



New Content

LISTEN: This Is What No One Tells You About Being Asian In America In 2021

LISTEN: Who Killed Vincent Chin?











UNDERSTAND: Anti-Asian Violence Underreported

UNDERSTAND: Asian Immigration Chronology

ACT: Anti-racism resources to support Asian American, Pacific Islander Community

ACT: A reading list to understand anti-Asian racism in America

LISTEN.

-  Black Kids Sitting Together in the...
-  The Angry Eye with Jane Elliott
-  What it takes to be racially literate...
-  Fight the Virus (Ad Council)
-  Randall Stephenson...Corpor...
-  Empathy, Understanding &...
-  Listen to Your Team
-  Living While Black
-  A Conversation About Racial...
-  Having Real Conversations Abo...

UNDERSTAND.

-  DiversityInc Meeting In A Box - Women's History Month
-  Being Uncomfortable by Luvvie Adjayi
-  Understanding My Privilege
-  Is Virus Helping Racism
-  Dr. Robin DiAngelo discusses "White Fragility"
-  Systemic Racism is Real
-  The Hate U Give
-  How to Deconstruct Racism
-  More Ways to Understand

ACT.

-  10 Modern Black Civil Rights Leaders to Follow
-  Be An ally in the fight for racial justice
-  Take the 5 Minutes a Day Challenge!
-  Three Things You Can Do Now to Take Action As an Ally
-  Lead a Conversation with your colleagues (Session Leaders Guid...
-  21-Day Racial Equity Habit Challenge®
-  Conversation Starters
-  8 Everyday Ways to Fight Racism
-  More Ways to Take Action

UNDERSTAND.

:perceive the significance, explanation, or cause of

Revised: 11/19/2020



Videos

[Dr. Robin DiAngelo discusses “White Fragility”](#)

[The Watchlist—Special Edition](#)

[Let’s Fight Racism!](#)

[Give Nothing to Racism](#)

[Uncomfortable Conversations with a Black Man](#)

[Systemic Racism Explained](#)

[Just Mercy](#)

Headlines



[Fear of Black Men in Public Spaces: *CNN*](#)

[The Shooting of Black Americans Started Long Before the Looting:](#)

[*Huff Post*](#)

[2020 Has Been Difficult for the Black Community: *Forbes*](#)

[Who Gets to Be Afraid in America?: *The Atlantic*](#)

[My White Friend Asked Me on Facebook to Explain White Privilege. I](#)

[Decided to Be Honest *Yes Magazine*](#)

[White America, If you want to know who’s responsible for racism, look in the mirror *Chicago Tribune*](#)

[What Racism Looks Like: An infographic *Univ. of North Carolina*](#)

LISTEN. UNDERSTAND. ACT.



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Books

[White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo](#)

[Just Mercy: A Story of Justice and Redemption by Bryan Stevenson](#)

[White Awake: An Honest Look at What It Means to Be White by Daniel Hill](#)

[Stamped from the Beginning: The Definitive History of Racist Ideas in America by Ibram X. Kendi](#)

[Between the World and Me by Ta-Nehsi Coates](#)

[Killing Rage: Ending Racism by Bell Hooks](#)

[Tears We Cannot Stop: A sermon to White America by Michael Eric Dyson](#)

[DiversityInc Book Recommendations](#)

[USA Today Book Suggestions](#)

[Between the World and Me](#)

Podcasts



[1619—New York Times](#)

[About Race](#)

[Code Switch](#)

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Movies/Television

[“Just Mercy”](#)

[“United Shades of America”](#)

[“Baltimore Rising”](#)

[“3 1/2 Minutes Ten Bullets”](#)

[“We Are The Dream”](#)

[“Loving”](#)

[“When They See Us”](#)



Subject: FW: Speaking out

Date: Wednesday, April 21, 2021 at 8:45:43 AM Eastern Daylight Time

From: John Stankey <g44640@att.com>

Sent: Tuesday, April 20, 2021 5:57 PM

Subject: Speaking out



A message from **John Stankey**



Speaking out

To: All U.S. AT&T employees

Almost a year ago, the killing of George Floyd catalyzed people to speak out and take action to end systemic racial injustices experienced by people of color in this country for more than four centuries. It sparked much-needed conversations about race and racism, police reform and all that must be done to address the root causes of inequality and injustice.

Our thoughts are with George Floyd's family as they receive news of today's verdict. We hope that the verdict brings some measure of closure.

This is but one moment. As a nation, we face a difficult road ahead in healing the wounds of racial inequality and injustice. It is on us, collectively, as a society to continue to do the hard work necessary to address this and even more recent tragedies.

Let me take this moment to step back and talk about why I'm sending this note. I write to you as a fellow employee whose job is to keep an incredibly diverse team of nearly 230,000 employees focused on our purpose to create connections and do it really well by working together to serve customers. Our team is as diverse as they come — demographically, geographically, and in views on social and political issues. The outside environment in which we're doing this is as stressed and polarized as ever. Name calling, disrespect, distrust, online flaming, and dismissal of other viewpoints has unfortunately become the daily norm in society. Nearly every issue is seen by some through a divisive partisan political lens.

As a result, surveys report that people are increasingly looking to companies and CEOs to weigh in on the difficult societal and political issues that divide us as a country. A respected leader of a national advocacy organization said to me the other day, "You may not have been looking for the role, but with the center gone in American politics, people

are looking for your company to be a voice of reason.”

I do not believe companies or CEOs are always best equipped to effectively fill the public leadership void this individual articulated. However, I acknowledge that society functions best when we can collectively “find the center” on issues. Doing so is very much in AT&T’s long-term interests and advocating for AT&T’s interests is in my job description. I don’t take a decision to speak on behalf of AT&T lightly. While you may not agree or support every position we take, I can assure you that the deliberation is careful and considered — always mindful of our corporate values and what gives our diverse team of individuals the best chance to be successful working together and allows AT&T to flourish for decades to come.

