

Antiracism Resources - gathered by Matthew P. Cowley, M.Ed.

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### (an imperfect) Antiracism Workflow

1. Change your heart. Position yourself as a learner. Not an opinion sharer.
2. Explore your unconscious biases. There are online tests to help you get started.
3. Strive to work against the impact of your personal unconscious biases in your everyday environments.
4. Research structural racism and how it impacts people of color in various "social locations" in our society.
5. Speak up when you see injustices. Lean on the voices of the oppressed. Not just your own.
6. Begin conversations with family and friends to start them on steps 1-5.
7. Evaluate your ability to impact a particular system based on your personal/professional affiliations/location.
8. ACTIVELY work against inequality and promote equity in your places of power.
9. Pick one or more causes that tug at your heartstrings.
10. Research the potential solutions that activists and politicians are proposing.
11. Research what people from the target communities feel about these solutions.
12. Research what people at the intersections of these communities feel about these solutions (Black women, trans folx, people with disabilities, etc.)
13. Advocate with, donate to and/or volunteer with organizations that are committed to advancing good solutions.
14. Repeat steps 1-13 until EVERYONE is liberated.

### Readings Toward Antiracism

#### **Stamped from the Beginning: The Definitive History of Racist Ideas in America**

- Ibram X. Kendi

#### **Bind Us Apart: How Enlightened Americans Invented Racial Segregation**

- Nicholas Guyatt

#### **Racial Formation in the United States**

- Michael Omi & Howard Winant

#### **White by Law: The Legal Construction of Race**

- Ian Haney Lopez

#### **The Alchemy of Race & Rights**

- Patricia J. Williams

#### **Color of Law: A Forgotten History of How Our Government Segregated America**

- Richard Rothstein

#### **The New Jim Crow**

- Michelle Alexander

#### **The Racial Contract**

- Charles W. Mills

#### **Racecraft: The Soul of Inequality in American Life**

- Karen E. Fields & Barbara J. Fields

#### **The History of Black Women in the United States**

- Daina Ramey Berry & Kali Nicole Gross

#### **Women, Race, & Class**

- Angela Y. Davis

#### **Eloquent Rage: A Black Feminist Discovers Her Superpower**

- Brittany Cooper

#### **Black Skin, White Masks**

- Frantz Fanon

#### **What Does it Mean to Be White?**

- Robin DiAngelo

#### **White Awake: An Honest Look at What it Means to Be White**

- Daniel Hill

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### **How to Be an Anti-racist**

- Ibram X. Kendi

### **The Myth of Equality**

- Ken Wytsma

### **Racism Without Racists**

- Eduardo Bonilla-Silva

### **Deconstructing Race: Multicultural Education Beyond the Color-Bind**

- Jabari Mahiri

### **So You Want to Talk About Race**

- Ijeoma Oluo

### **When They Call You a Terrorist: a Black Lives Matter Memoir**

- Patrisse Khan-Cullors & Asha Bandele

### **On the Other Side of Freedom: The Case for Hope**

- DeRay McKesson

### **I'm Still Here: Black Dignity in a World Made for Whiteness**

- Austin Channing Brown

### **Tears We Cannot Stop: A Sermon to White America**

- Michael Eric Dyson

understanding structural racism: some vocabulary

- "racial wealth gap"
- "racial health gap"
- "opportunity gap"
- "school-to-prison pipeline"
- "de facto segregation"
- "redlining"
- "White flight"
- "gentrification"
- "racial disparity in student loan debt"
- "Black maternal mortality"
- "Black infant mortality"
- "mass incarceration"
- "race and school pushout"
- "racial gerrymandering"
- "unconscious bias"
- "food deserts and race"
- "racial trauma"
- "anti-blackness" / "anti-black racism"
- "colorblind racism"
- "intersectionality"