



RACISM

# REALITIES OF RACE/RACISM/RACIAL OPPRESSION

- How I dress
- What bars/restaurants do I visit comfortably
- What music I enjoy
- What neighborhoods do I frequent
- Color of my skin
- Indifference of salary
- Cops that look at me differently
- Uber drivers that don't pick me up
- Foods I enjoy
- Demeanor
- Work twice as hard as white workers
- Stay later than others
- Dress professionally EVERY day
- Overpolite to others
- No anger shown; not a threat
- Laugh off racist jokes
- Feelings of discomfort
- Voice not heard
- Brutality and Injustice
- Hurt, angry, terrified

# VOICE TO BE HEARD

- Race vs Class
  - Race tied to economic system
  - Race is a social construct
    - Unilateral improvement of conditions for lower classes would address economic and social disparities
  - Money is a social construct
    - Woven into every part of life – has shaped the past & the future – it's alive
  - Racism exists to exclude people of color from opportunity and progress
    - More profit for others deemed superior
    - You will get more because they exist to get less
  - Class system is oppressive and violent and harms people of all races

# RACE - BASIC RULES

- Person of color thinks it's about race
  - Collection of our lived experiences that shape us, how we interact, how we live
- Disproportionately or differently affects people of color
  - Racial oppression
- Fits into a broader pattern of events that disproportionately or differently affect people of color
  - Abusive relationship with the world
- The world will try to tell you that what you are seeing, hearing, thinking, and feeling is wrong - you don't know how to interpret what is happening to you and your community

# RACISM

- Prejudice against someone because of their race
  - Inaccurately reduce issues of race in America to a battle for the hearts and minds of individual racists instead of seeing racists, racist behaviors, and racial oppression as part of a larger system
- Any prejudice against someone because of their race, when those views are reinforced by systems of power
  - Goal to reduce the systemic harm done to people of color by racism in America
- Dictated by our system, not our hearts
  - Perceptions are determined by proximity to cultural values of the majority in power, the economic system of those in power, the education system of those in power, the media outlets of those in power, etc.
- Race is one of the biggest indicators of success

# RACISM CONVERSATIONS

- State the intention of the message/communication
- Remember what the top priority is, and don't let emotions override
- Conduct research
- Don't make anti-racism arguments oppressive against other groups
- When you start to feel defensive, stop and ask yourself why
- Do not tone police
- If you are white, watch how many times you say "I" or "me"
- Ask yourself, "Am I trying to be right, or am I trying to do better?"
- Do not force people of color into discussions on race



# RACISM CONVERSATIONS GONE WRONG

- Stop trying to jump back in when a conversation is beyond saving
  - Stop trying to force a resolution
  - Step away, take some time to calm down, think about where things went wrong and what, if anything, can be done to revisit that conversation later in a productive and healthy way
- Apologize
  - Own up and say “sorry”
- Don’t write your synopsis of the conversation as “the time you got yelled at”
  - Remember the core issue
- Don’t insist people give you credit for your intentions
- Don’t beat yourself up
  - Think about what was said and how you could have done better
- Remember it is worth the risk and commit to trying again

# PRIVILEGE

- Definition of privilege
  - Advantage or a set of advantages you have that others do not
- Ascribed to certain social groups
  - Based on race, physical ability, gender, class, etc.
  - Based on sexuality, body type, neurological differences, etc.
- “Check your privilege”
  - Pause and consider how the advantages you have had in life are contributing to your opinions and actions
  - How the lack of disadvantages in certain areas is keeping you from fully understanding the struggles others are facing and may in fact be contributing to those struggles
  - When we identify where our privilege intersects with somebody else’s oppression, we will find our opportunities to make real change



# PRIVILEGE

- “Check your privilege” (cont.)
  - Think about the advantages you have had in life that others do not
    - Health
    - Middle class
    - White or black
    - Male or female
    - Disabled or nondisabled
    - Nero-typical
    - Documented citizen
    - Stable home environment
    - Reliable transportation
    - Cisgender? Straight?
    - Tall, thin, conventionally attractive
  - Leverage your privilege to make real, measurable changes toward a better world