I want to share with you why we have spoken out on some of the critical issues that shape our society, affect each of us as individuals and as a company, and can engender strong feelings on all sides. But before I do, I want to remind you of our expectations for our work environment at AT&T. When we come to work, we should leave society’s vitriolic divisions outside our walls. At all times, we should be respectful and seek to listen to and understand our fellow employees’ points of view, especially when they are different from our own. Our diverse employee team is a strength and something we should celebrate every day.

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As I said last summer, we have a moral and business obligation to engage on this issue of racial injustice, to live up to our value to *Stand for Equality* for our employees and to actively participate in helping create an equitable society. And we have worked to do just that, inside and outside of AT&T. But we have much more to do.

In the past year, we have put AT&T resources and leadership to work toward initiatives that we believe can advance economic opportunity, overcome systemic educational barriers, and help to reform law enforcement. The vast majority of law enforcement officers do good work to serve and protect all of us equally. But it’s also clear from the disturbing racial injustices that continue to happen that we need systemic reforms in police departments across the country. This is where we’ve been most involved. At the national level, we led the work with other large companies to advocate for a consistent national framework on police reform as outlined in the [Business Roundtable principles](#). And we’ve played the same role in major cities where we have large operations, helping to enact policing reforms in 15 states.

Why do I believe it’s appropriate for AT&T to speak out on this issue, beyond the moral foundation of equality for all humanity? It’s not because we’re experts in police tactics; of course, we’re not. It is because all AT&T employees benefit by living in safe communities characterized by trusted relationships between law enforcement and those they serve. This translates into our employees’ well-being at work and our ability to recruit a diverse and capable workforce in our communities.

As individuals, we can make a difference by doing our part to advance racial equity and justice for all. If you are looking for tools to better educate and inform yourself on racial equality, resources are available at [Listen. Understand. Act.](#) We also encourage you to actively participate in our recently launched Equality First learning experience, a new initiative to increase awareness and action around our value to [Stand for Equality](#).

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In January, as Congress assembled to certify the results of the 2020 presidential election, we spoke out against efforts to delay or overturn the clear outcome of the election. Claims of electoral fraud had been fully considered and rejected by federal and state courts and state government officials, and an objective reading of the integrity of the 2020 presidential election was not in doubt. And after the Jan. 6 insurrection at the Capitol, we applauded all those who stood strong to thwart this appalling effort to block the peaceful transfer of power following a free and fair election.

As I said at the time, freedom, democracy, and the rule of law are America's bedrock and must never be usurped. After the Capitol riot, our employee political action committee (PAC) suspended contributions to the 147 members of Congress who voted not to certify the Electoral College votes of Arizona or Georgia. We had publicly urged against such a vote before Congress met because the rule of law and consistency in the transfer of governmental power is not only foundational to our country but is the key to a stable, well-functioning society, our economy and the business interests of AT&T and all of us who work here.

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Recently, we've also spoken out in support of ensuring all Americans can vote in free, fair and secure elections. Over the course of our nation's history, the right to vote was hard fought for by so many Americans, particularly women and people of color. Easily accessible and secure voting is not only a precious right and responsibility, it's the single best way to ensure everyone's voice is heard. It's foundational to our democracy, a just society and a growing economy that benefits all.

We understand that election laws differ from state to state, are varying and complex, not our company's expertise and ultimately the responsibility of elected officials. For this reason, we are working together with other businesses through groups like the Business Roundtable and state and regional chambers of commerce to support efforts to enhance every person's ability to vote. In this way, the right knowledge and expertise can be applied to make a difference on this fundamental and critical issue, which has unfortunately been politicized like so many other issues today.

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Lastly, I want to discuss why we engage in public policy debates and why we have employee PACs.

We are one of the most highly regulated U.S. companies, so public policies in all 50 states and at the federal level matter a great deal to us. Policymakers set the rules that dictate nearly every aspect of our business — our ability to invest, innovate for customers, create jobs, and create value for shareholders, including our employees. We strive to educate policymakers on our products and services, and the hyper-competitive markets in which we operate. And we are transparent about our engagement and our PAC contributions, which are managed and approved by a committee of employees from various levels throughout the company.

To illustrate my point, let me quickly highlight just some of the federal policy risks we're dealing with at this very moment (I will spare you the list from the 50 discrete states we operate in):

- Tax policy changes that could dramatically impact our investment level in next-generation broadband technology, by billions of dollars annually.
- Net neutrality regulation which could adversely affect our fiber build.
- Broadband policy proposals which could result in price regulation or government subsidies for our competitors.
- Section 230 reform that could impact our news reporting and on-line products and services.
- Executive and congressional action on spectrum allocation that could negatively affect the value of our network.

Because of the diversity and complexity of the public policy issues we engage in, our employee PAC is meaningful and significant. We are thoughtful when making decisions on who to support. We take into careful account a candidate's position on the issues that are critical to our company's success. Our PACs contribute substantially to both Democrats and Republicans. And while we do not agree with every stance taken by candidates we give to, we do thoroughly consider a candidate's history of positions, votes, and actions on a variety of issues when making decisions about future support. As a result, it is likely our employee PACs have contributed to policymakers in support of and opposed to any given issue.

This bipartisan approach makes our engagement a moderating influence in the political process, providing some centrist counterbalance to ideologically driven Super PACs on the left and the right, as well as some candidates' tendency to use inflammatory and divisive rhetoric to generate large numbers of small contributions.

In the public policy arena, our diversity is a strength. Unlike many companies, we have large and diverse employee, customer and shareholder bases that represent a wide range of perspectives. Our voice in public policy debates reflects the array of those perspectives. For these reasons, AT&T must be an active and responsible advocate on public policy issues that are in the best interest of our shareholders, our employees and ultimately the communities we serve.

