



## Institute for Completion

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### Equity, Diversity and Inclusion: Readings and Other Resources

#### Books and Articles

**Alexander, M. (2011).** *The new Jim Crow: mass incarceration in the age of colorblindness.* New Press. New York, NY.

Praised by Harvard Law professor Lani Guinier as "brave and bold," this book directly challenges the notion that the election of Barack Obama signals a new era of colorblindness. With dazzling candor, legal scholar Michelle Alexander argues that "we have not ended racial caste in America; we have merely redesigned it." By targeting black men through the War on Drugs and decimating communities of color, the U.S. criminal justice system functions as a contemporary system of racial control—relegating millions to a permanent second-class status—even as it formally adheres to the principle of colorblindness. In the words of Benjamin Todd Jealous, president and CEO of the NAACP, this book is a "call to action."

**Anderson, C. (2017).** *White rage: the unspoken truth of our racial divide.* Bloomsbury. New York, NY.

As Ferguson, Missouri, erupted in August 2014, and media commentators across the ideological spectrum referred to the angry response of African Americans as "black rage," historian Carol Anderson wrote a remarkable op-ed in *The Washington Post* suggesting that this was, instead, "white rage at work. With so much attention on the flames," she argued, "everyone had ignored the kindling." Carefully linking past racial injustices and other historical flashpoints when social progress for African Americans was countered by deliberate and cleverly crafted opposition, Anderson pulls back the veil that has long covered actions made in the name of protecting democracy, fiscal responsibility, or protection against fraud, rendering visible the long lineage of white rage.

**Baptist, E. E., & Bryson, T. (2014).** *The half has never been told: slavery and the making of American capitalism.* Basic Books. New York, NY.

Americans tend to cast slavery as a pre-modern institution -- the nation's original sin, perhaps, but isolated in time and divorced from America's later success. But to do so robs the millions who suffered in bondage of their full legacy. As historian Edward E. Baptist reveals in the prizewinning *The Half Has Never Been Told*, the expansion of slavery in the first eight decades after American independence drove the evolution and modernization of the United States. In the span of a single lifetime, the South grew from a narrow coastal



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strip of worn-out tobacco plantations to a continental cotton empire, and the United States grew into a modern, industrial, and capitalist economy. Told through intimate slave narratives, plantation records, newspapers, and the words of politicians, entrepreneurs, and escaped slaves, *The Half Has Never Been Told* offers a radical new interpretation of American history.

**Bell, W. K. (2018).** *The awkward thoughts of W. Kamau Bell: Tales of a 6'4", African American, heterosexual, cisgender, left-leaning, asthmatic, Black and proud blerd, mama's boy, dad, and stand-up comedian.* Dutton, Penguin-Random House. New York, NY.

*The Awkward Thoughts of W. Kamau Bell* is a humorous, well-informed take on the world today, tackling a wide range of current and evergreen issues such as the 2016 election, race relations, fatherhood, the state of law enforcement today, comedians and superheroes, right-wing politics, failure, his interracial marriage, his upbringing by divorced and very strong-willed, race-conscious parents, his early days struggling to find his comedic voice, why he never felt at home in Black comedy circles, what it means to be a Black nerd, the balance between racism and feminism, and much, much more.

**Benforado, A. (2015).** *Unfair: The new science of criminal injustice.* Broadway Books. New York, NY.

Weaving together historical examples, scientific studies, and compelling court cases—from the border collie put on trial in Kentucky to the five teenagers who falsely confessed in the Central Park Jogger case—Benforado shows how our judicial processes fail to uphold our values and protect society's weakest members. With clarity and passion, he lays out the scope of the legal system's dysfunction and proposes a wealth of practical reforms that could prevent injustice and help us achieve true fairness and equality before the law.

**Berman, A. (2016).** *Give us the ballot: The modern struggle for voting rights in America.* Picador/Farrar, Straus and Giroux. New York, NY.

In this groundbreaking narrative history, Ari Berman charts both the transformation of American democracy under the VRA and the counterrevolution that has sought to limit it from the moment the act was signed into law. The VRA is widely regarded as the crowning achievement of the civil rights movement, and yet—more than fifty years later—the battles over race, representation, and political power continue, as lawmakers devise new strategies to keep minorities out of the voting booth, while the Supreme Court has declared a key part of the Voting Rights Act unconstitutional. Through meticulous research, in-depth interviews, and incisive on-the-ground reporting, *Give Us the Ballot* offers the first



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comprehensive history of its kind, and provides new insight into one of the most vital political and civil rights issues of our time.

