Community Affairs/Council Policy September 2020

Please read these articles and reflect:

• 6 ways to be antiracist, because being 'not racist' isn't enough https://mashable.com/article/how-to-be-antiracist/

• Stop Killing Us: A Real Life Nightmare https://blog.usejournal.com/stop-killing-us-a-real-life-nightmare-dd47c576ec1b

Reflection Questions:

- Do I understand the definition of racist? Do **I** understand that not **being racist isn't the same as being anti-racist**?
- Have I spent time identifying that racial inequities and disparities exist? Do I ask questions about inequities – Who is benefitting? Who is being left out? What assumptions am I making? What assumptions are we making? How can I infuse equity into my work?
- Have I confronted the racist ideas I've held or continue to hold?
- Have I confronted my fear of identifying **my power and privilege**?
- What am **I** doing every single day to force myself to **think about racism and white supremacy**?
- What am **I** doing every single day to **stop the killing of black people**?

Resources to help us

Black-led Organizations and other organizations led by communities of color

- Dane County Collaboration of Black Service Providers
- Freedom, Inc.
- Latino Consortium for Action
- The Hmong Institute

Books

- *And Don't Call Me a Racist* selected and arranged by Ella Mazel
- *Between the World and Me* by Ta-Nehisi Coates
- *Birth of a White Nation: The Invention of White People and its Relevance Today* by Jacqueline Battalora
- *Breathe: A Letter to My Sons* by Imani Perry
- *But I'm NOT Racist: Tools for Well-Meaning Whites* by Kathy Obear (free download)
- *The Color of Law: A Forgotten History of How Our Government Segregated America* by Richard Rothstein
- *Decolonizing Wealth: Indigenous Wisdom to Heal Divides and Restore Balance* by Edgar Villanueva
- *A Different Mirror: A History of Multicultural America* by Ronald Takaki
- *Emergent Strategy: Shaping Change, Changing Worlds* by adrienne maree brown
- *The Fire Next Time* by James Baldwin
- *From #BlackLivesMatter to Black Liberation* by Keeanga-Yamahtta Taylor
- *How to Be an Antiracist* by Ibram X. Kendi
- *How We Get Free: Black Feminism and the Combahee River Collective* Edited by Keeanga-Yamahtta Taylor
- *An Indigenous People's' History of the United States* by Roxanne Dunbar-Ortiz
- *Just Mercy: A Story of Justice and Redemption* by Bryan Stevenson

Films

- Race: The Power of an Illusion–Parts 2 & 3 of the documentary are essential
- Cracking the Codes: The System of Racial Inequity (Support World Trust)
- Healing Justice (Support World Trust)
- 13th (Netflix)
- Harvest of Empire: The Untold Story of Latinos in America (DVD available from Madison Public Library)
- Mirrors of Privilege: Making Whiteness Visible
- The House I Live In
- I Am Not Your Negro
- Just Mercy
- PBS: Unnatural Causes: Is Inequality Making Us Sick?
- The African Americans: Many Rivers to Cross
- Slavery by Another Name

Videos/Podcasts

- Racism: The Ultimate Underlying Condition American Public Health Association webinar.
- OnBeing program on Racial Cleaving
- TEDTalk Series Exploring Racism
- 1619 by the New York Times. *An audio series from The Times observing the 400th anniversary of the beginning of American slavery.*
- All My Relations by Matika Wilbur (Swinomish and Tulalip) and Adrienne Keene (CherokeeNation) *A podcast that delves into various topics facing Native American people today.*
- Code Switch by NPR*Podcast that covers the intersections of race, gender and identity and explores what these identities mean, how people navigate the spaces they occupy in terms of identity, and the ways in which these topics are ever-changing.*
- How to Survive the End of the World by Autumn and adrienne maree brown *A Podcast from the Brown Sisters learning from the apocalypse with grace, rigor and curiosity.*
- Intersectionality Matters! by African American Policy Forum (hosted by Kimberlé Williams Crenshaw) f*eaturing on the ground interviews with some of the world's most innovative activists, artists, and scholars, each episode explores a different topic through an intersectional lens.*
- The Nod by Brittany Luse and Eric Eddings *Podcast that tells the stories of Black life that don't get told anywhere else.*
- Who Belongs? From the Othering & Belonging Institute *Addressing the foundational question of who belongs to open pathways to explore a range of policies, movements, scholarship, and narratives that get us closer to advancing a society where all belong.*
- Seeing White from Scene on Radio *An exploration of whiteness and its impact in society, from police brutality and domestic terrorism to inequities in schools, housing, criminal justice, and more.*

