

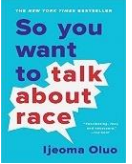
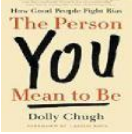
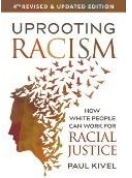
Diversity, Equity, and Inclusion

RESOURCES ON RACE, RACISM, AND RACIAL INEQUITY

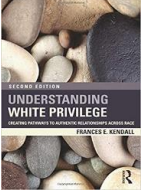
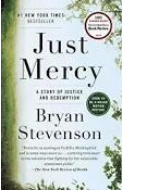

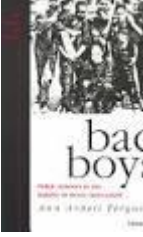

Articles Worth Reading

- Talking The Talk
 - Joseph West
 - <https://www.law.com/thelegalintelligencer/2020/06/02/talking-the-talk-words-seem-futile-when-videos-speak-for-themselves/?slreturn=20200604102144>
- “Mom, Why Don’t You Have Any Black Friends?”
 - By Michelle Silverthorn
 - <https://forge.medium.com/mom-why-dont-you-have-any-black-friends-e59f37e62ed9>
- “What The Death of George Floyd Should Teach The Legal Industry”
 - The American Lawyer
 - <https://www.law.com/americanlawyer/2020/06/02/what-the-death-of-george-floyd-should-teach-the-legal-industry/>
- The Minnesota Paradox
 - By David Leonhardt
 - <https://www.nytimes.com/2020/06/01/briefing/minneapolis-coronavirus-tara-reader-your-monday-briefing.html>
- How To Be More Empathetic
 - Claire Cain Miller
 - <https://www.nytimes.com/guides/year-of-living-better/how-to-be-more-empathetic>
- Anti-Racism Resources
 - Katie Couric
 - <https://medium.com/wake-up-call/a-detailed-list-of-anti-racism-resources-a34b259a3eea>
- 12 Companies Who Are Taking A Stand for Black Lives Right Now
 - Eden Connelly Tallarico
 - <https://medium.com/collectivethoughts/12-companies-who-are-taking-a-stand-for-black-lives-right-now-b35a9386feb2>
- Stand by Me
 - Reg Amoah
 - <https://www.linkedin.com/feed/update/urn:li:activity:6674082730810191873/>

Books Worth Reading

	<p><i>So You Want to Talk about Race</i></p> <p>By Ijeoma Oluo</p>	<p>This book guides readers of all races through subjects ranging from intersectionality and affirmative action in an attempt to make the seemingly impossible possible: honest conversations about race and racism, and how they affect almost every aspect of life.</p>
	<p><i>The Person You Mean to Be</i></p> <p>By Dolly Chugh</p>	<p>Many of us believe in equality, diversity, and inclusion. But how do we stand up for those values in our turbulent world? This book is a guide to fighting for what you believe in.</p>
	<p><i>Uprooting Racism</i></p> <p>By Paul Kivel</p>	<p><i>Uprooting Racism</i> offers a framework around neoliberalism and interpersonal, institutional, and cultural racism, along with stories of resistance and white solidarity. It provides practical tools and advice on how white people can work as allies for racial justice, engaging the reader through questions, exercises, and suggestions for action, and includes a wealth of information about specific cultural groups such as Muslims, people with mixed heritage, Native Americans, Jews, recent immigrants, Asian Americans, and Latino/as.</p>