**Chugh, D. (2018). *The person you mean to be: How good people fight bias*. HarperCollins Publishers Inc. New York, NY.**

An inspiring guide from Dolly Chugh, an award-winning social psychologist at the New York University Stern School of Business, on how to confront difficult issues including sexism, racism, inequality, and injustice so that you can make the world (and yourself) better. Many of us believe in equality, diversity, and inclusion. But how do we stand up for those values in our turbulent world? *The Person You Mean to Be* is the smart, "semi-bold" person's guide to fighting for what you believe in. Dolly reveals the surprising causes of inequality, grounded in the "psychology of good people". Using her research findings in unconscious bias as well as work across psychology, sociology, economics, political science, and other disciplines, she offers practical tools to respectfully and effectively talk politics with family, to be a better colleague to people who don't look like you, and to avoid being a well-intentioned barrier to equality. Being the person, we mean to be starts with a look at ourselves.

**Coates, T.-N. (2015). *Between the world and me*. Spiegel & Grau. New York, NY.**

In a profound work that pivots from the biggest questions about American history and ideals to the most intimate concerns of a father for his son, Ta-Nehisi Coates offers a powerful new framework for understanding our nation's history and current crisis. Americans have built an empire on the idea of "race," a falsehood that damages us all but falls most heavily on the bodies of black women and men—bodies exploited through slavery and segregation, and, today, threatened, locked up, and murdered out of all proportion. What is it like to inhabit a black body and find a way to live within it? And how can we all honestly reckon with this fraught history and free ourselves from its burden? *Between the World and Me* is Ta-Nehisi Coates's attempt to answer these questions in a letter to his adolescent son. Coates shares with his son—and readers—the story of his awakening to the truth about his place in the world through a series of revelatory experiences, from Howard University to Civil War battlefields, from the South Side of Chicago to Paris, from his childhood home to the living rooms of mothers whose children's lives were taken as American plunder. Beautifully woven from personal narrative, reimagined history, and fresh, emotionally charged reportage, *Between the World and Me* clearly illuminates the past, bravely confronts our present, and offers a transcendent vision for a way forward.



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**Crenshaw, K.W., Harris, L.C., HoSang, D.M., and Lipsitz, G. (Eds.) (2019). *Seeing race again*. The Regents of the University of California, Oakland, CA.**

This book challenges scholars and students to see race again. Examining the racial histories and colorblindness in fields as diverse as social psychology, the law, musicology, literary studies, sociology, and gender studies, *Seeing Race Again* documents the profoundly contradictory role of the academy in constructing, naturalizing, and reproducing racial hierarchy. It shows how colorblindness compromises the capacity of disciplines to effectively respond to the wide set of contemporary political, economic, and social crises marking public life today.

**DiAngelo, R. J. (2019). *White fragility: Why it's so hard for white people to talk about racism*. Beacon Press. Boston, MA.**

In this “vital, necessary, and beautiful book” (Michael Eric Dyson), antiracist educator Robin DiAngelo deftly illuminates the phenomenon of white fragility and “allows us to understand racism as a practice not restricted to ‘bad people’ (Claudia Rankine). Referring to the defensive moves that white people make when challenged racially, white fragility is characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence. These behaviors, in turn, function to reinstate white racial equilibrium and prevent any meaningful cross-racial dialogue. In this in-depth exploration, DiAngelo examines how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively.

**Donovan, M., & Kaplan, M. (2019). *The inclusion dividend: Why investing in diversity and inclusion pays off*. DG Press. Tallahassee, FL.**

Tens of thousands of leaders every year attend their award-winning inclusion programs. The Inclusion Dividend has continually hit the best-seller list, listed as a must-read, and leveraged in corporate and academic classrooms across the world. Diversity and inclusion are a journey. This 2nd Edition takes you further along that journey with updated research and more concepts. In today's increasingly diverse, global, interconnected business world, diversity and inclusion is no longer just the right thing to do, it is a core leadership competency and central to the success of business. Working effectively across differences such as gender, culture, generational, race, and sexual orientation not only leads to a more productive, innovative corporate culture, but also to a better engagement with customers and clients. The Inclusion Dividend provides a framework to tap the bottom-line impact that results from an inclusive culture. Most leaders have the intent to be inclusive but translating that into a truly inclusive outcome with employees, customers and other stakeholders requires a focused change effort. The authors provide straightforward advice



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on how to achieve the kind of meritocracy that will result in a tangible dividend and move companies ahead of the competition.

**Freire, P., Ramos, M. B., Macedo, D. P., & Shor, I. (2018). *Pedagogy of the oppressed*. Bloomsbury. New York, NY.**

First published in Portuguese in 1968, *Pedagogy of the Oppressed* was translated and published in English in 1970. Paulo Freire's work has helped to empower countless people throughout the world and has taken on special urgency in the United States and Western Europe, where the creation of a permanent underclass among the underprivileged and minorities in cities and urban centers is ongoing.

