

Resource List

Audio

- [Being Color Brave, Mellody Hobson](#)
- [Believing in Refugees, Luma Mufleh](#)
- [How to Overcome Biases, Verna Myers](#)
- [I'm Not Your Inspiration, Stella Young](#)
- [The Urgency of Intersectionality, Kimberlé Crenshaw](#)
- [What Does Normal Really Mean, Safwat Saleem](#)
- <https://theconversation.com/how-unjust-social-structures-help-some-but-harm-others-113622>

Articles

- ["Diversity and Authenticity," Katherine Phillips, Tracy Dumas, Nancy Rothbard](#)
- ["How Black Women Describe Navigating Race and Gender in the Workplace," Maura Cheeks](#)
- ["Neurodiversity as a Competitive Advantage," Robert Austin and Gary Pisano](#)
- ["Reducing the effects of gender stereotypes on performance evaluations," Bauer, C.C. & Baltes, B.B.](#)
- ["Unlearning Automatic Biases: The malleability of implicit prejudices and stereotypes," Rudman, L.A., Ashmore, R.D. Gary, M.L.](#)
- ["Warmth and Competence as Universal Dimensions of Social Perception. The Stereotype Content Model and the BIAS Map." Amy Cuddy, Susan Fiske, Peter Glick](#)
- Police critic says officers need more money and less stress, along with greater accountability at https://www.washingtonpost.com/local/police-critic-says-officers-need-more-money-and-less-stress-along-with-greater-accountability/2020/06/21/dee93ebe-b23c-11ea-8f56-63f38c990077_story.html
- What does defund the police mean and does it have merit?
<https://www.brookings.edu/blog/fixgov/2020/06/19/what-does-defund-the-police-mean-and-does-it-have-merit/>

Books

- *Between the World and Me*, Ta-Nehisi Coates
- *Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do*, Jennifer L. Eberhardt
- *Blindspot: Hidden Biases of Good People*, Mahzarin Banaji

- *Blink: The Power of Thinking Without Thinking*, Malcolm Gladwell
- *Braving the Wilderness*, Brené Brown
- *Everyday Bias*, Howard Ross
- *Caste*, Isabel Wilkerson
- *The Hate U Give*, Angie Thomas
- *The Hillbilly Elegy*, JD Vance
- *Predictably Irrational: The Hidden Forces that Shape Our Decisions*, Ariely, Daniel
- *So You Want to Talk About Race*, Ijeoma Oluo
- *Waking Up White*, Debby Irving
- *White Fragility: Why It's so Hard for White People to Talk About Racism*, Robin Diangelo
- *The Warmth of Other Suns*, Isabel Wilkerson

Films

13th. Named after the United States Constitution's 13th Amendment, Ava DuVernay was the screenwriter and director of this 2016 documentary that examines the history of slavery in the US, the impact of systemic racism on Black and African American people, and the resulting Civil Rights Movement. Winner of several awards, it is critically acclaimed and available on Netflix.

Harriet. Directed by Kasi Lemmons, this extraordinary tale of Harriet Tubman's escape from slavery and transformation into one of America's greatest heroes, whose courage, ingenuity, and tenacity freed hundreds of slaves and changed the course of history. Released in 2019.

TED Talks

How racial bias works—and how to disrupt it – Jennifer L Eberhardt TED2020 - Our brains create categories to make sense of the world, recognize patterns and make quick decisions. But this ability to categorize also exacts a heavy toll in the form of unconscious bias. In this powerful talk, social psychologist Jennifer L. Eberhardt (Stanford University Dept of Psychology) explores how our biases unfairly target Black people at all levels of society -- from schools and social media to policing and criminal justice -- and discusses how creating points of friction can help us actively interrupt and address this troubling problem. She is the author of the book **Biased** and a recipient of a 2014 MacArthur “genius” grant.

How forgiveness can create a more just legal system – Martha Minow TED2020 -

Pardons, **commutations and bankruptcy laws** are all tools of forgiveness within the US legal system. Are we using them frequently enough, and with fairness? Law professor Martha Minow (Harvard Law) outlines how these merciful measures can reinforce racial and economic inequality -- and makes the case for creating a system of **restorative justice that focuses on accountability and reconciliation rather than punishment.**

What if we ended the injustice of bail? – Robin Steinberg TED2018 - On any given night, more than 450,000 people in the United States are locked up in jail simply because they don't have enough money to pay bail. The sums in question are often around \$500: easy for some to pay, impossible for others. This has real human consequences -- people lose jobs, homes and lives, and it drives racial disparities in the legal system. Robin Steinberg has a bold idea to

change this. In this powerful talk, she outlines the plan for The Bail Project -- an unprecedented national revolving bail fund to fight mass incarceration. (This ambitious idea is part of the Audacious Project, TED's initiative to inspire and fund global change.)

What it takes to be racially literate – Priya Vulchi and Winona Guo TEDWomen2017 – A talk by two recent high school graduates illuminating their missing understanding and knowledge about racial literacy.

The beauty of human skin in every color - Angélica Dass TED2016 - Angélica Dass's photography challenges how we think about skin color and ethnic identity. In this personal talk, hear about the inspiration behind her portrait project, *Humanæ*, and her pursuit to document humanity's true colors rather than the untrue white, red, black and yellow associated with race.

How to raise a black son in America - Clint Smith, TED2015 - As kids, we all get advice from parents and teachers that seems strange, even confusing. This was crystallized one night for a young Clint Smith, who was playing with water guns in a dark parking lot with his white friends. In a heartfelt piece, the poet paints the scene of his father's furious and fearful response. <https://blog.ed.ted.com/2016/07/25/10-ted-classroom-resources-about-race-in-america/>

A tale of two Americas - And the mini-mart where they collided - Anand Giridharadas TED2015 - Ten days after 9/11, a shocking attack at a Texas mini-mart shattered the lives of two men: the victim and the attacker. In this stunning talk, Anand Giridharadas, author of "The True American," tells the story of what happened next. It's a parable about the two paths an American life can take, and a powerful call for reconciliation.