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I apologize in advance for the length of this note, but I thought it was important that you hear from me on these critical issues that shape our society and affect each of us as individuals and as a company. I encourage you to get involved in your communities and let your voices be heard on the issues most important to you. Ultimately, your constructive and direct involvement, including exercising your right to vote, is the most impactful and important form of advocacy.

And I'll end as I began, by reminding you of our expectations for our work environment at AT&T. Always be respectful, always listen and always seek to understand. Our company's culture of diversity, mutual respect and working together is something we all must nurture, cherish and preserve. I hold no illusion that we will all agree with each other all the time, but I hope you conclude our intentions are transparent and constructive.

Thank you for all you do every day to take care of our customers, shareholders, and each other.

John

Is COVID-19 Helping Fight Racism?

Korn Ferry's Andrés Tapia says the pandemic, as horrible as it has been, may be creating conditions that make people care more about racism.

Andrés Tapia is Korn Ferry's global diversity and inclusion strategist.

Every day there's a sense of danger. There's a fear of going to the office or to the store. You dread life's basic activities, and you're not sure whom to trust. And for now, there's no cure.

This describes everyday life in a racist society for many Blacks in the United States.

Oh, many may have thought I was talking about life during this pandemic. Indeed, the parallels, up to a point, are striking. It's one reason why I believe COVID-19 may have actually helped prepare us to confront in a deeper, more meaningful way the many faces of racism and how entrenched it is in society.

I realize it's awful to think that it may have taken a virus that has killed nearly 130,000 Americans and sickened millions to get a nation ready for a racial reckoning. But the pandemic has created two conditions that many other moments, no matter how shocking or shattering, did not.

First, COVID-19 created a sense of vulnerability in everyone that, until now, mostly members of racial/ethnic minority groups—particularly African Americans—have persistently felt. It might be hard to remember, but way back in January 2020—an era ago—many Americans were doing OK. The job market was booming, as evidenced by the lowest unemployment numbers in 50 years, and so were stock prices. Wages for some of the poorest of Americans, after years of stagnation, were rising.

Then COVID-19 came around and blew to smithereens any sense of security anyone had.

The virus does not care whether you are rich or poor, liberal or conservative, white collar or blue collar, rural or urban. Making it worse, the disease isn't always easy to spot. Many people can transmit it and not show any symptoms at the time they are spreading

it around. All of this has left us confused and dented our confidence. Even good leadership hasn't stopped the virus entirely, and bad leadership has made it worse.

This brooding sense of always feeling vulnerable is what many Blacks live with every day. Going out of the house could lead to being stopped unjustifiably by police officers or having their every move watched by security guards at stores. It means missing out on opportunities at work or having to work twice as hard to get the same opportunities as their White counterparts. More existentially, to be Black in America can mean to fear for your life no matter what you do.

That sense of vulnerability is passed down between generations, too. Right now, parents talk to their kids about wearing a mask and staying socially distant to lower their chances of catching the virus. It's like "The Talk," when Black parents tell their kids to act and speak a certain way to avoid being hurt by people—including by police officers.

Second, while we've all been made vulnerable, the virus has done something else: eliminated a lot of distractions.

While sheltering at home, we haven't been able to go to a movie theater, eat out at restaurants, or go far away on vacation. In contrast, after Rodney King's beating, Trayvon Martin's gunshot killing, and Eric Gardner's death by chokehold, after a pause by White America, it was all too easy to go back to a normal, hectic routine.

But there's no normal routine now. No way to avoid—deliberately or otherwise—the news of an unarmed Black man being choked for 8 minutes, 46 seconds by a police officer until the man died.

After George Floyd's murder, people didn't just go out in the street and protest *despite* the pandemic; they went out in droves, the vast majority with face masks, *because* of the pandemic. People had a cause—combating police brutality and institutional racism—to fight on behalf of others.

Plus, many people have more time. Millions of people are furloughed or unemployed, and millions more are feeling socially insecure. Protesting became an outlet, a way to feel like one could have an impact. Five years ago, only 51% of Americans thought racial discrimination was a big problem. In a poll from earlier this month, that number is now 76%.

And because of those protests, corporate America has noticed too. I have never seen companies act so fast to donate millions to Black causes, make commitments to buy goods from Black-owned businesses, proclaim their allegiance to racial justice in their ads, and even look in the mirror and figure out how to eliminate racism within their own organizations.

These new corporate pledges may take years to come to fruition, but I do believe they will make a big difference. Thanks to this awful, destructive pandemic, people will be more likely to hold companies to account for racial equity.

Everyone feels more vulnerable now, leaving us all deeply humbled. The reasons behind the vulnerability due to the dual epidemics of the virus and of racism are so different, yet we're in a moment where a shared sense of helplessness means actionable empathy has a much better chance to take root.

As the coronavirus threatens to attack our lungs, it has made us think in new ways of what it means for each and every one of us to be able to breathe and live free.

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21-Day Racial Equity Habit Building Challenge ©





“There is no social change fairy. There is only the change made by the hands of individuals.” –Winona LaDuke

Image Credit: The Nocturnists, Black Voices in Healthcare, illustration by Ashley Floréal

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Have you ever made a successful change in your life? Perhaps you wanted to exercise more, eat less, or change jobs? Think about the time and attention you dedicated to the process. A lot, right? Change is hard. Creating effective social justice habits, particularly those dealing with issues of power, privilege, supremacy and leadership is like any lifestyle change. Setting our intentions and adjusting what we spend our time doing is essential. It’s all about building new habits. Sometimes the hardest part is just getting started. The good news is, there’s an abundance of resources just waiting to empower you to be a more effective player in the quest for equity and justice. Please

use this plan just as it is, or adapt it to a sector, an ethnic/racial group, or interest area. *

About the 21-Day Racial Equity Habit Building Challenge

- For 21 days, do one action to further your understanding of power, privilege, supremacy, oppression, and equity
- Plan includes suggestions for readings, podcasts, videos, observations, and ways to form and deepen community connections. Suggestions are in the following categories:
 - Read
 - Listen
 - Watch
 - Notice
 - Connect
 - Engage
 - Act
 - Reflect
 - Stay Inspired
- Use the tracking chart provided below to stay on course. You can drag the image to your desktop and print, or you can access a digital version [here](#) and copy it for editing.

