on Anti-racism and Resistance: Volume 2, Resistance and the New Futurity*
- Justice in June (website created about anti-racism education)
- "A Letter from Young Asian-Americans to Their Families" (Code Switch Podcast)
- "Stop using the N-word if you’re not Black" (Tayo Bero, Op-Ed, Teen Vogue)

**Black History and Black Lives**

- Baldwin, James *The Fire Next Time*
- Coates, Ta-Nehesi *Between the World and Me*
- Cottom, Tressie McMillan *Thick: And Other Essay*
- DuBois, W.E.B. *The Souls of Black Folk*
- hooks, bell *Ain’t I a Woman? Black Women and Feminism*
- Lorde, Audrey *The Cancer Journal*
- Mock, Janet *Redefining Realness: My Path to Womanhood, Identity, Love & So Much More*
- "Talking about Race" (National Museum of African American History and Culture)

**Creative Writing and Poetry that Engages with Race/Racism**

- Biss, Eula *Notes from No Man’s Land: American Essay*
- Hernandez, Daisy *A Cup of Water Under My Bed: A Memoir*
- Erdrich, Louise *The Painted Dru*
- Evans, Danielle *Before You Suffocate Your Own Fool Self*
- Everett, Percival *Damned If I Do: Stories*
- Greist, Stephanie *All the Agents and Saints: Dispatches from the US Borderland*
- Gyasi, Yaa *Homegoing*
- Momaday, N. Scott *The Way to Rainy Mountain*
- Morrison, Toni *Beloved*
- Rankine, Claudia *Citizen*
- Rekdal, Paisley *The Night My Mother Met Bruce Lee: Observations on Not Fitting In*
- Satyal, Rakesh *Blue Boy*
- Senna, Danzy *Caucasia*
- Shah, Sejal *This Is One Way to Dance: Essays*
- Silko, Leslie Marmon *Storyteller*
- Trethaway, Natasha *Beyond Katrina: A Meditation on the Mississippi Gulf Coast*
- Truong, Monique *Bitter in the Mouth*
- Whitehead, Colson *Underground Railroad*

### Critical Race Studies

- Anderson, Carol *White Rage: The Unspoken Truth of Our Racial Divide*
- Armour, Jody David. *Negrophobia and Reasonable Racism*
- Clift, Robert. “Blacking-Up: Hip Hop's Remix of Race and Identity” (Kanopy Video)
- Delagado Richard, and Jean Stefancic. *Critical White Studies: Looking Behind the Mirror*
- Diangelo, Robin. *White Fragility: Why It's So Hard for White People to Talk About Racism*
- Kendi, Ibram X. *How to Be an Antiracist*
- Lopez, Ian Haney *White By Law: The Legal Construction of Race*
- Omi, Michael, and Howard Winant, *Racial Formation in the United States, from the 1960s to the 1990s*
- Mills, Charles W. *The Racial Contract*
- Silva, Eduardo Bonilla *Racism without Racists*
- “*Whistling Vivaldi and Beating Stereotypes*” (NPR Talk of the Nation)

### Intersectionality

- Collins, Patricia Hills *Intersectionality as Critical Social Theory*
- Crenshaw, Kimberle. *On Intersectionality: Essential Writings*
- Davis, Angela Y. *Women, Race, and Class*
- Hancock, Ange-Marie *Intersectionality: An Intellectual History*

### Police and Prison Reform

- Alexander, Michelle. *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*
- Ritchie, Andrea *Invisible No More: Police Violence against Black Women and Women of Color*
- Vitale, Alex *The End of Policing*