

# DIVERSITY + INCLUSION

## Antiracism Toolkit



The resources listed below are intended to help us deepen our understanding of racism, antiracist practices, allyship, and inclusive leadership. This toolkit is designed to help us as we try to engage with our communities to make positive change. A willingness to learn is the first step toward being an effective ally in the struggle against systemic racism, biases—both conscious and unconscious—and social inequality.

And while it is a great first step, open-mindedness is just a first step and much of this engagement will require sustained, hard work. If you have any questions, please reach out to the Diversity + Inclusion team ([DiversityandInclusion@mofo.com](mailto:DiversityandInclusion@mofo.com)). We are here to help.

## BOOKS

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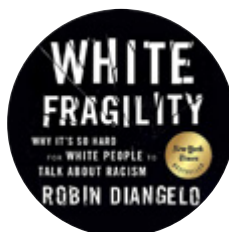
### HOW TO BE AN ANTIRACIST

This *New York Times* bestseller follows on **Ibram X. Kendi's** National Book Award-winning *Stamped from the Beginning*, and explains how it's not enough to view racism as an issue of ignorance and hatred but rather it is important to understand that racism is an overall system that "creates false hierarchies of human value." In the current moment, it is more important than ever to educate ourselves about how we can go beyond being aware of racism and instead how we can contribute to advancing equity and civil rights by being antiracist.



### SO YOU WANT TO TALK ABOUT RACE

**Ijeoma Oluo** is a writer and author known for her insightful writing on social movements and identity, in particular her coverage of race and gender issues in the news. This book is an excellent resource for anyone interested in increasing their own understanding of identity and inclusion issues.



### WHITE FRAGILITY: WHY IT'S SO HARD FOR WHITE PEOPLE TO TALK ABOUT RACE

Sociologist and former college professor **Robin DiAngelo** examines the ways that white people can make mistakes when dealing with issues of race and how these mistakes can perpetuate racial inequality.

# BOOKS

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## [STONY THE ROAD: RECONSTRUCTION, WHITE SUPREMACY AND THE RISE OF JIM CROW](#)

Harvard professor **Henry Louis Gates** provides a detailed history of reconstruction, shedding light on how the violence and inequality of that period provide the foundation for the structural racism we experience today.



## [RACISM WITHOUT RACISTS: COLOR-BLIND RACISM AND THE PERSISTENCE OF RACIAL INEQUALITY IN AMERICA](#)

Sociology professor **Eduardo Bonilla-Silva** explores “color-blind racism,” a concept defined by the Bonilla-Silva as the subtle ways that our actions perpetuate racial divisions and inequalities even in the face of good intentions.



## [BETWEEN THE WORLD AND ME](#)

In this memoir, MacArthur Genius Grant recipient **Ta-Nehisi Coates** shares the story of his own journey of self-identity and self-awakening in the context of race, history, and American culture. Framed as a letter to his adolescent son, Coates’s book was hailed by Toni Morrison as “required reading” when it was published in 2015.

# ARTICLES ON

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## RACE, RACISM, AND CURRENT EVENTS:

- Nikole Hannah-Jones et al., “[The 1619 Project](#),” *New York Times*, August 14, 2019
- “[Talking About Race](#),” National Museum of African American History & Culture, The Smithsonian
- Imani Perry, “[Racism Is terrible. Blackness Is not](#),” *The Atlantic*, June 15, 2020
- A. Rouchaun Meadows-Fernandez, “[The unbearable grief of Black mothers](#),” *Vox*, May 28, 2020
- Kareem Abdul-Jabbar, “[Don’t understand the protests? What you’re seeing is people pushed to the edge](#),” *Los Angeles Times*, May 30, 2020
- Ibram X. Kendi, “[Who Gets to Be Afraid in America?](#)” *The Atlantic*, May 12, 2020
- Vanessa Williams, “[What white Americans can learn about racism from the coronavirus](#),” *Washington Post*, May 7, 2020
- Ta-Nehisi Coates, “[The Case for Reparations](#),” *The Atlantic*, June 2014
- Lauren Michele Jackson, “[What’s Missing From ‘White Fragility](#),” *Slate*, September 4, 2019

# ARTICLES ON

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## ANTIRACIST PRACTICES:

