



PREPARATION MATERIALS

All participants should watch or listen to 1 of these suggestions

The Forgotten History of How the Government Segregated America: Part 1 & Part 2

In part one, author and scholar Richard Rothstein says explicit government policy, not personal choice or redlining was the main force that segregated America.

Link to Part 1: <https://www.youtube.com/watch?v=gcXaOdqwXBU>

Link to Part 2: <https://www.youtube.com/watch?v=4zPZPz7Xu8>

People, Systems, and the Game of Monopoly by Allan G. Johnson

An extended clip from a presentation by Allan G Johnson on race given at the University of Wisconsin, including using the game of Monopoly to illustrate the relationship between individuals and social systems and a description of the system of white privilege. For more information on Allan G. Johnson visit www.agjohnson.us.

Link: <https://www.youtube.com/watch?v=4rxL3ik9sJA>

Let's get to the Root of Racial Injustice

“In this inspiring and powerful talk, Megan Francis traces the root causes of our current racial climate to their core causes, debunking common misconceptions and calling out "fix-all" cures to a complex social problem Megan Ming Francis is an Assistant Professor in the Department of Political Science at the University of Washington where she specializes in the study of American politics, race, and the development of constitutional law.”

Link: <https://www.youtube.com/watch?v=-aCn72iXO9s>

White Supremacy Culture by Team Okun

“This is a list of characteristics of white supremacy culture which show up in our organizations. Culture is powerful precisely because it is so present and at the same time so very difficult to name or identify. The characteristics listed below are damaging because they are used as norms and standards without being pro-actively named or chosen by the group. They are damaging because they promote white supremacy thinking. They are damaging to both people of color and to white people. Organizations that are people of color led or a majority people of color can also demonstrate many damaging characteristics of white supremacy culture.”

Link: http://www.csworkshop.org/PARC_site_B/dr-culture.html

Courage is Contagious

When artist Damon Davis went to join the protests in Ferguson, Missouri, after police killed Michael Brown in 2014, he found not only anger but also a sense of love for self and community. His documentary "Whose Streets?" tells the story of the protests from the perspective of the activists who showed up to challenge those who use power to spread fear and hate. In this TEDTalk, Damon talks about the power of courage.

Link: https://www.youtube.com/watch?v=gbDraZi7F_4

For White Participants

(Read, Watch, or Listen to 2 of these suggestions)

Summary of Stages of Racial Identity Development by the Interaction Institute for Social Change

Excerpt: "The frameworks summarized here describe people who are situated in many different ways, but they do not describe all of the possibilities. We have listed a few different frameworks that focus on the experiences of people of color, biracial people and white people in the U.S. We think they can be useful tools for self-reflection and for building empathy and understanding of people who are situated differently from ourselves."

A note for the reader, focus on white identity development.

Link: http://www.racialequitytools.org/resourcefiles/Compilation_of_Racial_Identity_Models_7_15_11.pdf

"Grieving the White Void" by Abe Leteiner

Excerpt: "Now, peering through the microscope at my Whiteness, I see that my programming is so deep and so thorough that even my understanding of the lie in which I've been living is itself only understandable through the lens of that lie. There will never be a moment of final awakening. I will always be forced to live out of integrity with myself because of this system of White supremacy to which I was silently and invisibly harnessed before I was born. The only road towards integrity, and my only chance to be able to celebrate who I am, requires me to go back through to the narratives my identity has been built on and grieve their malformation. Laying my head down beside my microscope, I surrender, allowing myself to begin the grieving process."

Link: <https://medium.com/@abelateiner/grieving-the-white-void-48c410fdd7f3#.nj0txpos5>

"White Supremacy Cannot Have Our People: for a working class orientation at the heart of white anti-racist organizing" by Chris Crass

Excerpt: "For anti-racist work this translates into a vision of organizing white communities in ways that addresses the real ways they are screwed over in this system and unites the demands and efforts for justice to an understanding of how white supremacy helps maintain a lack of economic security in white working class communities, and how racial justice is central not only to economic justice for all, but freeing the humanity of white people from the death culture of white supremacy."

Link: <https://medium.com/@chriscrass/white-supremacy-cannot-have-our-people-21e87d2b268a>

"Adventures in 'White Fragility'" by Vangie Castro

Excerpt: "I'm not going to tell you how to show up. I'm not going to give five easy steps on showing up. Because finding the courage to overcome years and years of social programming is complex. It requires a commitment to do the work, to overcome your own personal limiting beliefs and fears. It requires white people to share their privilege equitably. It's not about losing or giving away your power, but to find a way to share and work together in order to create a pluralistic society, to begin dismantling a system that has privileged and empowered a certain group of people based on race for hundreds of years, and thousands of years for patriarchy."