**Giroux, H. (2016). *The Giroux reader*. C. G. Robbins (Ed).**

*The New Henry Giroux Reader* presents Henry Giroux's evolving body of work. The book articulates a crucial shift in his analyses after the September 11th, 2001 terrorist attack, when his writing took on more expansive articulations of power, politics, and pedagogy that addressed education and culture in forms that could no longer be contained via isolated reviews of media, schooling, or pedagogical practice. Instead, Giroux locates these discourses as a constellation of neoliberal influences on cultural practices, with education as the engine of their reproduction and their cessation.

**Hassett-Walker, C. (2019, June 11). *The racist roots of American policing: From slave patrols to traffic stops*. <https://www.chicagoreporter.com/the-racist-roots-of-american-policing-from-slave-patrols-to-traffic-stops/>**

Half a century after the federal government voided Jim Crow laws, the criminal justice system still discriminates against African Americans.

**Hutcherson, L. L. (2017, September 8). *My White Friend Asked Me on Facebook to Explain White Privilege. I Decided to Be Honest*. Yes! Magazine. [https://www.vesmagazine.org/opinion/2017/09/08/my-white-friend-asked-me-on-facebook-to-explain-white-privilege-i-decided-to-be-honest/?utm\\_medium=10today.ad3li.20200604.421.1](https://www.vesmagazine.org/opinion/2017/09/08/my-white-friend-asked-me-on-facebook-to-explain-white-privilege-i-decided-to-be-honest/?utm_medium=10today.ad3li.20200604.421.1)**

Responds to an old high school friend, asking the editor and a few others a very public, direct question about white privilege and racism. She felt compelled not only to publish his query but also my response to it, as it may be a helpful discourse for more than just a handful of folks on Facebook.



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**Kendi, Ibram X. (2019). *How to be an antiracist*. One World, New York. New York, NY.**

Antiracism is a transformative concept that reorients and reenergizes the conversation about racism—and, even more fundamentally, points us toward liberating new ways of thinking about ourselves and each other. At its core, racism is a powerful system that creates false hierarchies of human value; its warped logic extends beyond race, from the way we regard people of different ethnicities or skin colors to the way we treat people of different sexes, gender identities, and body types. Racism intersects with class and culture and geography and even changes the way we see and value ourselves. In *How to Be an Antiracist*, Kendi takes readers through a widening circle of antiracist ideas—from the most basic concepts to visionary possibilities—that will help readers see all forms of racism clearly, understand their poisonous consequences, and work to oppose them in our systems and in ourselves.

**Khan-Cullors, P., Bandele, A., & Davis, A. Y. (2017). *When they call you a terrorist: A Black lives matter memoir*. St. Martin's. New York, NY.**

Raised by a single mother in an impoverished neighborhood in Los Angeles, Patrisse Khan-Cullors experienced firsthand the prejudice and persecution Black Americans endure at the hands of law enforcement. For Patrisse, the most vulnerable people in the country are Black people. Deliberately and ruthlessly targeted by a criminal justice system serving a white privilege agenda, Black people are subjected to unjustifiable racial profiling and police brutality. In 2013, when Trayvon Martin's killer went free, Patrisse's outrage led her to co-found Black Lives Matter with Alicia Garza and Opal Tometi.

**Love, B. (2019). *We want to do more than survive: Abolitionist teaching and the pursuit of educational freedom*. Beacon Press, Boston, MA.**

Drawing on her life's work of teaching and researching in urban schools, Bettina Love persuasively argues that educators must teach students about racial violence, oppression, and how to make sustainable change in their communities through radical civic initiatives and movements. She argues that the US educational system is maintained by and profits from the suffering of children of color. Instead of trying to repair a flawed system, educational reformers offer survival tactics in the forms of test-taking skills, acronyms, grit labs, and character education, which Love calls the educational survival complex.

**Metzl, J. (2019). *Dying of whiteness: How the politics of racial resentment is killing America's heartland*. Basic Books. New York, NY.**

In election after election, conservative white Americans have embraced politicians who



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pledge to make their lives great again. But as physician Jonathan M. Metzler shows in *Dying of Whiteness* shows, the policies that result actually place white Americans at ever-greater risk of sickness and death. Interviewing a range of everyday Americans, Metzler examines how racial resentment has fueled pro-gun laws in Missouri, resistance to the Affordable Care Act in Tennessee, and cuts to schools and social services in Kansas. e shows these policies' costs: increasing deaths by gun suicide, falling life expectancies, and rising dropout rates.