- We think understanding white privilege and white supremacy is a powerful lens into the complexities of doing social justice work, so we've focused our resources on that specific issue.
 - Adaptable to all forms of social justice
 - Can be done individually, with friends and family, or organization-wide.
 - Like our [Facebook page](#). Use it to get ideas as well as share your 21-Day experience with the 21-Day community.
- * For adaptation ideas and examples of how communities are adapting the challenge to meet their specific social justice focus, click [HERE](#).

Here are just a few ideas to get you started.

[Check out debbyirving.com/recommended-resources/ for more ideas.](http://debbyirving.com/recommended-resources/)

READ

How White People Got Made, by Quinn Norton, exploring where the term “white people” comes from and which ethnic groups have and have not been able to become “white” through US history.

White Privilege: Unpacking the Invisible Knapsack and other essays, Groundbreaking 1989 essay by Peggy McIntosh who lists the ways she’s beginning to recognize the way white privilege operates in her life.

Explaining White Privilege to a Broke White Person, Gina Crosley Corcoran, raised “the kind of poor that people don’t want to believe still exists in this country,” explores where race and class do and don’t intersect and how she’s come to understand her own white privilege.

Infographic: What Is Tone Policing And Why Is It Wrong? Shambhavi Raj Singh infographic explaining what tone policing is, why it’s harmful, and how to avoid it

The Case for Reparations Ta Nehisi Coates explains how reparations entail much more enslavement

I’m Jewish and Don’t Identify as White. Why Must I Check That Box? Kwame Anthony Appiah brings historical context to the fraught identify of being Jewish in a world built on whiteness

White House Threatens Discipline for Employees Engaging in ‘Divisive’ Training, Calls for Political Watchdogs Eric Katz unveils the Trump administrations Fall 2020 policy to police and obstruct diversity, equity, and inclusion trainings

Struggling to Stay Home: Latino Renters in the COVID-19 Pandemic Unidos US unpacks the Latinx community’s barriers to housing before and during COVID

Harvard Historian Examines How Textbooks Taught White Supremacy Liz Mineo explains how U.S. textbooks and educational strategy became perpetrators of white supremacy

Redlining Was Codified Racism That Shaped American Cities And This Exhibit Shows It Still Exists Cristela Guerra describes traveling exhibit about 1930’s housing and lending policy’s creation of an enduring racist housing footprint across the U.S.

Black Women Voters Aren’t “Saving America.” We’re Saving Ourselves Joshunda Sanders contextualizes the role of Black women in the historic 2020 election

This ‘Equity’ picture is actually White Supremacy at work Sippin the EquiTEA reframes a well worn equity v equality graphic

How one teacher's Black Lives Matter lesson divided a small Wisconsin town Tyler Kingkade writes about how a white teacher's spontaneous mini BLM lesson sparked a town wide controversy

The Weaponization of Whiteness in Schools Coshandra Dillard explores the role of whiteness in schools and offers examples of how educators can counter impulses to enforce it

Ally or co-conspirator?: What it means to act

#InSolidarity Alicia Garza shares ineffective and effective ways to be in solidarity

Opinion: Why BIPOC Is An Inadequate Acronym Kearie Daniel breaks down the term BIPOC and why it doesn't sit well with her

How White People Got Made Quinn Norton tells the story of where the term "white people" comes from and which ethnic groups have and have not been able to become "white"

Explaining White Privilege to a Broke White Person Gina Crosley-Corcoran, raised "the kind of poor that people don't want to believe still exists in this country," explores race and class and how she's come to understand her own white privilege

The Injustice of This Moment Is not an 'Aberration' Michelle Alexander contextualizes the 2020 state of racism/white supremacy as an inevitable outcome of a collective narrative steeped in denial

From Alt-Right to Groyper, White Nationalists Rebrand For 2020 And Beyond Institute For Research And Education On Human Rights (IREHR) reports on white nationalist marketing strategy known as “groyper”

LISTEN

Breaking Green Ceilings Podcast amplifying the voices of environmentalists from historically underrepresented communities including Disabled, Queer, Trans, Black, Indigenous, People of Color and accomplices (episodes 1 hour)

Louder Than A Riot Hosted by NPR Music's Rodney Carmichael and Sidney Madden this podcast reveals the interconnected rise of hip-hop and mass incarceration and explores power from all angles — the power the music industry wields over artists, the power of institutional forces that marginalize communities of

color, the power of the prison industrial complex and the power dynamics deep-rooted in the rap game (episodes 1 hour)

Introducing: Nice White Parents From Serial and The New York Times, reporter Chana Joffe-Walt looks at the 60-year relationship between white parents and the public school down the block. Includes reading list and discussion guide, calls in/out white progressives (episodes 1 hour)

Teaching To Thrive Podcast hosts Bettina Love & Chelsey Culley-Love share ideas that strengthen the everyday lives of Black and Brown students within our schools and communities. Each episode is aimed at empowering our knowledge for collective liberation (episodes 20 - 40 mins)

Black Voices in Healthcare Podcast by the acclaimed medical storytelling community The Nocturnists who, in the wake of the murder of George Floyd, invited in Black medical community luminaries, Ashley McMullen, MD and Kimberly Manning, MD, to host this series about how being Black shapes medical workers' personal and professional lives (episodes 30 mins - 1 hour)