Articles

- *This Is What I Want To Tell My White Professors When They Ask, 'How Are You Today?'*
- *Your Black Colleagues May Look Like They're Okay–Chances Are They're Not*
- Special Feature with many pieces in New York Times Magazine in 2019: *The 1619 Project*
- Smithsonian Institute National Museum of African American History and Culture resources on anti-racism
- Understand how structural racism is showing up during COVID-19
- "On Making BlackLivesMatter"by Roxane Gay
- "What Is White Privilege, Really?" by Cory Collins (Teaching Tolerance)
- Other things you can "do" to show up as anti-racist:
    - 13 lists of ways to learn and show up as antiracist* in this world
    - Answering White People's Most Commonly Asked Questions about the Black Lives Matter Movement
- *Killing the Black Body: Race, Reproduction, and the Meaning of Liberty* by Dorothy Roberts
- *Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor* by Layla Saad
- *Medical Apartheid: The Dark History of Medical Experimentation on Black Americans from Colonial Times to the Present* by Harriet A. Washington
- *Men We Reaped* by Jesmyn Ward
- *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* by Michelle Alexander
- *Nobody: Casualties of America's War on the Vulnerable, from Ferguson to Flint and Beyond* by Marc Lamont Hill
- *Open Veins of Latin America: Five Centuries of the Pillage of a Continent* by Eduardo Galeano
- *Pedagogy of the Oppressed* by Paulo Freire
- *A People's History of the United States by Howard Zinn*
- *Post Traumatic Slave Syndrome: America's Legacy of Enduring Injury and Healing* by Joy DeGruy
- *Racing to Justice: Transforming Our Conceptions of Self and Other to Build an Inclusive Society* by john a. powell
- *Racism without Racists* by Eduardo Bonilla-Silva
- *Searching for Whitopia: An Improbable Journey to the Heart of White America* by Rich Benjamin
- *So You Want to Talk About Race* by Ijeoma Oluo
- *Stamped from the Beginning: The Definitive History of Racist Ideas in America* by Ibram X. Kendi
- *Stamped: Racism, Anti-Racism, and You* by Jason Reynolds and Ibram X. Kendi
- *Tears We Cannot Stop: A Sermon to White America* by Michael Eric Dyson
- *The Warmth of Other Suns: The Epic Story of America's Great Migration* by Isabel Wilkerson
- *What Does it Mean to Be White? Developing White Racial Literacy* by Robin DiAngelo
- *When They Call You a Terrorist: A Black Lives Matter Memoir* by Patrisse Khan-Cullors
- *White Fragility: Why It's So Hard for White People to Talk About Racism* by Robin DiAngelo

Websites (hundreds of links within these few)

- https://www.eddiemoorejr.com/21daychallenge and everything linked in it……
- https://diversity.gwu.edu/resources-race-anti-racism/
- https://www.racialequityalliance.org/
  and action plan https://www.racialequityalliance.org/wp-content/uploads/2016/11/GARE-Racial-Equity-Action-Plans.pdf
- https://www.racialequitytools.org/home
- https://www.socialwork.career/2020/06/anti-racism-resources-for-social-workers-and-therapists.html
  phenomenal links
- https://www.splcenter.org/teaching-tolerance