**Oluo, I. (2018). *So you want to talk about race*. Seal Press. New York, NY.**

In *So You Want to Talk About Race*, Ijeoma Oluo guides readers of all races through subjects ranging from intersectionality and affirmative action to "model minorities" in an attempt to make the seemingly impossible possible: honest conversations about race and racism, and how they infect almost every aspect of American life.

**Sims, J. J. (2018). *Revolutionary STEM education: Critical-reality pedagogy and social justice in Stem for black males*. Peter Lang Publishing, Inc. New York, NY.**

*Revolutionary STEM Education: Critical-Reality Pedagogy and Social Justice in STEM for Black Males* by Jeremiah J. Sims, an educator, researcher, and administrator from Richmond, California, is calling for a revolutionary, paradigm shift in the STEM education of and for Black boys. STEM education has been reliant on axioms and purported facts that for far too long have been delivered in a banking or absorption model that is, arguably, anti-critical. Unsurprisingly, this pedagogical approach to STEM education has failed large segments of students; and, this is especially true of African American males. *Revolutionary STEM Education* highlights, chronicles, and investigates the potential inroads and vistas of a Saturday Science, Technology, Engineering and Math (STEM) program, Male Aptitudes Nurtured for Unlimited Potential (MAN UP), which was designed to foster interest and competence in STEM by middle school Black boys. This program was impelled by a critical-reality based pedagogical approach, which was formulated to arrive at socio-academic synergy, that is, a thoughtful conjoining of students' real life concerns, joys, ways of being, and socio-cultural identities and the curricular material covered in the courses offered at MAN UP.

**Sims, J.J., Taylor-Mendoza, J., Hotep, L.O., Wallace, J., and Conaway, T. (2020). *Minding the obligation gap in community colleges and beyond: Theory and practice in achieving educational equity*. Peter Lang Publishing, Inc. New York, NY.**

It is difficult to find justice-centered books geared specifically for community college practitioners interested in achieving campus wide educational equity. It is even more difficult to find a book in this vein written, exclusively, by community college practitioners. *Minding the Obligation Gap in Community Colleges and Beyond* is just that:



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a concerted effort by a cross-representational group of community college practitioners working to catalyze conversations and eventually practices that attend to the most pressing equity gaps in and on our campuses. By illuminating the constitutive parts of the ever-increasing obligation gap, this book offers both theory and practice in reforming community colleges so that they function as disruptive technologies. It is our position that equity-centered community colleges hold the potential to call out, impede, and even disrupt institutionalized policies, pedagogies, and practices that negatively impact poor, ethnically minoritized students of color. If you and your college is interested in striving for educational equity campus-wide, please join us in this ongoing conversation on how to work for equity for all of the students that we serve.

**Spruill, L. (2016). Slave patrols, “packs of negro dogs” and policing Black communities. *Phylon (1960-)*, 53(1), 42-66. Retrieved June 9, 2020, from [www.jstor.org/stable/phylon1960.53.1.42](http://www.jstor.org/stable/phylon1960.53.1.42)**

This paper explores the slave origins of southern law enforcement and an overlooked legacy of antebellum slave patrolling revealed in the 2015 Department of Justice Report on the Ferguson, Missouri Police Department (DOJRFMPD) – racialized police canine units. The Federal inquiry of Michael Brown’s death exposed patterns of excessive force in Ferguson’s police operations. Subsequent mass media and protests focused on the police shooting; the department’s militarized response to protestors; and lack of prosecutorial justice. Embedded in the DOJR was evidence of exclusive predatory use of dogs against African Americans as a regular police strategy. This paper surveys the history of southern slave patrols and fugitive slave hunting with bloodhounds from the colonial slavocracy to the Civil War to modern policing and racial crisis since Ferguson. Mass protests against police violence neglected Ferguson’s engagement of “packs of negro dogs,” currently known as canine (K-9) units as agents of racial repression. It traces the white supremacy origins, general acceptance and continuity of this inhumane police practice and its prosecution as a war crime following the Civil War. It challenges society’s diminution of the severity of race-based canine attacks and its correlation to past slave law enforcement practices while offering archival arguments for condemnation of all traces of slave patrolling as an essential reform issue for movements such as Black Lives Matter.

**Steele, C. M. (2011). *Whistling Vivaldi: How stereotypes affect us and what we can do*. W.W. Norton, New York.**

Claude M. Steele, who has been called “one of the few great social psychologists,” offers a vivid first-person account of the research that supports his groundbreaking conclusions on stereotypes and identity. He sheds new light on American social phenomena from racial and gender gaps in test scores to the belief in the superior athletic prowess of black men





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and lays out a plan for mitigating these “stereotype threats” and reshaping American identities.