	<p><i>White Fragility</i> By Robin DiAngelo</p>	<p>In this book, antiracist educator Robin DiAngelo deftly illuminates the phenomenon of white fragility and “allows us to understand racism as a practice not restricted to ‘bad people’” (Claudia Rankine). Referring to the defensive moves that white people make when challenged racially, white fragility is characterized by emotions such as anger, fear, and guilt, and by behaviors, including argumentation and silence. These behaviors, in turn, function to reinstate white racial equilibrium and prevent any meaningful cross-racial dialogue. In this in-depth exploration, DiAngelo examines how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively.</p>
	<p><i>The Souls of Black Folk</i> By W.E.B. Du Bois</p>	<p>A groundbreaking sociological work in African-American history, W. E. B. Du Bois’s novel explores the black experience in America following emancipation, while breaking down the ideas of racism and racial bigotry through precise scientific explanation and brilliant prose. Consider <i>The Souls of Black Folk</i> required reading when it comes to the struggle for equality and the moral and intellectual issues surrounding it.</p>
	<p><i>The Fire Next Time</i> By James Baldwin</p>	<p>James Baldwin’s national best seller drove the discussion on race relations to the forefront of the American public conscience and gave voice to the burgeoning civil rights movement when it was first published in 1963. The book is comprised of two essays, the first of which is written as a letter to Baldwin’s 14-year-old nephew and focuses on the central role that race plays in American history. The second essay takes on the relationship between race and religion with rich anecdotes of his time as a child minister to meeting the leader of the Nation of Islam. Unfortunately, Baldwin’s deduction on the state of America’s systemic racial oppression still rings true 50 years on.</p>
	<p><i>The New Jim Crow</i> By Michelle Alexander</p>	<p>Hailed by Benjamin Todd Jealous, the president and CEO of the NAACP as a “call to action,” this book by legal scholar Michelle Alexander argues that racial caste in America is very alive and well, and has been merely redesigned through the U.S. criminal justice system. More specifically, Alexander shows how mass incarceration of black men, as a result of racial targeting through the War on Drugs, functions as a contemporary system of racial control that relegates African Americans to a permanent second-class status.</p>
	<p><i>The Warmth of Other Suns</i> By Isabel Wilkerson</p>	<p>From 1915 to 1970, around 6 million African Americans fled the South to northern and western cities in search of a better life. The mass migration, in effect, realized a new America with the reimagining of urban cities, culture, and its citizens. Pulitzer Prize author Isabel Wilkerson focused this experience on three different individuals: a sharecropper’s wife from Mississippi, an orange picker from Central Florida, and an aspiring doctor from Louisiana. Through the real accounts of these fascinating subjects, readers are taken on a historical exploration that delves deep into the struggle, failure, and success in the face of oppression and prejudice of the Jim Crow era and life thereafter.</p>
	<p><i>Native Son</i> By Richard Wright</p>	<p>This story of a young black man trapped in a downward spiral after murdering a white woman in 1930s Chicago has stirred debate since its publication in 1940. James Baldwin denounced it as a protest novel, while others hailed it as a literary canon of its time. Though the book remains controversial in the depiction of its protagonist, it is an important work that explores racism’s societal manifestations through the experience of a low-income black man in inner-city America.</p>
	<p><i>Race Talk and the Conspiracy of Silence</i> By Derald Wing Sue</p>	<p>Turn uncomfortable conversations into meaningful dialogue. If you believe that talking race is impolite, or that “colorblindness” is the preferred approach, you should read this book. <i>Race Talk the Conspiracy of Silence</i> debunks the most pervasive myths using evidence, easy-to-understand examples, and practical tools.</p>

	<p><i>Understanding White Privilege</i> By Frances Kendall</p>	<p>Knowingly and unknowingly we all grapple with race every day. <i>Understanding White Privilege</i> delves into the complex interplay between race, power, and privilege in both organizations and private life. It offers an unflinching look at how ignorance can perpetuate privilege, and offers practical and thoughtful insights into how people of all races can work to break this cycle.</p>
	<p><i>Just Mercy</i> By Bryan Stevenson</p>	<p>Bryan Stevenson was a young lawyer when he founded the Equal Justice Initiative, a legal practice dedicated to defending those most desperate and in need: the poor, the wrongly condemned, and women and children trapped in the farthest reaches of our criminal justice system. One of his first cases was that of Walter McMillian, a young man who was sentenced to die for a notorious murder he insisted he didn't commit. The case drew Bryan into a tangle of conspiracy, political machination, and legal brinksmanship—and transformed his understanding of mercy and justice forever.</p>
	<p><i>The Vanishing Half</i> By Brit Bennett</p>	<p>The Vignes twin sisters will always be identical. But after growing up together in a small, southern black community and running away at age sixteen, it's not just the shape of their daily lives that is different as adults, it's everything: their families, their communities, their racial identities. Weaving together multiple strands and generations of this family, from the Deep South to California, from the 1950s to the 1990s, Brit Bennett produces a story that is at once a riveting, emotional family story and a brilliant exploration of the American history of passing. Looking well beyond issues of race, <i>The Vanishing Half</i> considers the lasting influence of the past as it shapes a person's decisions, desires, and expectations, and explores some of the multiple reasons and realms in which people sometimes feel pulled to live as something other than their origins.</p>
	<p><i>Bad Boys: Public Schools in the Making of Black Masculinity</i> By Ann Arnett Ferguson</p>	<p>Statistics show that black males are disproportionately getting in trouble and being suspended from the nation's school systems. Based on three years of participant observation research at an elementary school, <i>Bad Boys</i> offers a richly textured account of daily interactions between teachers and students to understand this serious problem. Ann Arnett Ferguson demonstrates how a group of eleven- and twelve-year-old males are identified by school personnel as "bound for jail" and how the youth construct a sense of self under such adverse circumstances. The author focuses on the perspective and voices of pre-adolescent African American boys.</p>
	<p><i>How to be an Antiracist</i> By Ibram X. Kendi</p>	<p>In <i>How to Be an Antiracist</i>, Kendi takes readers through a widening circle of antiracist ideas—from the most basic concepts to visionary possibilities—that will help readers see all forms of racism clearly, understand their poisonous consequences, and work to oppose them in our systems and in ourselves.</p>