# INTERSECTIONALITY

- Belief that our social justice movements must consider all of the intersection of identity, privilege and oppression that people face in order to be just and effective.
- Idea of intersectionality provides a more inclusive alternative to the status quo
- Shed light on the ways in which experiences in both race and gender intertwine to uniquely impact the lives of black women and women of color – Kimberle' Crenshaw – 1989
- Describes the need for a more holistic view of race and gender
- Expanded to include class, ability, and sexuality

# INTERSECTIONALITY

- Government, education systems, economic system, and social systems should consider intersectionality if they have any hope of effectively serving the public
- Helps ensure fewer people are left behind and efforts to do better for some do not make things far worse for others
- Helps people stay true to values of justice and equality by helping to keep privilege from getting in the way
- Makes systems more effective and more fair
- Social justice movements have been slow to adopt intersectional practices

# INTERSECTIONALITY

- Many reasons that may be why social justice movements have been slow to adopt intersectional practices
  - Intersectionality slows things down
  - Intersectionality brings people face-to-face with their privilege
  - Intersectionality decentralizes people who are used to being the primary focus of the movement they are a part of
  - Intersectionality forces people to interact with, listen to, and consider people they don't usually interact with, listen to or consider

# INTERSECTIONALITY

- Increase the intersectionality of your discussions
  - How might race, gender, sexuality, ability, class, or sex impact the subject?
  - Could the identity differences between me and the person I'm talking with about race be contributing to our differences of opinion or perspective?
  - Are the people in my racial justice conversations and the opinions being considered truly representing the diversity of identities that interact with the subject matter being addressed?

# INTERSECTIONALITY

- Increase the intersectionality of your discussions
  - Does my scholarship of racial justice reflect the diversity of identities impacted by racial oppression?
  - Am I listening to people whose identities and experience differ from mine?
  - Am I looking for what I don't know?
  - Am I shifting some focus and power away from the most privileged in the conversation?
  - Am I providing a safe space for marginalized people to speak out?



# INTERSECTIONALITY

- Believe in it – start demanding intersectionality of all those who seek to join in the social justice movements
  - Most people don't know what intersectionality is – explain further with examples
  - Start with real life examples of how the conversation or project could be more intersectional
  - View as an opportunity to do better of, and do more
  - Absolutely always important to all discussions of race and social justice – don't let people bully you out of prioritizing it
  - Intersectionality, and the recognition and confrontation of our privilege, can make us better people with better lives

# POLICE BRUTALITY

- Power and corruption
- Intersection of fear and guns
- Accountability
- The power and corruption that enable police brutality puts all citizens, of every race, at risk
- Numbers show all across the country, in every type of neighborhood, people of color are being disproportionately criminalized
- People of color do need and desperately want an effective police force to help keep their communities safe
  - Earn the trust of its people

# RECOGNIZE DIFFERENT VIEWPOINTS REGARDING POLICE BRUTALITY

- If you trust and value your police force, and you also believe in justice and equality for people of color, you will not see the lack of trust on behalf of communities of color as simply a difference of opinion
- You will instead expect your police force to earn the respect and trust of communities of color by providing them with the same level of service that you enjoy
  - Want white people to join them in demanding their right to be able to trust the police like white people do

# AFFIRMATIVE ACTION

- Introduced by Kennedy & expanded by President Johnson in the 60's
  - Sought to help reverse extreme racial discrimination in the hiring practices and increase the African American undergraduate population above its then dismal 5%
  - Expanded to all women shortly after its introduction
- Took many forms throughout the US
  - Colleges and universities
    - Increased recruitment efforts
    - Extra consideration given to race and gender in the selection process
    - Academic support programs
    - Increased financial aid
  - Federal employment
    - Increased recruitment efforts
    - Extra consideration given to race and gender
    - Diversity goals

# AFFIRMATIVE ACTION

- Arguments to further understand why affirmative action is still very necessary
  - Society isn't as racist or sexist as it used to be
    - Effects of systemic racism and sexism and oppression are in our society today particularly in employment and education sectors
      - White women make only 82 cents for every white man's dollar
      - Black women only earn 65 cents for every white man's dollar
      - Hispanic women earn less at 58 cents for every white man's dollar
    - Effects in education
      - Students of color are disadvantaged their entire school career
        - Black and Hispanic students are far more likely to be suspended from school
  - If an employer is racist or sexist, you can just sue them
  - Affirmative action teaches people of color and women that they don't have to work as hard as white men
    - Truth is the vast majority of affirmative action goals aim for a representative number of people of color and women