**Stevenson, B. (2015).** *Just mercy a story of justice and redemption.* Spiegel & Grau. New York, NY.

Bryan Stevenson was a young lawyer when he founded the Equal Justice Initiative, a legal practice dedicated to defending those most desperate and in need: the poor, the wrongly condemned, and women and children trapped in the farthest reaches of our criminal justice system. One of his first cases was that of Walter McMillian, a young man who was sentenced to die for a notorious murder he insisted he didn't commit. The case drew Bryan into a tangle of conspiracy, political machination, and legal brinkmanship—and transformed his understanding of mercy and justice forever. *Just Mercy* is at once an unforgettable account of an idealistic, gifted young lawyer's coming of age, a moving window into the lives of those he has defended, and an inspiring argument for compassion in the pursuit of true justice.

**Thurston, B. (2012).** *How to be black.* Harper. New York, NY.

*The Onion's* Baratunde Thurston shares his 30-plus years of expertise in being black, with helpful essays like “How to Be the Black Friend,” “How to Speak for All Black People,” “How To Celebrate Black History Month,” and more, in this satirical guide to race issues—written for black people and those who love them. Audacious, cunning, and razor-sharp, *How to Be Black* exposes the mass-media's insidiously racist, monochromatic portrayal of black culture's richness and variety. Fans of *Stuff White People Like*, *This Week in Blackness*, and *Ending Racism in About an Hour* will be captivated, uplifted, incensed, and inspired by this hilarious and powerful attack on America's blacklisting of black culture: Baratunde Thurston's *How to Be Black*.

**Toldson, I. A. (2019).** *No Bs (Bad Stats): Black people need people who believe in Black people enough not to believe every bad thing they hear about Black people.* BRILL. Leiden, Netherlands.

What if everything you thought you knew about Black people generally, and educating Black children specifically, was based on BS (bad stats)? We often hear things like, “Black boys are a dying breed,” “There are more Black men in prison than college,” “Black children fail because single mothers raise them,” and “Black students don't read.” In *No BS*, Ivory A. Toldson uses data analysis, anecdotes, and powerful commentary to dispel common myths and challenge conventional beliefs about educating Black children. With provocative, engaging, and at times humorous prose, Toldson teaches educators, parents,



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advocates, and students how to avoid BS, raise expectations, and create an educational agenda for Black children that is based on good data, thoughtful analysis, and compassion. *No BS* helps people understand why Black people need people who believe in Black people enough not to believe every bad thing they hear about Black people.

**Tomlinson, C. (2015). *Tomlinson Hill: The remarkable story of two families who share the Tomlinson name-- one white, one black*. St. Martin's Press. New York, NY.**

Internationally recognized for his work as a fearless war correspondent, award-winning journalist Chris Tomlinson grew up hearing stories about his family's abandoned cotton plantation in Falls County, Texas. Most of the tales lionized his white ancestors for pioneering along the Brazos River. His grandfather often said the family's slaves loved them so much that they also took Tomlinson as their last name. LaDainian Tomlinson, football great and former running back for the San Diego Chargers, spent part of his childhood playing on the same land that his black ancestors had worked as slaves. As a child, LaDainian believed the Hill was named after his family. Not until he was old enough to read an historical plaque did he realize that the Hill was named for his ancestor's slaveholders. A masterpiece of authentic American history, *Tomlinson Hill* traces the true and very revealing story of these two families. From the beginning in 1854— when the first Tomlinson, a white woman, arrived—to 2007, when the last Tomlinson, LaDainian's father, left, the book unflinchingly explores the history of race and bigotry in Texas. Along the way it also manages to disclose a great many untruths that are latent in the unsettling and complex story of America.

**Valenzuela, A., (1999). *Subtractive schooling: U.S.-Mexican youth and the politics of caring*. State University of New York Press, NY.**

Angela Valenzuela received the Outstanding Book Award for her book entitled: *Subtractive Schooling: U.S.-Mexican Youth and the Politics of Caring* at the American Educational Research Association's Annual Meeting held in New Orleans, Louisiana, April 24-28th. The Award was established for the best book-length publication in educational research and development. To be considered for the Award, a book must be concerned with the improvement of the educational process through research or scholarly inquiry and must have a research base. The author or another scholar may nominate a book as specified in the Educational Researcher journal received by all AERA members. Committee Chair, P. David Pearson of Michigan State University will present Dr. Valenzuela with the Award. Among past recipients of the Award are Stephen Jay Gould and Carol Gilligan; James C. Coleman and Thomas Hoffer; Burton R. Clark and David F. Labaree; David Tyack, Elizabeth Hansot, Teun A. Van Dijk, and Idit Harel; Joan DelFattore and Jonathan Kozol; and David C. Berliner and Bruce Biddle.