Do the Work Podcast hosted by Brandon Kyle Goodman explores race and relationships. Each episode is an intimate conversation between two people who know each other well, and have had or are still having a struggle to cross the racial

barrier. We bring them together so they can finally have a real conversation about race, and we can all learn how to be anti-racist in our daily lives. Debby Irving has a small role in each episode (episodes 30 - 50 mins)

1619 A New York Times audio series, hosted by Nikole Hannah-Jones, that examines how slavery has transformed America, connecting past and present through the oldest form of storytelling (episodes 30 - 45 mins)

Left of Black Duke University Professor of African and African American Studies Mark Anthony Neal interviews Black Studies in arts, education, music, sports, and more. Bonus: interviews also available to view on YouTube (episodes 20 mins - 1 hour)

All My Relations, hosted by Matika Wilbur (Swinomish and Tulalip) and Adrienne Keene (Cherokee Nation) this podcast “explores indigeneity in all its complexity.” Episodes focus on issues such as DNA identity, appropriation, feminism, food sovereignty, gender, sexuality, and more while “keeping it real, playing games, laughing a lot, and even crying sometimes” (any episode – one-ish hour each)

Black Like Me, host Dr. Alex Gee “invites you to experience the world through the perspective of one Black man, one conversation, one story, or even one rant at a time” (any episode – times vary)

On Point Radio – Oklahoma To Incorporate 1921 Tulsa Race Massacre Into Statewide School Curriculum host David Folkenflik interviews Tulsans about the 1921 “Black Wall Street” race massacre and recent efforts to integrate it into the Oklahoma education system (46 minutes)

Here & Now – Without Slavery, Would The U.S. Be The Leading Economic Power? host Jeremy Hobson explores with Edward Baptist, author of *The Half Has Never Been Told: Slavery and the Making of American Capitalism*, how slavery established the United States as a world economic power (15 minutes)

NPR Morning Edition – You Cannot Divorce Race From Immigration journalist Rachel Martin talks to Pulitzer Prize-winning journalist Jose Antonio Vargas for a response to a story in *The Atlantic*, written by David Frum, proposing the U.S. cut legal immigration by half. (6 minutes)

BBC Radio 5 live – The Sista Collective – Created and hosted by BBC producer Jessie Aru-Phillips, each season showcases the depth of Black British talent. (any episode – one-ish hour each)

You could also choose a song from the **Soundtrack4Justice** playlist below.

WATCH

Short, Coffee Break Length

I'm not your inspiration, thank you very much TED Talk by comedian and journalist Stella Young who happens to go about her day in a wheelchair — a fact that doesn't, she'd like to make clear, automatically turn her into a noble inspiration to all humanity. In this very funny talk, Young breaks down society's habit of turning disabled people into "inspiration porn" (9 mins)

How Can We Win Author Kimberly Jones gives a powerful, spontaneous, eloquent speech explaining in detail why this is happening (racism across 450 years) and the difference between protesting, rioting and looting in 2020 (7 mins)

White Backlash Against Progress: The 3rd Reconstruction Rev William Barber explains the challenges and opportunities in the 1st, 2nd, and now possibility 3rd reconstruction period (7 mins)

You love Black culture, but do you love me? Powerful Beats By Dre spot challenging the appropriation of Black culture amidst ongoing lack of challenge to the racist systems that continue to oppress Black communities (2 mins)

Entrepreneur Pharrell Williams and JAY-Z soundtrack set to rolling images and stories of Black entrepreneurs (5 mins)

Systemic Racism Explained Act.TV animated short illustrates how systemic racism affects every area of U.S. from incarceration to predatory lending, and how we can solve it (4 mins)

The American Lows, Excerpt Jacqueline Battalora talks about how white supremacy permeates all aspects of American society (4 mins)

Defund the Police Project Nia & Blue Seat Studios explain the racist origins of U.S. policing, and paint a vision for what shifting resources from police budgets to housing, food, and other basic life needs can look like (4 mins)

How 'white fragility' reinforces racism Dr. Robin DiAngelo explains what white fragility is and how it functions (5 minutes)

Not Everyone is Your Friend by Trent Shelton speaks to the negative pull we can feel from old friends when we try to spread our wings (3 mins each)

This is Us, Dr. Eddie Glaude explains why blaming current racial tensions on Donald Trump misses the point (3 minutes)

The Iroquois Influence on the Constitution, Host and producer of First Voices Indigenous Radio Tiokasin Ghosthorse explains the sequestering of two Iroquois chiefs to advise in the writing of the U.S. Constitution (4 minutes)

Racism is Real, A split-screen video depicting the differential in the white and black lived experience (3 minutes)

Confronting ‘intergroup anxiety’: Can you try to hard to be fair? Explores why we may get tongue tied and blunder when we encounter people from groups unfamiliar to us (5 minutes)

I Didn’t Tell You, Ever wonder what a day in the life of a person of color is like? Listen to this poem, written and spoken by Norma Johnson (7 minutes)

CBS News Analysis: Students May Be Miseducation About Black History, Ibram X. Kendi reviews current history curriculum production and use across the U.S. (5 minutes)

The Disturbing History of the Suburbs, An Adam Ruins Everything episode that quickly and humorously educates how redlining came to be (6 minutes)

New York Times Op-Docs on Race, Multiple videos with a range of racial and ethnic perspectives on the lived experience of racism in the US (each video about 6 minutes)

White Bred, Excellent quick intro to how white supremacy shapes white lives and perception (5 minutes)

What Kind of Asian Are You? Humorous two minute youtube video that illustrates the utter silliness of the way many white Americans interact with Asian Americans (2 minutes)

What Would You Do?: Bicycle Thief Episode ABC's popular show explores the impact of racial and gender bias and prejudice at a family friendly park. Before this video, would you have anticipated this differential treatment?