- Ibram X. Kendi, "[An Antiracist Reading List](#)," *New York Times*, May 19, 2020
- Lauren Michele Jackson, "[What Is an Anti-Racist Reading list For?](#)" *New York Magazine*, June 4, 2020
- Jennifer Liu, "[Companies are speaking out against racism, but here's what it really looks like to lead an anti-racist organization](#)," CNBC, June 15, 2020
- Diane Flinn et al., "[White Anti-Racism: Living the Legacy](#)," *Teaching Tolerance*
- Anna North, "[What it means to be anti-racist](#)," *Vox*, June 3, 2020



## ALLYSHIP:

- Sam Dylan Finch, "[9 Phrases Allies Can Say When Called Out Instead of Getting Defensive](#)," *Everyday Feminism*, May 29, 2017
- Michael Harriott, "[How to be a Better White Person in 2020](#)," *The Root*, January 9, 2020
- Michelle Kim, "[Allyship \(& Accomplice\): The What, Why, and How](#)," *Medium*, November 10, 2019
- Frances E. Kendall, "[How to Be an Ally if You Are a Person with Privilege](#)," 2003



## INCLUSIVE LEADERSHIP:

- Janice Gassam, "[Your Unconscious Bias Trainings Keep Failing Because You're Not Addressing Systemic Bias](#)," *Forbes*, December 29, 2019
- Jonathan McBride, "[Want to run a listening session with black and brown co-workers? Here's what has worked for some people recently](#)," June 4, 2020
- Kira Hudson Banks, "[How Managers Can Promote Healthy Discussions About Race](#)," *Harvard Business Review*, January 7, 2016
- Michelle Kim, "[How to Manage Your Team in Times of Political Trauma](#)," *Medium*, September 4, 2017
- Daisy Auger-Dominguez, "[Getting Over Your Fear of Talking About Diversity](#)," *Harvard Business Review*, November 8, 2019

# VIDEOS AND TELEVISION PROGRAMMING

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## 13th

a Netflix documentary chronicling American criminalization and incarceration



## I AM NOT YOUR NEGRO

a documentary envisioning James Baldwin's unfinished book *Remember This House*.



## WHOSE STREETS?

a documentary about the racial tensions and protests in Ferguson, Missouri following the murder of Michael Brown.



## THE FIRST TIME I REALIZED I WAS BLACK

a CNN collection of short personal stories about black identity.



## RECONSTRUCTION

a PBS documentary series with historian Henry Louis Gates Jr.



## UNCOMFORTABLE CONVERSATIONS WITH A BLACK MAN

a series of short videos with former NFL linebacker Emmanuel Acho.

# PODCASTS

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## [BLACK HISTORY YEAR](#)

Inspired by Black History Month, this podcast covers some of the black history, thinkers, and activists that are sometimes left out of mainstream conversations. Produced by the nation's largest non-profit black media company.



## [1619 PODCAST](#)

The companion podcast to the *New York Times* groundbreaking series of articles about the arrival of the first enslaved persons in America and the lingering effects of those systems.



## [SCENE ON RADIO – SEEING WHITE](#)

A fourteen-part documentary series released in 2017 exploring the origins of race, in particular “whiteness,” featuring journalism professor Dr. Chenjerai Kumanyika and journalist John Biewen.

# PODCASTS: Individual Episodes

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- [“Austin Channing Brown on \*I’m Still Here: Black Dignity in a World Made for Whiteness\*,”](#) Unlocking Us with Brené Brown
- [“Why Ta-Nehisi Coates is Hopeful,”](#) The Ezra Klein Show
- [“The author of \*White Fragility\* doesn’t think most white people care about Racial Justice,”](#) Cape Up with Jonathan Capehart

# RESOURCES FOR PARENTS AND FAMILIES

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- Michelle Silverthorn, “[Mom, Why Don’t You Have Any Black Friends?](#)” *Medium*, June 1, 2020
- “[Talking to Children After Racial Incidents](#),” conversation with University of Pennsylvania professor and clinical psychologist Howard C. Stevenson, July 13, 2016
- [First Name Basis with Jasmine Bradshaw](#), a podcast to give you tools to talk to your children about race, religion, and culture
- Online Resource with the Smithsonian National Museum of African American History and Culture: [Talking About Race](#)
- “[How to Not \(Accidentally\) Raise a Racist](#),” Longest Shortest Time Podcast
- Nikole Hannah-Jones, “[Choosing a School for My Daughter in a Segregated City](#),” *New York Times*, June 9, 2016