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**Wood, J. L. (2019). *Black minds matter: Realizing the brilliance, dignity, and morality of black males in education*. Montezuma Publishing, San Diego, CA.**

The comments presented in this book are based on lectures Dr. J. Luke Wood, Ph.D. gave during the Black Minds Matter course and during speeches that were associated with the class. The goal of this book is to convey social science research in a manner that is accessible to the people it is designed to reach. While this book is designed for educators of Black boys and men, the accessible tone is designed to ensure that the messages expressed are useful for non-educators - namely parents, community members, and advocates for Black males. The data presented in this book is derived from a review of extant research as well as Dr. Wood's own research findings. In particular, highlighted findings are from three guidebooks that are currently being used in the field. These guidebooks include: *Supporting Men of Color in the Community College* (Wood & Harris III, 2017), *Teaching Men of Color in the Community College* (Wood, Harris III, & White, 2015), and *Teaching Boys and Young Men of Color* (Wood & Harris III, 2017).

### TED Talks

***Color blind or color brave? (2016).***

[https://www.ted.com/talks/mellody\\_hobson\\_color\\_blind\\_or\\_color\\_brave?referrer=playlist-talks\\_to\\_help\\_you\\_understand\\_r](https://www.ted.com/talks/mellody_hobson_color_blind_or_color_brave?referrer=playlist-talks_to_help_you_understand_r)

The subject of race can be very touchy. As finance executive Mellody Hobson says, it's a "conversational third rail." But, she says, that's exactly why we need to start talking about it. In this engaging, persuasive talk, Hobson makes the case that speaking openly about race — and particularly about diversity in hiring -- makes for better businesses and a better society.

***How racism makes us sick. (2016).***

[https://www.ted.com/talks/david\\_r\\_williams\\_how\\_racism\\_makes\\_us\\_sick?referrer=playlist-talks\\_to\\_help\\_you\\_understand\\_r](https://www.ted.com/talks/david_r_williams_how_racism_makes_us_sick?referrer=playlist-talks_to_help_you_understand_r)

Why does race matter so profoundly for health? David R. Williams developed a scale to measure the impact of discrimination on well-being, going beyond traditional measures like income and education to reveal how factors like implicit bias, residential segregation and negative stereotypes create and sustain inequality. In this eye-opening talk, Williams presents evidence for how racism is producing a



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rigged system -- and offers hopeful examples of programs across the US that are working to dismantle discrimination.

*How to overcome our biases? Walk boldly toward them. (2014)*

[https://www.ted.com/talks/verna\\_myers\\_how\\_to\\_overcome\\_our\\_biases\\_walk\\_boldly\\_toward\\_them/discussion](https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them/discussion)

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 Vernā 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.

*How we can make racism a solvable problem – and improve policing. (2019).*

[https://www.ted.com/talks/dr\\_phillip\\_atiba\\_goff\\_how\\_we\\_can\\_make\\_racism\\_a\\_solvable\\_problem\\_and\\_improve\\_policing?referrer=playlist-talks\\_to\\_help\\_you\\_understand\\_r](https://www.ted.com/talks/dr_phillip_atiba_goff_how_we_can_make_racism_a_solvable_problem_and_improve_policing?referrer=playlist-talks_to_help_you_understand_r)

When we define racism as behaviors instead of feelings, we can measure it -- and transform it from an impossible problem into a solvable one, says justice scientist Dr. Phillip Atiba Goff. In an actionable talk, he shares his work at the Center for Policing Equity, an organization that helps police departments diagnose and track racial gaps in policing in order to eliminate them. Learn more about their data-driven approach -- and how you can get involved with the work that still needs to be done. (This ambitious plan is part of the Audacious Project, TED's initiative to inspire and fund global change.)

*How we're priming some kids for college and others for prison. (2015).*

[https://www.ted.com/talks/alice\\_goffman\\_how\\_we\\_re\\_priming\\_some\\_kids\\_for\\_college\\_and\\_others\\_for\\_prison?referrer=playlist-talks\\_to\\_help\\_you\\_understand\\_r](https://www.ted.com/talks/alice_goffman_how_we_re_priming_some_kids_for_college_and_others_for_prison?referrer=playlist-talks_to_help_you_understand_r)

In the United States, two institutions guide teenagers on the journey to adulthood: college and prison. Sociologist Alice Goffman spent six years in a troubled Philadelphia neighborhood and saw first-hand how teenagers of African American and Latino backgrounds are funneled down the path to prison — sometimes starting with relatively minor infractions. In an impassioned talk she asks, "Why are we offering only handcuffs and jail time?"

