

Learning Library on Racism and Racial Equity

Curated by: Arlington's Project PEACE

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This resource library is a fluid document that may have items changed and added overtime. As you use this guide, please let us know if...

... you know a resource we should be including. Share the resource by emailing info-projectpeace@arlingtonva.us.

...you find a link that didn't work or a resource that was no longer available. Let us know by emailing info-projectpeace@arlingtonva.us.

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WHAT IS RACISM AND HOW IT IMPACTS INDIVIDUALS AND COMMUNITIES

FROM THE BEGINNING

The 1619 Project, inaugurated with a special issue of The New York Times Magazine, challenges us to reframe U.S. history by marking the year when the first enslaved Africans arrived on Virginia soil as our nation's foundational date. Access the project here:

<https://www.nytimes.com/interactive/2019/08/14/magazine/1619-america-slavery.html>

UNDERSTANDING THE IMPACT OF SYSTEMIC RACISM

In 1968, Congress passed the Fair Housing Act that made it illegal to discriminate in housing. Gene Demby of NPR's Code Switch explains why neighborhoods are still so segregated today.

Watch here: [Housing Segregation and Redlining in America: A Short History | Code Switch | NPR - YouTube](#)

Are we in a post-racial society? Do we want to be? Anthony Peterson, an African American, draws from current research and from conversations with his Anglo American grandchildren to address truths about race in 21st century America. TedX Talk about Race. Watch here: [What I am learning from my white grandchildren -- truths about race | Anthony Peterson | TEDxAntioch - YouTube](#)

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 Getting to the Root of Racial Justice: Watch here: [Let's get to the root of racial injustice | Megan Ming Francis | TEDxRainier - YouTube](#)

EYES ON THE PRIZE tells the definitive story of the civil rights era from the point of view of the ordinary men and women whose extraordinary actions launched a movement that changed the fabric of American life, and embodied a struggle whose reverberations continue to be felt today. Watch the series here: <https://www.pbs.org/show/eyes-on-the-prize/>

LEARNING FROM THOSE WITH LIVED EXPERIENCE

Where are you really from? It's a question that immigrant communities of color across different generations are asked all the time. In this audio and video series, we take back the narrative

and answer that question on our own terms, one conversation at a time — with family, friends and experts. These are our stories. Podcast and videos here: [Where We Come From: Our Histories. Our Voices. : NPR](#)

Bestselling author Ta-Nehisi Coates answers an audience question about the power and ownership of words at the Family Action Network event with Evanston Township High School while on tour for his newest book, WE WERE EIGHT YEARS IN POWER. Watch here: [Ta-Nehisi Coates on words that don't belong to everyone | We Were Eight Years In Power Book Tour - YouTube](#)

Jose Antonio Vargas, a former reporter for The Washington Post, shares his experience as an immigrant in the United States. He founded Define American, which seeks to change the conversation on immigration reform. Read here: [Jose Antonia Vargas, " My Life as an Undocumented Immigrant"](#)

EXAMINING INTERSECTIONALITY

Now more than ever, it's important to look boldly at the reality of race and gender bias -- and understand how the two can combine to create even more harm. Kimberlé Crenshaw uses the term "intersectionality" to describe this phenomenon; as she says, if you're standing in the path of multiple forms of exclusion, you're likely to get hit by both. In this moving talk, she calls on us to bear witness to this reality and speak up for victims of prejudice. Watch TED Talk here:

[Kimberlé Crenshaw The Urgency of Intersectionality](#)

- Read more about Crenshaw's work here: ["The Intersectionality Wars" by Jane Coaston | Vox](#)

[Race Forward's](#) "#RaceAnd" video series explores race and a variety of topics. From the gender binary, to examining our present and our future, to mobilizing for racial justice and more. Access all of the "#RaceAnd" videos here: <https://www.youtube.com/hashtag/raceand>

CHALLENGING AND GROWING SELF

The [21 Day Challenge](#) engages people to further their understanding of power, privilege, supremacy, oppression, and equity. Plan includes suggestions for readings, podcasts, videos, observations, and ways to form and deepen community connections. Watch short, educational

videos from PBS such as [The Origin of Race in the USA, Race Is A Social Construct](#) and [The myth of race, debunked in 3 minutes](#)

Our biases can be dangerous, even deadly — as we've seen in the cases of Michael Brown in Ferguson, Missouri, and Eric Garner, in Staten Island, New York. Diversity advocate Verna Myers looks closely at some of the subconscious attitudes we hold toward out-groups. She makes a plea to all people: Acknowledge your biases. Then move toward, not away from, the groups that make you uncomfortable. In a funny, impassioned, important talk, she shows us how. Access the talk here: [Verna Myers, "How to Overcome our Biases? Walk Boldly Toward Them"](#)