Black-owned Independent Bookstores (These are just examples – to find more check out <https://lithub.com/you-can-order-today-from-these-black-owned-independent-bookstores/>)

- Shelves, Charlotte, NC <https://shelvesbookstore.com/our-story>
- Books & Crannies, Martinsville, VA <https://www.booksandcranniesva.com/about-us>
- Turning Page Bookshop, Goose Creek, SC <https://turningpagebookshop.com/>
- Black Dot Cultural Center, Lithuania, GA <http://www.blackdotccstore.com/>
- Riches in Reading, Chesapeake, VA <https://www.facebook.com/richesinreading/>

Black-owned businesses in NC: <https://www.facebook.com/BOBNorthCarolina/>

Black-owned restaurants in NC: <https://katiebuttonrestaurants.com/katie-button-news/black-owned-restaurants-in-north-carolina/>

Movies to Watch

- *The Hate U Give*, a film based on the YA novel offering an intimate portrait of race in America
- *Just Mercy*, a film based on civil rights lawyer Bryan Stevenson's work on death row in Alabama
- The 1965 debate between James Baldwin and William F. Buckley
- *When They See Us*, a Netflix miniseries from Ava DuVernay about the Central Park Five
- *13th*, a Netflix documentary exposing racial inequality within the criminal justice system
- *I Am Not Your Negro*, a documentary envisioning the book James Baldwin was never able to finish
- *Selma*, a film that chronicles the marches of the Civil Rights Movement

Who to Follow

- Ibram X. Kendi, the author of *How To Be An Antiracist* and Director of the Antiracism Center
- Charlene Carruthers, founder of the Black Youth Project 100
- Brittany Packnett Cunningham, co-founder of Campaign Zero, a policy platform to end police violence, and a host of *Pod Save The People*
- Ally Henny, a Christian commentator on race
- Eric Dozier "cultural activist, anti-racism educator, and itinerant blues preacher leveraging the power of music to promote healing, justice and racial reconciliation." <http://www.ericdozier.com/>

Podcasts

- Katie Couric's podcast episode with Jamie Foxx, Michael B. Jordan, and Bryan Stevenson about *Just Mercy*
- *Still Processing*, a *New York Times* culture podcast with Jenna Wortham and Wesley Morrison
- *Code Switch*, an NPR podcast tackling race from all angles
- *Jemele Hill is Unbothered*, a podcast with award-winning journalist Jemele Hill
- *Pod Save The People*, organizer and activist DeRay Mckesson explores news, culture, social justice, and politics with analysis from fellow activists Brittany Packnett, Sam Sinyangwe, and writer Dr. Clint Smith III

RESOURCES FOR KIDS AND TEENS

Watch

- *The Hate U Give*, a film based on the YA novel offering an intimate portrait of race in America
- *Dear White People*, a Netflix series about being black at a predominantly white college
- *Hidden Figures*, a film about the brilliant African American women of NASA
- *Remember the Titans*, story of a newly-integrated football team
- These 26 *New York Times* mini-films for students

Read

- "Talking About Race" Helpful resources from the National Museum of African American History & Culture.
- *Genesis Begins Again* by Alicia D. Williams
- *Dear Martin* by Nic Stone
- *Stella by Starlight* by Sharon M. Draper
- *Anything* by Angie Thomas.
- *The Colors of Us* by Karen Katz
- *Skin Again* by bell hooks
- *Let's Talk About Race* by Julius Lester
- *All American Boys* by Jason Reynolds and Brendan Kiely