

It is imperative at this time that people who are White invest in race-based growth and development on topics such as systemic racism, civil rights history, unconscious bias, inclusion, and contemporary ideology such as anti-racism, intersectionality, White privilege, and White fragility. Learn the history. For example, when did the state that you live in integrate its schools? Brown vs Board was ruled in 1954. Some school districts still weren't desegregated in the 21st century! What implications could this have had on racism in the community where you went to school? This is the time to explore what it means to have privilege, and how to use it for good in your organization, community and society, and to do your own learning. In addition to the many resources listed in other parts of this guide, here are more resources to set you on that path, and many others that are far too numerous to list.

- Although recent events have led to a focus on systemic racism in law enforcement, the issues of systemic racism encompass a broader array of institutions, as succinctly described in the series of [short videos](#) produced by the Race Forward organization.
- Be clear about what it means to have [The Talk](#). Watch this poignant YouTube video on what parents tell their children about surviving being Black.
- Read this [article](#) to understand intersectionality and its impact on our daily lives, especially for Black women.
- Take a deep dive into [oral histories](#) about the civil rights movement by spending time in the collection gathered by the Library of Congress.
- Read the [Case for Reparations](#) by Ta'nehi Coates, a powerful call to action to right the wrongs of 400 years of slavery, Jim Crow laws, and systemic racism.
- [Watch Robin D'Angelo on YouTube](#), the Author of White Fragility. She talks about how White people struggle to own their racism. (9 minutes) [Here's another](#) while she discusses the roots of White supremacy, of which she asserts virtually all White people, regardless of how "woke" they are, contribute to racism. (22 minutes).
- If you're interested in reading D'Angelo's book on White Fragility and having a group discussion, she's provided a [discussion guide](#), also full of important tips on content and process for this kind of dialogue.
- Read [Every Day Bias](#) by Howard J. Ross, an exploration on how bias works in individuals and organizations and how we can personally and organizationally mitigate against it. Or, watch this [Google Talk](#).

- Read Ibram X. Kendi's book on How to be an Anti-Racist. Or, watch a TED interview with him here.
- Check out the White Privilege Conference and its associated network, founded by Dr. Eddie Moore Jr., a multi-racial, multi-generational group of people who are deeply exploring these issues. Here is his 21 day anti-racist challenge again that can be supportive and meaningful.
- Listen to Eula Biss talk about Whiteness and how she comes to terms with words such as complacency, guilt and opportunity hoarding in an interview with Krista Tippett, or read her widely-read piece in the New York Times here.
- This was one of the first articles to name white privilege, and to enumerate many of the invisible ways in which it is part of our world. White Privilege: Unpacking the Invisible Knapsack by Peggy McIntosh.
- Learn very specific definitions of and examples about microaggressions by reading Racial microaggression in everyday life by D. W. Sue, C.M. Capodilupo, G.C. Torino, J.M. Bucceri, A.M.B. Holder, K. L. Nadal, M. Esquilin.

Resources Pertaining to Oppression, Racism and Trauma

This is a turbulent time, on top of years of turbulent times. The collective impact of this moment in time is profound. People who identify as Black or African American, or anyone who has experienced any kind of oppression will probably, experience this time differently, because we are all individuals with our own unique histories and yet, all subjected to collective and systemic racism. It is well documented that racism and oppression cause trauma. There is a phenomenon called post-slavery traumatic syndrome, named by Dr. Joy DeGruy, that documents the deep emotional and physiological toll of racism, that through epigenetics can be passed down generation by generation. Burnout is also an outcome of racism. You might want to explore Tiana Clark's perspective [here](#). For those who want and need support at this time, we want to provide as many supportive resources as possible.

The resources below can also be deeply informative to White people who want a more in-depth understanding of the cost of racism and oppression on people of color. Included in this collection are links to counseling specifically for people of color to facilitate that level of support, if needed.

- [Healing from the Effects of Internalized Oppression](#) by University of Kansas
- [Surviving Oppression; Healing Oppression](#) by VanissarTarakali
- [Eloquent Rage: A Black Feminist Discovers Her Superpower](#) by Brittany Cooper
- [This is What Black Burnout Feels Like](#) by Tiana Clark
- [How We Get Free: Black Feminism and the Combahee River Collective](#) by Keeanga-Yamahtta Taylor
- [No One Should Have to Ignore Their Grief, Yet It's Long Been Expected of People of Color](#), by Nadia Owusu
- [Therapy for Black Girls](#) - online space dedicated to the mental wellness of Black women and girls
- [The Steve Fund](#) - supporting the mental health and emotional well-being of young people of color

- [Ayana Therapy](#) - online therapy for marginalized and intersectional communities
Sometimes we need some quiet time to be with ourselves. Use your sick leave to take a mental health day. Let your manager know that you're struggling and could use a little time. Call your EAP for support, or a therapist. Engage in [self-care](#) to move you back to equilibrium. Self-care can look different depending on your racial identity.