My road trip through the whitest towns in America - Richard Benjamin TED2015 - As America becomes more and more multicultural, Rich Benjamin noticed a phenomenon: Some communities were actually getting less diverse. So, he got out a map, found the whitest towns in the USA -- and moved in. In this funny, honest, human talk, he shares what he learned as a black man in Whitopia.

How we are priming some kids for college - and others for prison - Alice Goffman TED2015 - In the United States, two institutions guide teenagers on the journey to adulthood: college and prison. Sociologist Alice Goffman spent six years in a troubled Philadelphia neighborhood and saw first-hand how teenagers of African-American and Latino backgrounds are funneled down the path to prison — sometimes starting with relatively minor infractions. In an impassioned talk she asks, "Why are we offering only handcuffs and jail time?"

We need to talk about an injustice - Bryan Stevenson TED2012 - In an engaging and personal talk — with cameo appearances from his grandmother and Rosa Parks — human rights lawyer Bryan Stevenson shares some hard truths about America's justice system, starting with a massive imbalance along racial lines: a third of the country's black male population has been incarcerated at some point in their lives. These issues, which are wrapped up in America's unexamined history, are rarely talked about with this level of candor, insight and persuasiveness.

LWV-US DEI Webinars

Event Planning Through a DEI Lens. https://zoom.us/rec/play/v5MkdL-sTk3E9fBsQSDVKV_W464L_is1yUYrqELYkazUCEGNFKhNeMXZuZVv32VwsRVMbtqhkFiaPG?continueMode=true&xzm_rtaid=OttwjY28T2SLNvBw8FBYHw.1586105466432.508852fb27dd53eb4668909c6ccc3c24&xzm_rhtaid=395. March 2020.

Measures

Cultural Humility - Juliana Mosley - The diversity and inclusion concept of cultural humility is a current instrument being employed by institutions and organizations that seek to achieve cultural transformation. Mosley challenges us to think about our own personal biases and learn to truly embrace, appreciate, and live communally with those who are different from us.

Cultural Humility – Vivian Chavez - From a cultural humility perspective, the most serious barrier to culturally relevant teaching and leadership development is not a lack of knowledge of the details of any given cultural orientation but structural and interpersonal relationship issues including the failure to develop a respectful attitude toward diverse points of view.

Organizations

Black Lives Matter NAACP. <https://blm.btown-in.org/>.

NAACP. <https://www.naacp.org/>. Founded in 1909 in response to the ongoing violence against Black people around the country, the NAACP (National Association for the Advancement of Colored People) is the largest and most pre-eminent civil rights organization in the nation. We have over 2,200 units and branches across the nation, along with well over 2M activists. Our mission is to secure the political, educational, social, and economic equality of rights in order to eliminate race-based discrimination and ensure the health and well-being of all persons. It is a c4 organization and a partner to the NAACP Empowerment Programs. NOTE: The Legal Defense Fund – also referred to as the NAACP-LDF was founded in 1940 as a part of the NAACP, but separated in 1957 to become a completely separate entity. It is recognized as the nation's first civil and human rights law organization, and shares our commitment to equal rights.

NAACP Legal Defense Fund.

http://org2.salsalabs.com/o/6857/p/dia/action4/common/public/?action_KEY=27063&_ga=2.79014100.1960778105.1591112753-1578259448.1591112753

<https://native-land.ca/>

<http://www.native-languages.org>

<https://www.in.gov/indot/projects/i69/audio-tour/2497.htm>. Native American tribes in Indiana

Indiana American Indian Affairs Commission <https://www.in.gov/inaiac/>

Everyday Democracy. <https://www.everyday-democracy.org/>. Everyday Democracy is a national organization that has supported dialogue and community change to advance a more authentic, equitable, and participatory democracy for more than 25 years. Of note, one of its newest “Anchor Partner” organizations is Indianapolis Neighborhood Resource Center Inc. Anchor Partners are leaders in addressing structural racism, engaging all different kinds of people in public dialogue, and linking dialogue to action and positive change. These partnerships advance effective work in communities working toward a vision of authentic democracy – one that values everyone’s voice and participation, and that works for all people. This website has many resources for civic engagement, racial disparity and more.

Racial Equity Institute. <https://www.racialequityinstitute.com/>.

After Actions

Common Enjoyment. Hold a monthly series co-hosted by the League and others (NAACP, UU Racial Justice Task Force, etc.). Goal of these events would be to hold thoughtful, open-minded conversations to explore the intersection of politics and race by educating audiences about history, lived experience, and facilitating important, and sometimes uncomfortable, discussion about race.

These events would begin with a presentation, then facilitators would guide the discussion on the topic, its relevance in today's world, and honest conversations about the deeply-rooted effects of institutional and systemic racism in our community.

It is through open-minded, free, and safe discussions among community members that we can forge forward together in the struggle with knowledge and power.

Community-Wide Racial Justice Task Force. Work with other community groups (NAACP, churches, UU Racial Justice Task Force, etc.) to study, offer training and discuss issues in the community and how to best address them. Members of the group would commit to the core belief that racism, of any kind, should not be tolerated. The group would agree to actively work to eradicate systemic racism in all forms and to advocate for justice for all.

Popular Sources

[The Spoon Theory-Christine Miserandino](#)

[21 Racial Microaggressions You Hear On A Daily Basis](#)

[Microaggression Theory](#)

[Acculturative stress](#)

Academic Sources

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