# AFFIRMATIVE ACTION

- Arguments to further understand why affirmative action is still very necessary
  - Unfair to white men because it causes them to lose opportunities to less qualified women and people of color
  - Affirmative action does not work
    - Can make a measurably positive impact on the socioeconomic outlook for women and people of color who are in the position to benefit from it
- We have to fight for our future
- We have to work for change
- We need to help people NOW



# SCHOOL-TO-PRISON PIPELINE

- Black students make up 16% of school populations
  - 31% of student who are suspended and 40% of students who are expelled are black
- School-to-prison pipeline is the term commonly used to describe the alarming number of black and brown children who are funneled directly and indirectly from our schools into our prison industrial complex, contributing to devastating levels of mass incarceration that lead to one in three black men and one in six Latino men going to prison in their lifetimes, in addition to the increased levels of incarceration for women of color
- Starts with the high level of suspensions and expulsions mentioned above
- Psychologists attest that overly harsh discipline destroys children's trust in teachers and schools, along with damaging their self-esteem
- Must understand that while many teachers do contribute to the problems that black and brown children face, there are many other contributing factors to the disenfranchisement and criminalization of youth in schools

# SCHOOL-TO-PRISON PIPELINE

- Racial bias of school administrators
- Racial bias of teachers
- Lack of cultural sensitivity for black and brown children
- The pathologizing of black children
- Zero tolerance policies
- Increased police presence in schools

# SCHOOL-TO-PRISON PIPELINE

- Include the school-to-prison pipeline in broader discussions of racial inequality and oppression
- Talk to your schools and school boards
- Recognize the achievements of black and brown children
- Normalize black and brown childhood
- Challenge language that stereotypes black and brown kids
- Discuss deeper causes of defiant and antisocial behavior in black and brown youth
- Don't erase disabled black and brown youth
- Challenge the legitimacy of white-centered education

# POWER OF WORDS

- Nigger/Cracker
  - Unfairness lies in the oppression and inequality these words helped create and maintain
  - We live in a world where the impacts of systemic racism are still threatening the lives of countless people of color
  - The fact that people of color can say words that white people can't is an example of injustice – but it's not injustice against white people

# CULTURAL APPROPRIATION

- Ownership of one's culture, and the definition changes with one's identification and sentiment about aspects of their culture
  - Adoption or exploitation of another culture by a more dominant culture
  - Disproportionality benefits the dominant culture that is borrowing from marginalized cultures, and can even harm marginalized cultures
  - Power imbalance between the culture doing the appropriating and the culture being appropriated

# MICROAGGRESSIONS

- Small daily insults and indignities perpetrated against marginalized or oppressed group
  - Small and can be easily explained away
    - Dismiss a small offense as a misunderstanding or simple mistake
  - Cumulative
  - Perpetrated by many different people
  - Many people do not consciously know they are perpetrating a micro aggression against someone
  - Not always delivered in words – actions hurt just as harshly
    - Constant reminders you don't belong, your less than, not worthy of same respect



# MICROAGGRESSIONS

- Strategies that work at least part of the time
  - State what actually happened
  - Ask some uncomfortable questions
  - Ask some more uncomfortable questions
  - Reinforce that good intentions are not the point
  - Remember, you are not crazy and you have every right to bring this up
  - Pause – catch your breath and remember the goal is to understand and to have a better relationship with the person you are talking with
  - Ask yourself – Do I really know why I said/did that?
  - Ask yourself – Would I have said this to somebody of my race? Is it something I say to people of my race?
  - Ask yourself if you were feeling threatened or uncomfortable in the situation, and then ask yourself why

# MICROAGGRESSIONS

- Strategies that work at least part of the time
  - Don't force people to acknowledge your good intentions
  - Remember: it's not just this one incident
  - Research further on your own time
  - Apologize
- If you want the normalization of racism to stop – you have to have these conversations
- It really is the little things that count!