*Racism has a cost for everyone, (2019).*

[https://www.ted.com/talks/heather\\_c\\_mcghee\\_racism\\_has\\_a\\_cost\\_for\\_everyone?language=en](https://www.ted.com/talks/heather_c_mcghee_racism_has_a_cost_for_everyone?language=en)



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Racism makes our economy worse -- and not just in ways that harm people of color, says public policy expert Heather C. McGhee. From her research and travels across the US, McGhee shares startling insights into how racism fuels bad policymaking and drains our economic potential -- and offers a crucial rethink on what we can do to create a more prosperous nation for all. "Our fates are linked," she says. "It costs us so much to remain divided."

***Screaming in the silence: How to be an ally, not a savior. (2018).***

[https://www.youtube.com/watch?v=d2qAbp-t\\_FY](https://www.youtube.com/watch?v=d2qAbp-t_FY)

Progressive activism has had a major upswing in the last few years. The problem is that white liberals and progressives feel the need to speak for people of color, despite our ability to speak for ourselves. The time has come for the tables to turn. For white liberals to listen as people of color take the mic. Graciela Mohamedi has been an activist her whole life, influenced by her Puerto Rican mother and Algerian father she was taught at a young age to lead. After high school, Graciela decided to challenge herself physically and mentally by joining the US Marine Corps. She spent her time in the military working on the airfields and trapping F-18s. It was when she became the mother of two little girls that her true activism formed. She knew to be the mom she aspired to be she needed to focus on education, as such she took a risk and moved her children to the United Kingdom to study for her PhD in Applied Physics at Oxford University.

***The path to ending systemic racism in the US. (2020).***

[https://www.ted.com/talks/dr\\_phillip\\_atiba\\_goff\\_rashad\\_robinson\\_dr\\_bernice\\_king\\_anthony\\_d\\_romero\\_the\\_path\\_to\\_ending\\_systemic\\_racism\\_in\\_the\\_us?referrer=playlist-talks\\_to\\_help\\_you\\_understand\\_r](https://www.ted.com/talks/dr_phillip_atiba_goff_rashad_robinson_dr_bernice_king_anthony_d_romero_the_path_to_ending_systemic_racism_in_the_us?referrer=playlist-talks_to_help_you_understand_r)

In a time of mourning and anger over the ongoing violence inflicted on Black communities by police in the US and the lack of accountability from national leadership, what is the path forward? Sharing urgent insights into this historic moment, Dr. Phillip Atiba Goff, Rashad Robinson, Dr. Bernice King and Anthony D. Romero discuss dismantling the systems of oppression and racism responsible for tragedies like the murders of Ahmaud Arbery, Breonna Taylor, George Floyd and far too many others - and explore how the US can start to live up to its ideals. (This discussion, hosted by head of TED Chris Anderson and current affairs curator Whitney Pennington Rodgers, was recorded on June 3, 2020.)

***The urgency of intersectionality. (2016).***

[https://www.ted.com/talks/kimberle\\_crenshaw\\_the\\_urgency\\_of\\_intersectionality?referrer=playlist-talks\\_to\\_help\\_you\\_understand\\_r](https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality?referrer=playlist-talks_to_help_you_understand_r)



## **Institute for Completion**

June 2020

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.

***Violence against women - it's a men's issue. (2012).***

[https://www.ted.com/talks/jackson\\_katz\\_violence\\_against\\_women\\_it\\_s\\_a\\_men\\_s\\_issue?language=en](https://www.ted.com/talks/jackson_katz_violence_against_women_it_s_a_men_s_issue?language=en).

Domestic violence and sexual abuse are often called "women's issues." But in this bold, blunt talk, Jackson Katz points out that these are intrinsically men's issues -- and shows how these violent behaviors are tied to definitions of manhood. A clarion call for us all -- women and men -- to call out unacceptable behavior and be leaders of change.

***We need to talk about an injustice. (2012).***

[https://www.ted.com/talks/bryan\\_stevenson\\_we\\_need\\_to\\_talk\\_about\\_an\\_injustice?language=en](https://www.ted.com/talks/bryan_stevenson_we_need_to_talk_about_an_injustice?language=en).

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***What it takes to be racially literate. (2017).***

[https://www.ted.com/talks/priya\\_vulchi\\_and\\_winona\\_guo\\_what\\_it\\_takes\\_to\\_be\\_racially\\_literate?referrer=playlist-talks\\_to\\_help\\_you\\_understand\\_r](https://www.ted.com/talks/priya_vulchi_and_winona_guo_what_it_takes_to_be_racially_literate?referrer=playlist-talks_to_help_you_understand_r)

Over the last year, Priya Vulchi and Winona Guo traveled to all 50 US states, collecting personal stories about race and intersectionality. Now they're on a mission to equip every American with the tools to understand, navigate and improve a world structured by racial division. In a dynamic talk, Vulchi and Guo pair the personal stories they've collected with research and statistics to reveal two fundamental gaps in our racial literacy -- and how we can overcome them.