Take a Moment of Reflection

Find a quiet place to sit and calm yourself. Take a few deep breaths. Begin to scan your body, bringing your attention, systematically to different parts of your body. With full curiosity and awareness, in whatever way works best for you. When you're finished, take three long breaths through the nose, exhaling through the mouth. Have a journal or notepad close by and ask yourself what you're feeling. This practice can assist us in calming ourselves when we're feeling unsettled in any way, and also in gaining better self-awareness.

Important note: If in this process you find yourself experiencing intense emotions - crying, in fear, lots of energy moving - you may be experiencing some kind of memory of a trauma. Trauma happens to all of us, and we all respond differently. If this happens, *My Grandmother's Hands: Racialized Trauma and the Pathway to Mending our Hearts and Bodies*, by Clinical Psychologist [Remsaa Menakem](#), is a practical guide for understanding and mitigating these feelings. This [article](#) on *Surviving Oppression: Healing Oppression* from Dr Vanisaar Tarkali also analyzes trauma and oppression, and the cost on the human body.

Journaling

Taking a few moments to ask yourself what you're experiencing in the moment, and then writing, can be helpful. Writing long-hand instead of on a device will serve to better repattern your mind of negative experiences and feelings. If you don't know what you're experiencing or feeling, beginning to write in a free flow can help you to uncover it.

If you haven't been confronted by examining the implications of your race in your life, here are some questions to get you started:

What did I learn about race growing up? Who did my parents hang out with? What race were most of the people I hang out with? My teachers? Faith leaders? Medical personnel? What do my friends look like? Really good friends? What's the racial makeup of my neighborhood, city? What do I know about the history of race in this country, in my state or city? What does my leadership team look like? How about my whole organization? Are people of color well distributed throughout or mostly not in positions of leadership?

All of these questions are not meant to create guilt or shame, but rather just to be an honest assessment of yourself and your life experiences. This 'pre-thinking' is important, you don't want to bring a lot of triggered emotions and reactions to your team. You want to have your feelings but not have your feelings have you.

How to Be an Ally

One definition of allyship is to “combine or unite a resource or commodity with (another) for mutual benefit.” Where diversity is concerned, Allyship is one of the most important things we can do to move the conversation forward in a constructive direction. Allies stand for marginalized groups of people and work to use whatever privilege they have to support each other. Whites can be allies to people of color. Men can be allies to women. People of Color can be allies to those who are LGBTQA. True allyship should not be an ego exercise; it is not intended to make the ally “look good.”

If you’ve gotten this far in the guide, you’ve encountered much of what Allyship is: learning about other’s histories, learning about your own privilege: whether its racial, gendered, sexual orientation, being able-bodied, or economic privilege. Allyship is more than a hashtag, which is described poignantly in this article about the perils of “[performative allyship](#)”. This [article](#) from the Oregon Coalition Against Domestic and Sexual Violence offers numerous practices for effective allyship, a few of which are listed below:

- Listen. For real.
 - Provide unconditional solidarity. That does not mean “I’d be on your side if you didn’t act so angry” (e.g.). You don’t get to decide when someone is being too emotional, too rash, to mean, or otherwise “underserving of your support.” Your allyship is not a favor that you can retract when some responds to their oppression in a way you don’t like. You just have to be there.
- Stand beside, not in front of. Allying with a movement does not mean leading it.
 - Respect the history of the resistance movements you’re stepping into. Don’t act like the party started once you arrived.
 - Don’t task for emotional energy from the group you’re allying with. Your feelings do matter, but this is not the space to get your feeling validated. The group is not obligated to like you, thank you, feel sorry for you, or forgive you.
 - Don’t treat the group you mean to ally with as homogeneous. If one person shared their experiences with you or asks for your support in a particular way, don’t assume they’re speaking for the whole group.

- Interrupt stuff. There is no “neutral” under oppression.
- ☐ Teach other people with your privileges how to practice better allyship.

Actions to Combat Systemic Racism

Now we'll highlight some very specific actions you can take to put that learning into practice to combat systemic racism. Don't stop now!