Medium, Lunch Break Length

Munroe Bergdorf on racism, trans activism and acceptance English activist and model Munroe Bergdorf, known for speaking her mind on trans issues, racism and misogyny, talks to Krishnan Guru-Murthy about her own transition, the controversy that led to her being dropped by L'Oreal and why tolerance is not enough (38 mins)

I've lived as a man & a woman – here's what I learned TED talk by Paula Stone Williams about the surprising injustices she discovered in transitioning from a male to a female body (15 mins)

Why racial and ethnic data on COVID-19's impact is badly needed American Medical Association (AMA) April 2020 Live Stream with panelists from a diverse range of association leaders explain racial and ethnic healthcare barriers and equity approaches (1 hour)

What Being Hispanic and Latinx Means in the United States, Fernanda Ponce shares what she's learning about the misunderstanding and related mistreatment of the incredibly diverse ethnic category people in U.S. call Hispanic. (12 minutes)

Indigenous People React to Indigenous Representation in Film And TV, Conversation with a diverse range of Indigenous people by FBE about media depictions of Indigenous people, Columbus day, and Indigenous identity. (15 minutes)

The urgency of intersectionality, TED Talk by Kimberlé Crenshaw that asks us to see the ways Black women have been invisibilized in the law and in media. (19 minutes)

How to overcome our biases? Walk boldly toward them, TED Talk by Vernā Myers, encourages work vigorously to counter balance bias by connecting with and learning about and from the groups we fear (19 minutes)

Racial Wealth Gap Vox Explained series episode digging into why measuring racial progress must include understanding the roots and dynamics of the Black/white racial wealth gap (16 mins)

'We the People' - the three most misunderstood words in US history TED Talk by Mark Charles offers a unique perspective on three of the most misinterpreted words in American History and their connection to obstructing life, liberty, and justice for all people (17mins)

Long, Sit On the Couch Length

Documented Pulitzer Prize-winning journalist Jose Antonio Vargas uses his personal story to convey the internal and external impacts of the US's broken immigration system. Also available on Amazon Prime (1 hour 30 minutes)

Race In America: Fighting for Justice Bryan Stevenson interview with Washington Post columnist Jonathan Capehart delves into the state of US racism and racial justice as of October 2020 and explores the role of hope in staying the course (1 hour)

The Force A fly-on-the-wall look deep inside the long-troubled Oakland Police Department as it struggles to rebuild public trust (1 hour 32 mins)

When they see us, Four-part Netflix series by Ava DuVernay about the wrongful incarceration and ultimate exoneration of the “Central Park Five.” (four 1+ hour episodes)

13th, Netflix documentary by Ava DuVernay about the connection between US Slavery and the present day mass incarceration system. (1 hour 40 minutes)

Slavery by Another Name, 90 minutes PBS documentary challenges the idea that slavery ended with the emancipation proclamation. (90 minutes)

Unnatural Causes, Seven part documentary by California Newsreel that explores the impact of racism on health and US healthcare. (4 hours total, episodes have variable lengths)

In The White Man’s Image PBS documentary about the Native American boarding school movement designed to “kill the Indian and save the man.” (56 minutes)

Race: The Power of an Illusion, Three-part, three-hour film by California Newsreel exploring the biology of skin color, the concept of assimilation, and the history of institutional racism. (three 1 hour episodes)

Who Killed Malcom X? Six-episode Netflix series exploring the decades-long investigation into who was behind the

assassination of Malcom X and the mis/reporting of it (episodes 40 minutes)

NOTICE

Once people start to learn about white privilege and America's systems of oppression through history, they often ask, "Why didn't I see this sooner?" It's easy to overlook what we're not looking for. Once you understand the phenomenon of selective noticing, take yourself on a noticing adventure.

1) Watch the **Test Your Awareness: Do The Test**

2) Go out in the world and change up what you notice. (Some of this will be influenced differently pre/during/post COVID. You may need to rely on memories until we are on the move again!)

Here's some of what you might look for:

- Who is and is not represented in ads?
- Who are your ten closest friends? What is the racial mix in this group?

- As you move through the day, what's the racial composition of the people around you? On your commute? At the coffee shop you go to? At the gym? At your workplace? At the show you go on the weekend?
- What percentage of the day are you able to be with people of your own racial identity?
- Notice how much of your day you are speaking about racism. Who are you engaging with on these issues? Who are you not? Why do you think this is?
- What are the last five books you read? What is the racial mix of the authors?
- What is the racial mix of the main characters in your favorite TV shows? Movies?
- What is the racial mix of people pictured in the photos and artwork in your home? In your friend, family, and colleagues' homes?
- Who is filling what kinds of jobs/social roles in your world? (e.g. Who's the store manager and who's stocking the shelves? Who's waiting on tables and who's busing the food?) Can you correlate any of this to racial identity?
- Who do you notice on magazine covers? What roles are people of color filling in these images?
- If you're traveling by car, train, or air, do you notice housing patterns? How is housing arranged? Who lives near the downtown commerce area and who does not?

Who lives near the waterfront and who does not? Who lives in industrial areas and who does not? What is the density of a given neighborhood? Can you correlate any of this to racial identity?

3) Review the *Continuum on Becoming an Anti-Racist, Multicultural Institution* with a small group of people at your workplace, faith institution, club, or any organization you're a part of.

Where do you think the organization is right now?

What's your evidence?

Has the organization evolved in some ways?

What caused/allowed for that?

Has the organization articulated a desire to evolve towards being an anti-racist, multicultural organization?

If not, do you have the power to influence that movement?

Who are your in organization and/or stakeholder allies?

If yes, what steps is it taking?

Could it be doing more? If so what?

Who are your in-organization and/or stakeholder allies?

CONNECT

Follow Racial Justice activists, educators, organizations, and movements on social media. Consider connecting with any of the people /organizations you learn about in the above resources. Here are more ideas to widen your circle of who you follow. Pro Tip: check out who these organizations follow, quote, repost, and retweet to find more people/organizations to follow.

