HELPFUL HINTS

- Resources are separated into general understanding and specific components of racial justice work.
- Many categories overlap in what they cover. If you aren’t finding what you are looking for, be sure to check other pages of this guide to find what you may need.
- Racial Equity Tools Glossary of Terms — an exhaustive list of helpful and commonly used terms and definitions from different scholars and thought leaders that are used in the resources provided in this guide.
- While this list is not exhaustive, we tried to honor and highlight resources and organizations created by People of Color in our resource search.
# FOUNDATIONS OF UNDERSTANDING RACIAL IDENTITY, RACISM AND PRIVILEGE

## VIDEOS AND FILM
- A Gardener’s Tale — Camara Jones
- How To Understand Power — Eric Liu
- 13th — Ava DuVernay (Netflix)
- American Son — Kenny Leon (Netflix)
- The Hate U Give — George Tillman Jr. (Hulu with Cinemax)
- When They See Us — Ava DuVernay (Netflix)
- Just Mercy — Destin Daniel Cretton
- Selma — Ava DuVernay
- Roots
- Crash – Paul Haggis
- Fruitvale Station – Ryan Coogler
- Dear White People – Justin Simien (Netflix)

## PAPERS AND BOOKS
- Black Fatigue: How Racism Erodes the Mind, Body, and Spirit — Mary-Frances Winters
- White Privilege: Unpacking the Invisible Knapsack — Peggy McIntosh
- The New Jim Crow: Mass Incarceration in the Age of Colorblindness — Michelle Alexander
- Just Mercy — Bryan Stevenson
- “Why Are All the Black Kids Sitting Together in the Cafeteria?” and Other Conversations About Race — Beverly Daniel Tatum
- How To Be An Antiracist — Ibram X Kendi
- Booklist: 10 books to read instead of asking a person of color to explain things to you — Bustle
- Between the World and Me — Ta-Nehisi Coates

## ARTICLES
- Social Identities and Systems of Oppression
- Addressing Race and Racism in the Workplace — The Winters Group
- Antiracism Project Resources
- Talking About Race, Racialism and Racialized Violence With Kids — Center for Racial Justice
- Where to find Diverse Children's books — Embrace Race
- Anti-Racism Activists to Follow — The Good Trade

## PODCASTS
- The Inclusion Solution Podcast: Unpacking Conversations That Matter
- All My Relations
- The Stoop
- Identity Politics
- NPR Code Switch Podcast
- Five Reasons Why People Code-Switch — NPR
WHITENESS AND WHITE SUPREMACY

VIDEOS AND FILM

- How can white people be better allies to people of color? TED Talk — Travis Jones
- Beyond Empathy: A Call For White Humility in Response to Black Rage and Resistance — The Winters Group Virtual Learning Lab
- Deconstructing White Privilege with Dr. Robin DiAngelo
- The Whiteness Project

BOOKS

- White Fragility — Robin DiAngelo
- How to talk to your white friends and family about racism — Abeni Jones
- 5 ways white people can take action in response to white and state sanctioned violence — Standing Up for Racial Justice
- Equality Includes You: What White People Can Do For Racial Justice — Corinne Shutack

ALLYSHIP

ARTICLES FROM THE INCLUSION SOLUTION

- 5 Things Black People Don’t Owe While Coping with Being Black in America
- How Many More People Have to Die? What Each and Every One of Us Can Do
- Confronting White Fragility and Male Fragility with Empathy
- Where Do We Draw the Line? The Limits of Allyship
- Decentering the Dominant Narrative
- Guide to Allyship
ORGANIZING AND ACTION STEPS FOR RACIAL JUSTICE

VIDEOS
- Speak Up Speak Out: Leadership, Courage, Activism — The Winters Group Virtual Learning Lab

ARTICLES AND BOOKS
- Decolonizing Diversity, Equity, and Inclusion Work — The Inclusion Solution Feature Series
- Actions for individuals — Baltimore Racial Justice Action
- 20 Principles for Successful Community Organizing
- Towards An Anti-Racist Workplace — Tools And Strategies To Support Black Employees
- We Can’t Talk About That At Work: How to Talk About Race, Religion, Politics, and other Polarizing Topics – Mary-Frances Winters
- Inclusive Conversations: Fostering Equity, Empathy and Belonging across Differences (Pre-Order) – Mary-Frances Winters

CIVIC ENGAGEMENT RESOURCES
- City and State-specific Email templates for Reallocating Police Funding
- Call and email templates for Justice Policing Act

PODCASTS
- The Inclusion Solution Podcast: Decolonizing Diversity, Equity, and Inclusion Work
INTERNALIZED OPPRESSION

ARTICLES

- Demystifying Internalized Oppression — The Inclusion Solution Feature Series
- Demystifying Internalized Oppression — The Winters Group Reflection Guide
- Unseen and Unheard: Internalized Oppression: We Need To Stop Hating Ourselves — EJR David Ph.D

PODCASTS

- The Inclusion Solution Podcast: Decolonizing Diversity, Equity, and Inclusion Work

MANAGING RESISTANCE, TRAUMA, AND HEALING

VIDEO

- Exploring Race and Trauma During the Age of Black Lives Matter — The Winters Group Virtual Learning Lab

PAPERS AND ARTICLES

- Beyond the Rhetoric: Centering Justice and Anti-Racism in Our DEI Strategy — The Inclusion Solution Feature Series
- The Toll of Diversity, Equity, and Inclusion Work — The Inclusion Solution Feature Series
- Leading During Traumatic and Triggering Events
- Resources for Black Healing — Micalah Webster MSW, MHSA
- How To Support Black Employees In Times Of Racial Crisis — Upwork
- Dismantling Anti-Black Bias in Democratic Workplaces: A Toolkit — AORTA
- The D&I Sunken Place: Suppressed Black Identity in the Diversity Inclusion Role
- The Hoodoisie — Guides for POC for COVID-19
- Family Care, Community Care, and Self-Care Toolkit: Healing in the Face of Cultural Trauma — Community Healing Network
DONATING TO RACIAL JUSTICE EFFORTS

DIRECT SUPPORT FOR PROTESTERS

- National Bail Fund Network
- List of Local and State Level Bail Funds

ORGANIZATIONS WORKING TOWARD RACIAL JUSTICE

- The Assata Project
- Be The Bridge
- Center for Policing Equity
- Black Lives Matter
- Black Women’s Health Imperative
- Black Visions Collective
- Campaign Zero
- Color of Change
- Community Justice Exchange
- Dream Defenders
- Fair Fight Initiative
- Know Your Rights Campaign
- National Council for Incarcerated and Formerly Incarcerated Women and Girls
- Reclaim The Block
- The Innocence Project
- The Bail Project
- The Black Youth Project
- The Loveland Foundation
- The Okra Project
- The Sentencing Project
- The Southern Poverty Law Center