[OAR Arlington](#) has launched three-month virtual cohorts focused on anti-racism, racial justice, and liberation for all. Cohorts are separated between BIPOC (Black, Indigenous, and People of Color) and WP (White People). BIPOC will be a part of the "BIPOC Liberation Virtual Learning Cohort" and WP will be a part of the "Dismantling Whiteness Virtual Learning Cohort." Learn more and apply to join here: <https://www.oaronline.org/racialjusticecohort>

UNDERSTANDING AND ADDRESSING WHITE PRIVILEGE

University of Washington professor Dr. Robin DiAngelo reads from her book "White Fragility: Why It's So Hard for White People to Talk About Racism," explains the phenomenon, and discusses how white people can develop their capacity to engage more constructively across race. Access the presentation here: [Dr. Robin DiAngelo discusses and reads her book 'White Fragility: Why It's So Hard for White People to Talk About Racism'](#)

Many of us believe that we're living in a meritocracy, deserving of what we have and compassionate toward those with less. But that's not true: white people have been given a headstart and ongoing advantages due to the color of their skin, while people of color suffer from equally arbitrary disadvantages, says scholar and activist Peggy McIntosh. She explains what led her to recognize her privilege — and how it can be used by those with power to ensure a fairer life for others. Read Peggy McIntosh's ["White Privilege: Unpacking the Invisible Knapsack"](#) and watch her TEDx talk "How Studying Privilege Systems Can Strengthen Compassion"

[Ibram X. Kendi](#) is a contributing writer at *The Atlantic* and the Andrew W. Mellon Professor in the Humanities and the director of the [Boston University Center for Antiracist Research](#). He is

the author of several books, including this article about the privilege of fear [“Who Gets to Be Afraid in America?”](#) by Dr. Ibram X. Kendi | Atlantic (May 12, 2020)

- Check out more from Ibram X. Kendi. He is the author of several books, including the National Book Award–winning [Stamped From the Beginning: The Definitive History of Racist Ideas in America](#) and [How to Be an Antiracist](#).

EVERYDAY LEARNING

Podcasts:

- [1619 \(New York Times\)](#)
- [About Race](#)
- [Code Switch \(NPR\)](#)
- [Intersectionality Matters! hosted by Kimberlé Crenshaw](#)
- [Momentum: A Race Forward Podcast](#)
- [Nice White Parents \(Serial and The New York Times\)](#)
- [Pod For The Cause \(from The Leadership Conference on Civil & Human Rights\)](#)
- [Pod Save the People \(Crooked Media\)](#)
- [Seeing White](#)

Music, Art, Books and More:

For a more exhaustive list of art, music, books, articles and more check out the Association of American Law Schools Law Deans Anti-Racist Clearinghouse project here:

<https://www.aals.org/about/publications/antiracist-clearinghouse/>

TOOLS FOR ORGANIZATIONS

ASSESSING ORGANIZATIONAL CHANGE

[Creating Cultures & Practices for Racial Equity: A Toolbox for Advancing Racial Equity for Arts and Cultural Organizations](#). Although this toolkit was created for Arts and Cultural organizations the information it contains including its worksheets and organizational assessments can be used universally.

The [Workforce Development Racial Equity Readiness Assessment](#) is designed as a guide for workforce development organizations and practitioners to evaluate their programs, operations, and culture in order to identify strength areas and growth opportunities. Practitioners can use

this toolkit to familiarize themselves with various practices and policies that support institutional racial equity, evaluate their current efforts, and plan action steps.

ENGAGING IN ORGANIZATIONAL CHANGE:

Find where your agency falls. View Crossroads Ministry's [Continuum on Becoming an Anti-Racist Multicultural Organization](#) to see how agencies can move from segregated institution to fully inclusive.

The Government Alliance on Race and Equity (GARE) has made a growing field of practice available so that local and regional government can proactively work to advance racial equity, focusing on eliminating inequities and increasing success for all. Their resources and tools include information on operationalizing race equity, including training on how to “normalize conversations about race and race equity.” Access GARE’s tools and resources:

<https://www.racialequityalliance.org/tools-resources/>

The Oregon Coalition Against Domestic and Sexual Violence OCADSV created a Toolkit for Interrupting Oppressions to engage anti-violence communities in anti-oppression work, support and align with those who dismantle oppression and build safer communities. View OCADSV’s toolkit here: [Toolkit for Interrupting Oppression](#)

KNOWING AND CHALLENGING THE STATUS QUO

The report [Race to Lead: Women of Color in the Nonprofit Sector Report](#) reveals that women of color encounter systemic obstacles to their advancement over and above the barriers faced by white women and men of color. [Truth, Racial Healing, and Transformation: An implementation guidebook](#) examines how the belief system became embedded in our society, both its culture and structures, and then works with communities to design and implement effective actions that will permanently uproot it.