Link: <https://www.diversitycouncil.org/single-post/2017/02/14/Adventures-in-White-Fragility>

The Whitest Thing, a poem by Adam Falkner

Link: <https://www.youtube.com/watch?v=4h6mZKfcGdc>

Scene on Radio: Seeing White Series (strongly recommend the following episodes 32, 34, 35, 38, 40, 44, & 45)

From the series description: "Just what is going on with white people? Police shootings of unarmed African Americans. Acts of domestic terrorism by white supremacists. The renewed embrace of raw, undisguised white-identity politics. Unending racial inequity in schools, housing, criminal justice, and hiring. Some of this feels new, but in truth it's an old story. Why? Where did the notion of "whiteness" come from? What does it mean? What is whiteness for? Scene on Radio host and producer John Biewen took a deep dive into these questions, along with an array of leading scholars and regular guest Dr. Chenjerai Kumanyika, in this fourteen-part documentary series, released between February and August 2017. The series editor is Loretta Williams."

Link: <http://www.sceneonradio.org/seeing-white/>

For participants who are People of Color

(Read or Watch 2 of these suggestions)

Summary of Stages of Racial Identity Development by the Interaction Institute for Social Change

Excerpt: "The frameworks summarized here describe people who are situated in many different ways, but they do not describe all of the possibilities. We have listed a few different frameworks that focus on the experiences of people of color, biracial people and white people in the U.S. We think they can be useful tools for self-reflection and for building empathy and understanding of people who are situated differently from ourselves."

A note for the reader, focus on the people of color, biracial, and/or ethnic minority theories.

Link: http://www.racialequitytools.org/resourcefiles/Compilation_of_Racial_Identity_Models_7_15_11.pdf

"18 Years of Wishing I Was White: Internalized Racism Within the Asian-American Community" by Jillian Peihua

Excerpt: "'Internalized racism' refers to the phenomenon I experienced growing up, and continue to experience today. I believed in the racist stereotypes and beliefs about my own race, and perpetuated

them. Internalizing such heavy, hurtful ideas about Asians took a toll on my self-esteem – everyday I catch myself thinking racist thoughts about myself and other Asians.”

Link: <http://www.temple-asa.org/temple-asa-blog/18-years-of-wishing-i-was-white-internalized-racism-within-the-asian-american-community>

“The Journey From 'Colored' To 'Minorities' To 'People Of Color'” by Kee Malesky

Excerpt: “In U.S. history, “person of color” has often been used to refer only to people of African heritage. Today, it usually covers all/any peoples of African, Latino/Hispanic, Native American, Asian or Pacific Island descent, and its intent is to be inclusive.”

Link: <http://www.npr.org/sections/codeswitch/2014/03/30/295931070/the-journey-from-colored-to-minorities-to-people-of-color>

“3 Ways to Speak English” by Jamila Lyiscott

“Jamila Lyiscott is a ‘tri-tongued orator;’ in her powerful spoken-word essay ‘Broken English,’ she explores the complicated history and present-day identity that each language represents, she unpacks what it means to be ‘articulate.’”

Link: https://www.ted.com/talks/jamila_lyiscott_3_ways_to_speak_english

“To be a Latina Woman on a College Campus” by Janel Pineda

A poem about identity.

Link: <https://www.youtube.com/watch?v=385EzrLq6pE>

“Afro-Latina” by Elizabeth Acevedo

A poem about identity.

Link: <https://www.youtube.com/watch?v=tPx8cSGW4k8>

The Muslim on the airplane by Amal Kassir

A powerful reflection about identity. An excerpt from the TED site: “Watching the news, it seems like ethnic divides are ever-deepening. But how can we solve these complicated problems when each side lives in fear of the other? The answer is simple, argues Syrian-American poet Amal Kassir - it starts with, “What’s your name?” Amal, a young Muslim-American and native Coloradan, found a platform for her voice growing up working in her family's restaurant. She has been writing poetry since she was a child and has performed in eight countries, sharing her verse everywhere from youth prisons to orphanages to refugee camps.”

Link: https://www.youtube.com/watch?v=UIAm1g_Vgn0