# TONE POLICING

- Person in a conversation (usually the privileged person) or situation about oppression shifts the focus of the conversation from the oppression being discussed to the “way” it is being discussed
- Prioritizes the comfort of the privileged person in the situation over the oppression of the disadvantaged person
  - Can apply to critiques of entire civil rights organizations and movements
- Places prerequisites on being heard and being helped
- Refusing to listen to someone’s cries for justice and equality until the request comes in a language you feel comfortable with is a way of asserting your dominance over them in the situation
  - Oppressed person is already disadvantaged
  - You are increasing the disadvantage by insisting you get to determine if the grievances are valid by tone policing

# tone policing

- Tips for a white person to avoid tone policing behavior and stay focused on being a true ally in the battle against racism
  - Be aware of the limits of your empathy
  - Don't distract or deflect
  - Remember your goal
  - Drop the prerequisites
  - Walk away if you must, but don't give up
  - Build a tolerance for discomfort
  - You are not doing any favors, you are doing what is right

# tone Policing

- Tips for a person of color who is being shamed or criticized by privileged people for your tone
  - You have a right to your anger, sadness and fear
  - You were born deserving equality and justice
  - You matter
  - Nobody has authority over your fight for racial justice
  - You deserve to be able to speak your truth, and you deserve to be heard


# “I JUST GOT CALLED RACIST, WHAT DO I DO NOW?”

- LISTEN; stop and listen
- Set your intentions aside; do not try to absolve yourself of responsibility with your good intentions
- Try to hear the impact of what you have done
- Remember that you do not have all of the pieces; you will never fully understand the impact that sustained, systemic racism has on people of color
- Nobody owes you a debate; understand that when you ask to “talk it out”, you are asking for more emotional labor from somebody who is already hurt
- Nobody owes you a relationship; they don’t have to stick around to see the progress you have made
- Remember that you are not the only one hurt – it is the deep hurt of racism that forced this person to confront you
- If you see where you have been racist, or if you can see where your actions have caused harm, apologize and mean it.
- If, after careful thought, you still do not see your actions as racist and feel strongly that this is simply a misunderstanding, do not then invalidate that person’s hurt; goal is to find out if you are being racist, not to prove that you aren’t, and to resolve a painful situation if possible

# SMALL STEPS TO HELP CREATE REAL CHANGE IN THE FIGHT AGAINST RACIAL OPPRESSION

- Vote local
- Get in schools
- Bear witness and offer to help, when it's safe to do so
- Speak up in your unions
- Support POC-owned business
- Boycott banks that prey on people of color
- Give money to organizations working to fight racial oppression and support communities of color
- Boycott businesses that exploit workers of color
- Support music, film, television, art, and books created by people of color
- Support increases in the minimum wage
- Push your mayor and city council for police reform
- Demand college diversity
- Vote for diverse government representatives





All around the country people are effecting real change with small actions. Change that improves the lives of people of color in their towns and cities and weakens an oppressive system. Racial oppression starts in our homes, our offices, our cities, and our states, and it can end there as well. So start talking, not just problems, but solutions.

WE CAN DO THIS, TOGETHER

# HR STATEMENT

- The City of Fond du Lac Human Resources team adheres to the SHRM statement: We stand in solidarity against injustice, racism, discrimination, and violence of any kind, including those against law enforcement.
- We ensure our intentions in recruiting from diverse pools of talent. We do our part to ensure every employee has a positive work experience and feels included. We work to remunerate employees equitably, addressing gender and racial disparities pertaining to benefits. We play a critical role in ensuring organizational accountability by equipping our leaders with resources and tools to effectively manage an increasingly diverse workforce.
- We hold ourselves accountable to real action on behalf of our employees, and the citizens we serve to root out bias in favor of fairness for all.

# LISTENING TO OUR PEOPLE – NOW MORE THAN EVER - BY BENJAMIN GRANGER - QUALTRICS

- Your black team members are likely holding in deep emotions of exhaustion and fear under the mask of “professionalism.” [Be mindful, your black employees are dealing with a lot.](#)

We wrote a piece about [a number of ways to listen deeply to employees](#) through technology and human conversations. *It's never been more important to create a safe workplace where employees can bring their whole selves to work and know their voices will be heard and acted upon.*

I found [this opinion piece in the New York Times](#) helpful about why it's so important to check in with your black employees now and some potentially supportive actions to take.

MosaiQ, our employee resource group for supporting and advancing communities of color, put together helpful [tips and resources to be an ally](#) to the black community.