PREPARING TO TALK ABOUT RACE

Arlington County created [toolkits](#) to engage your colleagues, neighbors, friends and family in discussions about Privilege, Bias, and Equity. Center for Social Inclusion’s [Talking About Race Toolkit](#) and also CityMatCH’s [Conversations that Matter: Guide for Hosting Discussions about Race, Racism and Public Health](#). OSU offers this detailed toolkit on [Talking about RACE](#).

ADDRESSING RACISM IN THE SEXUAL AND DOMESTIC VIOLENCE MOVEMENT

VOICES FROM OUR MOVEMENT

[Futures without Violence](#) offers [a 3-part video series](#) and discussion guides intended to be used by domestic and sexual violence advocates and activists to spark conversations on the ways that racism and oppression have shaped our anti-violence movements and how we can dismantle racism in our organizations and communities. In these videos, you will hear from advocates and organizers who discuss their own experiences, perceptions, and journeys of practicing anti-racism as a means of ending gender-based and intimate violence.

CULTURALLY COMPETENT ASSESSMENT TOOLS

[A Sample of Predominantly African American DV Victims Response to Objective Risk Assessments](#). Most stakeholders agree domestic abuse is a problem. Many agree the need to assess for abuse risk is important. Some value the usefulness of objective risk assessment measures. But what if all stakeholders worked to merge objective risk assessments and victim risk perceptions to solidify safety? During this process, additional research is needed to understand the unique culturally-based risk factors among female minority victims and some previously assumed risk factors that may not impact safety as previously considered. This presentation begins this discussion.

ADDRESSING AND UNDERSTANDING INTERSECTIONALITY

Sasha Center's [Black Women's Triangulation of Rape](#) graphic on the intersectional experiences of Black Women. [Criminalizing Survival Toolkit and Curricula](#) from Survived and Punished focused on the intersections between racialized gender-based violence and criminalization. [Washington State Coalition Against Domestic Violence](#)'s guide on a voluntary services shelter model and reducing rules that reduce survivor self-determination. The webinar, [Centering Survivor Leadership at the Intersections of Oppression: A Comprehensive Approach to Ending Intimate Violence](#), explores intersectional and anti-oppression approaches to ending intimate violence and emphasizes the importance of including children and young people in this work.

Black Feminism remains a foundational theory and practice guiding social justice movements for Black lives. This discussion from the [National LGBTQ Taskforce](#) conference centers the lives of those who identify as LGBTQIA+ to examine intersectionality. Watch the discussion here:

[Black Feminism and the Movement for Black Lives: Discussion with Barbara Smith, Reina Gossett, and Charlene Carruthers](#)

Hosted by Project PEACE and presented by Dr. Julie Alexandrin, this presentation seeks to help service providers gain the skills they need to create safe and welcoming environments for those in our community who identify as Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and/or Asexual+. Participants will learn how Hidden and Social Biases affect the LGBTQIA+ community and what we can do to counter them. Watch the presentation here:

<https://www.youtube.com/watch?v=h-dQJXf5BS8&t=370s>

ADDRESSING HISTORICAL TRAUMA

Irene Strong Oak Lefebvre from [Visioning B.E.A.R. Circle Intertribal Coalition](#) explains how historical trauma is the root cause of childhood sexual abuse, resulted by structural racism and oppression. The workshop also addresses the role and significance of community organizing as a prevention strategy by collaborating with anti-racist and environmental community groups. At the 2016 National Sexual Assault Conference. Access the presentation here: [How can we prevent child sexual abuse without incorporating systemic violence as a causal factor?](#)

INCLUDING THE VOICE OF SURVIVORS

[Dear Sister: Letters from survivors of sexual violence](#), edited by Lisa Factora-Borchers, shares the lessons, memories, and vision of over fifty artists, activists, mothers, writers, and students who share their stories of survival or what it means to be an advocate and ally to survivors.

Watch RAINN's [short video](#) or [web archive](#) uplifting the voices of Black survivors.

ADDRESSING RACISM IN THE CRIMINAL JUSTICE SYSTEM

UNDERSTANDING RACISM IN POLICING

A free [4-week course on racism in policing](#) created and facilitated by the ACLU. Participants will receive lessons via email once per week that will support them through some self-guided knowledge and skill development.