National Center for Transgender

Equality | [Twitter](#) | [Instagram](#) | [Facebook](#)

Movement for Black Lives | [Twitter](#) | [Instagram](#) | [Facebook](#)

Dream Defenders | [Twitter](#) | [Instagram](#) | [Facebook](#)

Asian & Pacific Islander American Health Forum:

APIAHF | [Twitter](#) | [Instagram](#) | [Facebook](#)

United We Dream | [Twitter](#) | [Instagram](#) | [Facebook](#)

The Philanthropy Initiative | [Twitter](#)

National Congress of American Indians | [Twitter](#) | [Facebook](#)

Antiracism Center | [Twitter](#) | [Instagram](#) | [Facebook](#)

Audre Lorde Project | [Twitter](#) | [Instagram](#) | [Facebook](#)

Black Women's Blueprint | [Twitter](#) | [Instagram](#) | [Facebook](#)

Color Of Change | [Twitter](#) | [Instagram](#) | [Facebook](#)

Colorlines | [Twitter](#) | [Instagram](#) | [Facebook](#)

The Conscious Kid | [Twitter](#) | [Instagram](#) | [Facebook](#)

Equal Justice Initiative (EJI) | [Twitter](#) | [Instagram](#) | [Facebook](#)

Families Belong Together | [Twitter](#) | [Instagram](#) | [Facebook](#)

The Leadership Conference on Civil & Human

Rights | [Twitter](#) | [Instagram](#) | [Facebook](#)

Showing Up for Racial Justice (SURJ)

[Twitter](#) | [Instagram](#) | [Facebook](#)

Teaching Tolerance | [Twitter](#) | [Instagram](#) | [Facebook](#)

Colours of Us | [Twitter](#) | [Instagram](#) | [Facebook](#)

Anti-Defamation League | [Twitter](#) | [Instagram](#) | [Facebook](#)

Nonprofit AF | [Twitter](#) | [Instagram](#) | [Facebook](#)

Define American | [Twitter](#) | [Instagram](#) | [Facebook](#)

AWARE-LA | [Twitter](#) | [Instagram](#) | [Facebook](#)

Privilege to Progress | [Twitter](#) | [Instagram](#) | [Facebook](#)

Black Minds Matter | [Twitter](#)

18MillionRising | [Twitter](#) | [Instagram](#) | [Facebook](#)

Black Voters Matter | [Twitter](#) | [Instagram](#) | [Facebook](#)

Teaching While White | [Twitter](#) | [Facebook](#)

White Nonsense Roundup | [Twitter](#) | [Instagram](#) | [Facebook](#)

Conversations with White People: Talking about race | [Facebook](#)

Race Forward | [Twitter](#) | [Instagram](#) | [Facebook](#)

Racial Equity Tools | [Twitter](#) | [Facebook](#)

1Hood Media | [Twitter](#) | [Instagram](#) | [Facebook](#)

White Awake | [Twitter](#) | [Facebook](#)

The Transgender Training

Institute | [Twitter](#) | [Instagram](#) | [Facebook](#)

ENGAGE

This can be the hardest part for people new to racial justice work. Engaging in racially mixed settings can trigger age old power and privilege dynamics. The goal is to be a learner more than a knower, exactly the opposite of what dominant U.S. culture teaches us to be.

Here are some Engagement Tips to guide you:

- Enter the process to learn and bridge knowledge gaps.
- Enter the process to practice mindful social habits like the ones below.
 - Work to stay engaged even when your mind and body start sending you signals to shrink or walk away.
 - Ask clarifying questions.
 - Acknowledge what you don't know.
 - Validate others by listening closely and believing the truth and importance of what they are sharing.
 - Share airtime so that multiple perspectives are shared.
 - Step Up Step Back. If you are generally quiet, step up and practice speaking more. If you are generally a talker, practice stepping back and listening more.
 - Notice your biases and judgments as they arise. These are gold for you to excavate your subconscious!

- Notice when you are uncomfortable. Reflect on why you're uncomfortable and think about what you can do to build more emotional stamina in this area.
- Honor confidentiality. Though you can share what you are learning in general terms, do not repeat stories in a way that can be traced back to the person who shared it.
- Find a mentor within your own racial group to support and guide your growth.

If you are white, join a *Showing Up For Racial Justice (SURJ)* chapter in your area.

Google who's who in your area by typing in 'Racial Justice' or "Anti-Racist/m" + name of city/town, organization, or sector. A few website visits, emails, and phone calls later, you'll likely have an idea of how to get on the mailing of one or more organizations in your area who are addressing issues of power and privilege. Once you connect to one, it's easy to connect to many!

Research racial justice speakers and see who might be coming to your local university, church, community center, or speaker series.

Take a course or workshop. Community Colleges and Adult Education Centers are a great place to find a course about social

justice issues.

ACT

Though many people want to jump to action sooner instead of later, action without a vigorous self-education, self-reflection, and multiracial coalition can unexpectedly reproduce the very power and privilege dynamics we seek to interrupt. That said, sometimes acting immediately is called for. Welcome to the messy, imperfect world of challenging the status quo! Here are a few actions that you might consider:

- Invite friend(s), family, and/or colleagues to do the 21-Day Challenge with you.
- Prepare yourself to interrupt racial jokes. Click [HERE](#) for some advice about how.
- Interrupt the pattern of white silence by speaking openly with family, friends, and colleagues about what you're doing and learning in the 21-Day Challenge.
- Invite friend(s), family, and/or colleagues to join you for one or more of your daily "to-do's" for a low-threshold

invitation into the work and introduction to the 21-Day Challenge.