- ☐ Start [here](#) from Stephanie Long with this article on how to be a better ally, and keep reading below.
- Dana Brownlee, a Senior Contributor to Forbes has generated a list of [10 things White people can do](#). It's solid, comprehensive and organizationally-focused.
- ☐ [20+ Allyship Actions for Asians to Show Up for the Black Community Right Now](#) by Michelle Kim.
- ☐ Learn what [people of color want](#) from their White Allies.
- [Black people need strong allies, here's how you can be one](#) by Stephanie Long
- ☐ [I Shudder. Do You?](#) by Julie Lythcott-Haims
- ☐ Explore White allyship through this [interview](#) with Teaching Tolerance.
- ☐ Check out this workbook on how to be an [effective White ally](#) to promote racial equity.

One of the most important anti-racist actions you can take, regardless of your identity, is to talk to your children about race. Bias begins to take shape in our brains around 3 years old. Having parents or care-givers begin to positively language identity groups other than the child, and reframe stereotypes that are found in books, media and in own actions. Together we need to do the hard work of talking about racism, race, inequities and prejudice so that our younger generations have a model for their own understanding and one to carry into adulthood. Thankfully there are many resources available today to support us in this action.

IC Pride and the Latinos in Intelligence Network have compiled the following list of resources for talking about race with children, including neurodiverse children. They suggest that if you're struggling to know what to say to the children in your life or if you don't feel like they are quite ready to hear what you have to say, consider writing a letter or an email to them with your impressions. Even if you don't end up sending it, this may help you distill your own thoughts so that you are prepared to address issues of race when the time is right for you both.

- ["Teaching Resources,"](#) Black Moms Connection. ["Raising Race-Conscious Children,"](#) A Cup of Jo.
- ["Resources,"](#) Embrace Race.
- ["Raising an ally: How to talk to your child about the death of George Floyd, anti-Black racism,"](#) Global News.
- ["10 Books to Introduce Race & Ethnicity to Kids with Autism,"](#) Line Up The Books.
- ["How White Parents Can Talk to Their Kids About Race,"](#) NPR.
- ["Talking About Race: I Am a Parent or Caregiver,"](#) Smithsonian National Museum of African American History & Culture.
- ["30 books to help you talk to your kids about racism,"](#) Today's Parent.

So this is a lot: a lot of resources and a lot of links, but mostly what we've been living through as a society is a lot. We've spent countless years NOT addressing issues of systemic racism, believing it would get better, go away, resolve itself. The tipping point of George Floyd has illuminated the reality that it won't. What will help to resolve it is our collective commitment to do our work, educate ourselves, talk to each other, take care of our hearts and souls and each others', and demand more accountability across the board, especially from our organizations.

There is a concept in Buddhism, part of the Eight Fold Way that emboldens Right Action. Believers are encouraged to ensure that our actions do not bring harm to ourselves and others, not take the life of any being, not be divisive or use harsh words, or holding our minds closed about things we don't understand. Most spiritual and religious paths call us to be our best, most aware and conscious selves. Whatever our path, or even if there is no formal path, this guide lays out many ways to right action. Your job is to heed the call, and put those right actions in place for the betterment of all.

About Udarta Consulting, LLC

Udarta Consulting LLC is a collaborative consultancy focusing on inclusion, diversity, equity, accessibility and belonging (IDEAB). The principals (Howard J Ross and Leslie Traub) each bring over 30 years of consulting to some of the most progressive and impactful organizations in the world. Howard founded Cook Ross Inc in 1989, and both he and Leslie led the firm to become one of the premiere IDEAB consultancies in the world, providing IDEAB related education, leadership development, consulting, coaching, assessments and organizational development strategy and implementation. After selling Cook Ross in 2018, Howard and Leslie founded Udarta Consulting to continue their work, by hosting selectively chosen projects that they believe will further the field of IDEAB and personal and organizational transformation, benefit a large number of individuals, or accelerate the impact that high value organizations have in the world.

At Udarta Consulting LLC we focus on both the personal and the collective. In organizations and communities, our work focuses on expanding the mindset of leaders to clarify their responsibility in generating a culture of belonging and inclusion, with clearly identified strategies and tactics. In the personal realm, our work in transformational leadership development focuses on C-Suite leaders, innovators and entrepreneurs around the world. Our most recent transformational work was in partnership with Vortex Global, working with participants in a 5 day intensive and subsequent 12 month virtual leadership program. Participants are selected for their innovative work, diversity, and ability to accelerate their own and each other's missions.

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