## Institute for Completion

June 2020

### Podcasts and YouTube Selections

**Biewen, J., and Kumanyika, C. *Seeing white*. Scene on Radio series.**

<https://www.sceneonradio.org/seeing-white/>

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.

**Brown, B., (2020). *How to be an antiracist*.**

<https://brenebrown.com/podcast/brene-with-ibram-x-kendi-on-how-to-be-an-antiracist/>

I'm talking with professor Ibram X. Kendi, *New York Times* bestselling author of *How to Be an Antiracist* and the Director of the Antiracist Research and Policy Center at American University. We talk about racial disparities, policy, and equality, but we really focus on *How to Be an Antiracist*, which is a groundbreaking approach to understanding uprooting racism and inequality in our society and in ourselves.

**Daniel Tatum, B. (2018). *Why are all the Black kids sitting together in the cafeteria*.**

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

Walk into any racially mixed high school and you will see Black, White, and Latino youth clustered in their own groups. Is self-segregation a coping strategy or a problem? Twenty years ago, in *Why Are All The Black Kids Sitting Together in the Cafeteria?* Beverly Daniel Tatum, a renowned authority on the psychology of racism, brought a complicated argument to the table: an appreciation of racial identity formation as essential to any potential communication across racial and ethnic differences. With a completely revised edition, Tatum joins us to discuss why we're apart when we're together.



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**Demby, G., and Meraji, S.M. *Code Switch series* (multiple conversations about race).**

<https://www.npr.org/podcasts/510312/codeswitch>

What's CODE SWITCH? It's the fearless conversations about race that you've been waiting for! Hosted by journalists of color, our podcast tackles the subject of race head-on. We explore how it impacts every part of society — from politics and pop culture to history, sports and everything in between. This podcast makes ALL OF US part of the conversation — because we're all part of the story.

**DeAngelo, R. (2017). *Deconstructing white privilege.***

<https://www.youtube.com/watch?v=DwIx3KQer54>

Dr. Robin DiAngelo is the author of "What Does it Mean to Be White? Developing White Racial Literacy" and has been an anti-racist educator, and has heard justifications of racism by white men and women in her workshops for over two decades. This justification, which she calls "white fragility," is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. This video is part of the Vital Conversations 1 video series.

**Hannah-Jones, N. *1619 series.***

<https://www.nytimes.com/2020/01/23/podcasts/1619-podcast.html>.

An audio series on how slavery has transformed America, connecting past and present through the oldest form of storytelling.

**Jeffries, Hasan Kwame (Host). (2018-present). *Teaching hard history: American slavery* [Audio podcast]. *Teaching Tolerance.***

<https://www.tolerance.org/podcasts/teaching-hard-history/american-slavery>

What we don't know about American slavery hurts us all. From *Teaching Tolerance* and host [Hasan Kwame Jeffries](#), *Teaching Hard History* brings us the lessons we should have learned in school through the voices of leading scholars and educators. It's good advice for teachers, good information for everybody.





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***Just Mercy. (2019). Just Mercy Trailer.***

<https://www.youtube.com/watch?v=T-AwbOtWN9k>

The powerful true story of Harvard-educated lawyer Bryan Stevenson, who goes to Alabama to defend the disenfranchised and wrongly condemned — including Walter McMillian, a man sentenced to death despite evidence proving his innocence. Bryan fights tirelessly for Walter with the system stacked against them.

**Noah, T. (2020) *George Floyd and the dominos of racial injustice.***

[https://youtu.be/v4amCfVbA\\_c](https://youtu.be/v4amCfVbA_c)

Trevor shares his thoughts on the killing of George Floyd, the protests in Minneapolis, the dominos of racial injustice and police brutality, and how the contract between society and black Americans has been broken time and time again.

### Other

**ACLU. (2015, September 8). *ACLU apps to record police conduct.* American Civil Liberties Union.**

<https://www.aclu.org/issues/criminal-law-reform/reforming-police/aclu-apps-record-police-conduct>

Justice is within your reach. Take the ACLU on the go, for free. Download the Mobile Justice app now on your iOS or Android device.

**Map of Anti-Miscegenation Laws. *Blogspot. map.***

[https://3.bp.blogspot.com/\\_H6XW\\_a4TYus/SfB3xYPvqGI/AAAAAAAAApo/1gwVd9QII6k/s400/anti-miscegenation+laws+map.bmp](https://3.bp.blogspot.com/_H6XW_a4TYus/SfB3xYPvqGI/AAAAAAAAApo/1gwVd9QII6k/s400/anti-miscegenation+laws+map.bmp)

Date when Anti-Miscegenation Laws were overturned.