- Find out if your school, workplace, or faith group has an Equity Committee. What can you learn from them? Are they open to new members? Join if you can. Support in other ways if you can't.
- Find organizations such as *The Privilege Institute*, your local YWCA, and other non-profits doing racial justice work and support them through donating your time, money, and other resources.
- Find a 21-Day Challenge group in your region or sector and reach out to connect with, and perhaps co create a region or sector specific 21-Day Challenge in the future. Google “21-Day Racial Equity Habit Building Challenge + your state, region, or sector”
- When the status quo is blatantly racist, disrupt it. No matter how big or small put yourself out there to create change. No need to wait until you are comfortable disrupting; it may never get comfortable, though you will get better at managing discomfort. These actions are generally more successful when done in multiracial coalition. Examples from past participants include:
 - Demanding administration change the name of a dodgeball team from “The Cottonpickers”
 - Improving the representation of books in the library by raising funds and purchasing hundreds of new

books

- Conducting an equity audit within the organization
- Creating learning communities to set goals, objectives, and action plans
- Disrupting inappropriate language by offering alternative language you yourself are learning
- Speaking, emailing, and posting about articles, blogs, movies, and this 21-Day Challenge that you find impactful.

Let people know you are not neutral!

REFLECT

Reflecting and Journaling is a crucial piece of the challenge. Plan to take time everyday to reflect on what you chose to do, what you're learning, and how you are feeling. Difficult emotions such as shame and anger, though uncomfortable to feel, can guide you to deeper self-awareness about how power and privilege impacts you and the people in your life. At the very least, use the "Reflect" space on the below tracking tool.

STAY INSPIRED!

Create a Soundtrack4Justice playlist that fuels you and/or can serve as a conversation starter with people of all ages.

You can find ours on Spotify, Youtube, Apple Music, or see individual songs below:

Ain't Got No, I Got Life / Nina Simone

Baltimore / Nina Simone

Be Free / J Cole

Blended Family / Alicia Keys

Blue Bucket of Gold/Gallant X Sufjan Stevens

Born This Way / Lady Gaga

Brave / Sara Bareilles

Colors in Bloom / Lex Allen ft. Taj Raiden

Fight the Power / Public Enemy

Fight Song / Rachel Platten

Formation / Beyonce

For The Kids / Homeboy Sandman

Four Women / Nina Simone

Give Your Hands to Struggle / Sweet Honey in the Rock

Get Up, Stand Up / Bob Marley

Good As Hell / Lizzo
House Of A Thousand Guitars / Bruce Springsteen
Hijabi / Mona Hayder
If It's Magic / Stevie Wonder
Keep Your Head Up / Tupac
Love's In Need of Love Today / Stevie Wonder
Living for the City / Stevie Wonder
Mercedes Benz / Janis Joplin
Ne Me Quitte Pas / Nina Simone
People Get Ready / Curtis Mayfield and The Impressions
Rich Girl / Nina Simone
Roar / Katy Perry
Same As It Ever Was/Michael Franti & Spearhead
Same Love / Macklemore & Ryan Lewis
Save Me / Nina Simone
Stay Human / Michael Franti & Spearhead
Super Rich Kids / Frank Ocean
Strength, Courage & Wisdom / India Arie
The 10 Stop and Frisk Commandments / Jasiri X
The Colour in Anything / James Blake
Try / Colbie Caillat
We The People / Tribe Called Quest
Try Everything / Shakira
Where Is The Love / Black Eyed Peas
White Privilege / Macklemore
White Privilege II / Macklemore
Whitey on the Moon / Gil Scott-Heron
Stand 4 What / Nick Cannon

This Is America / Childish Gambino

To Be Young Gifted and Black, Nina Simone

Ultra Black / Nas

TIPS FOR SUCCESS

Use the tracking chart provided below to stay on course. You can drag the image to your desktop and print, or you can access a digital version here and copy it for editing.

- We think understanding white privilege is a powerful lens into the complexities of doing social justice work, so we've focused our resources on that specific issue.
- Adaptable to all forms of social justice.
- Can be done individually, with friends and family, or organization-wide.
- Like our Facebook page. Use it to get ideas as well as share your 21-Day experience with the 21-Day community.
- *Diversify your habits by doing some of each.*

Sample Tracking Chart

Day	Read	Watch	Connect	Engage	Act	Notes
1	√					Read How White People Got Made. Why didn't I learn this stuff sooner?!
2	√					Read Microaggressions. Finally get what they are. And...have I done that?
3		√				Watched Miseducation-no wonder I don't know anything! #ChangeNeeded

3						more from organizing + organizing
4			√			Found Local Group. On mailing list, Liked FB pg. Going to meet on 9/15!
5	√					Read Local Group's website. Couldn't stop reading.
6				√		Attended Local Group film + discussion. Awesome people.
7	√	√		√		More I learn more I learn I don't know. Want more, more, more!
8				√		2 nd day in a row I called a new Local Group connection for ideas.
9	√					Reading how to interrupt racist jokes. Do I dare? Feeling scared.
10			√			'Liked' three national racial justice organizations on FB.
11			√		√	Attended Lecture by John Powell at Local U. Wow. Where have I been?
12	√	√				New FB likes post amazing stuff. Feeling inspired!
13	√	√	√			Focusing on whiteness in schools. So many orgs/resources. Who knew?
14					√	Called 5 friends for dinner + film. All psyched but John. Pissed me off!
15	√				√	Read up on ways to address people like John. Called. Good-ish talk.
16					√	Signed up to take class at Local Community College.
17				√		Attended Local Group MeetUp. Talking Guidelines super helpful.
18				√		Met MeetUp friends for a beer. Went to part of town I'd never been to.
19	√					MeetUp friend loaned me <i>Birth of a White Nation</i> . Can't put it down.
20			√		√	Hosted dinner + <i>White Man's Image</i> film. Shocking, bonding, motivating.
21					√	Asked boss how to get on diversity committee. Want to join.