INCORPORATING LIVED EXPERIENCE

[The Criminalizing Survival Curricula](#) includes curriculum units and activities that can be used for political education focused on the intersections between racialized gender-based violence and criminalization. Some of the activities also address the problems of carceral feminisms and crimmigration. This resource is intended to help activists, advocates, organizers and community members to learn more about the criminalization of domestic violence survivors.

ADDRESSING INEQUALITY

The [Law Enforcement Violence Toolkit](#) is an Activist toolkit from [INCITE](#) for organizing to end violence by police, ICE enforcement, and guards that is experienced by women and trans people of color, Native women and two-spirited people, immigrants and more.

CONSIDERING RESTORATIVE PRACTICES

We can center healing and prevention not only for survivors of gender-based violence but for all communities. Those conversations around what actually keeps us safe, what actually allows survivors and communities to heal and thrive, and what will actually end violence, need to address the inadequacies and harm inherent in incarceration and policing. Read more: [How can advocates better understand Transformative Justice and its connection to gender-based violence intervention and prevention work?](#)

ADDRESSING RACISM IN ARLINGTON

IN ARLINGTON

These resources, crated by Arlington County, examine how Arlingtonians have experienced racism throughout history.

- [History of Racism in Arlington](#)
- [History of Diversity in Arlington](#)
- [COVID-19 and Race in Arlington](#)

BLACK LED MOVEMENTS AND ORGANIZATIONS TO KNOW AND GROW

LOCAL

- [AAKOMA: Twitter](#) | [Instagram](#) | [Facebook](#)
- [Arlington Advocates for Restorative Justice](#)

- [Arlington for Justice: Twitter](#) | [Instagram](#) | [Facebook](#)
- [Arlington Latino Network](#)
- [Arlington NAACP: Twitter](#) | [Instagram](#) | [Facebook](#)
- [Arm and Arm: Twitter](#) | [Instagram](#) | [Facebook](#)
- [Black Parents of Arlington](#)
- [Challenging Racism: Twitter](#) | [Instagram](#) | [Facebook](#)
- [Facing Race in Arlington: Facebook](#)

NATIONAL

- Antiracism Center: [Twitter](#)
- 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](#)
- [INCITE!:](#) [Twitter](#) | [Vimeo](#) | [Facebook](#)
- Justice League NYC: [Twitter](#) | [Instagram](#) + Gathering For Justice: [Twitter](#) | [Instagram](#)
- The Leadership Conference on Civil & Human Rights: [Twitter](#) | [Instagram](#) | [Facebook](#)
- The Movement For Black Lives (M4BL): [Twitter](#) | [Instagram](#) | [Facebook](#)
- MPowerChange: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Muslim Girl: [Twitter](#) | [Instagram](#) | [Facebook](#)
- NAACP: [Twitter](#) | [Instagram](#) | [Facebook](#)
- National Domestic Workers Alliance: [Twitter](#) | [Instagram](#) | [Facebook](#)
- [Our Black Girls:](#) [Twitter](#) | [Instagram](#) | [Facebook](#)
- RAICES: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Showing Up for Racial Justice (SURJ): [Twitter](#) | [Instagram](#) | [Facebook](#)
- SisterSong: [Twitter](#) | [Instagram](#) | [Facebook](#)
- United We Dream: [Twitter](#) | [Instagram](#) | [Facebook](#)

ENGAGING THE NEXT GENERATION

TALKING TO CHILDREN ABOUT RACE, ETHNICITY, AND CULTURE

Coming Together is Sesame Workshop's commitment to racial justice. We believe in a world where all children can reach their full potential and humanity—and do so in celebration of their races, ethnicities, and cultures. Together with experts, we've designed developmentally appropriate resources to help you guide your child to be smarter, stronger, and kinder—and an upstander to racism. Learn more here: <https://www.sesameworkshop.org/what-we-do/racial-justice>

There is a growing body of research and evidence that makes clear that children's racial sensibilities begin to form in infancy, that almost all children develop racial and other biases by kindergarten, and that those biases become fairly entrenched by adolescence. And yet, most national organizations dedicated to children's racial learning direct their resources mainly to middle and high school educators. There are too few resources for young children available for parents, grandparents or other caregivers or for early childhood educators. EmbraceRace was founded in early 2016 by two parents who set out to create the community and gather the resources they needed (need!) to meet the challenges faced by those raising children in a world where race matters. Learn more and access resources here: <https://www.embracerace.org/>