# WE MUST DO BETTER – AMY DUFRANE, HRCI CEO

- Read Tonte Bo Douglas's list of concrete [ways companies can support their black employees.](#)
- Explore the excellent compilation of [racial equity resources](#) put together by Albrey Brown.
- Read Lauren Morgan Roberts and Ella Washington's compelling article about [how companies can take meaningful action against racism.](#)
- [Educate yourselves on the issues](#), engage your friends and family in discussions about these topics, speak up for initiatives supporting historically oppressed groups in your workplaces, and denounce racism.

# LEADERSHIP & DEVELOPMENT

- How to improve equity in advancement, training and talent development
  - Check partnerships
  - Make training part of Diversity and Inclusion efforts
  - <https://www.hrdiver.com/news/how-to-improve-equity-in-advancement-training-and-talent-development/579913/>

# LEADERSHIP & DEVELOPMENT – SOCIETAL, ORGANIZATIONAL, INDIVIDUAL CONCERNS

- Societal
  - Pay gap
  - Discrimination
  - Lack of Diversity
- Organizational
  - Lower productivity
  - Less innovation
  - Lower financial performance
  - Attrition
- Individual
  - Disengagement & Resentment
  - Lack of Diversity
  - Inequitable processes

# LEADERSHIP & DEVELOPMENT – DIVERSITY, BELONGING, EQUITY

- Diversity
  - Range of human differences including, but not limited to race, ethnicity, gender, sexual orientation, age, social class, etc.
- ~~Inclusion~~ Belonging
  - Feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group or place
- Equity
  - Process of recognizing that advantages and barriers exist that create unequal starting places, and addressing and mitigating this imbalance



# ADDRESS WORKPLACE BIAS BY AMAN KIDWAI

- Reach out and listen
- Honest self-assessment
- Talent sourcing, recruiting and development
- <https://www.hrdive.com/news/authenticity-self-assessments-can-help-address-workplace-bias-experts-say/579546/>

# ADDRESS WORKPLACE BIAS BY AMAN KIDWAI

- [https://www.shrm.org/ResourcesAndTools/Pages/overcoming-workplace-bias.aspx?utm\\_source=marketo&utm\\_medium=email&utm\\_campaign=editorial~HR%20Daily~NL\\_2020-6-11\\_HR-Daily&linktext=Review-a-wide-range-of-guidance-and-tools-in-SHRMs-new-resource-center-Overcoming-Workplace-Bias&mkt\\_tok=eyJpIjoiTWpFeU56STVNMIkxTVRRNCIsInQiOiOilxbng3bWxqc3lDdUpmWGZSK1hXNHMrc01aU29GNFlqM1k4aEF3U0RWaDBcL01BWnBoYm9PeGI2a2gxYmJVZE1lQnFkakdES1dXMIJDbXZtNXFnTUJ2Z3ExRlkrRUhaanlrckZ6dlF3OTNyMGhRNHNqRHloSGw2RU1UYzczd0VpV3YifQ%3D%3D](https://www.shrm.org/ResourcesAndTools/Pages/overcoming-workplace-bias.aspx?utm_source=marketo&utm_medium=email&utm_campaign=editorial~HR%20Daily~NL_2020-6-11_HR-Daily&linktext=Review-a-wide-range-of-guidance-and-tools-in-SHRMs-new-resource-center-Overcoming-Workplace-Bias&mkt_tok=eyJpIjoiTWpFeU56STVNMIkxTVRRNCIsInQiOiOilxbng3bWxqc3lDdUpmWGZSK1hXNHMrc01aU29GNFlqM1k4aEF3U0RWaDBcL01BWnBoYm9PeGI2a2gxYmJVZE1lQnFkakdES1dXMIJDbXZtNXFnTUJ2Z3ExRlkrRUhaanlrckZ6dlF3OTNyMGhRNHNqRHloSGw2RU1UYzczd0VpV3YifQ%3D%3D)
  - **Checklist: LGBTQ Anti-Bias and Title VII Compliance**
  - **Tips for Discussing Racial Injustice in the Workplace**
  - **Don't Be Silent: Expert Tips to Defuse Workplace Tensions**

# DISCUSSING RACISM IN THE WORKPLACE

- Leadercast 2020 speaker and Co-founder of Terminus Sangram Vajre hosted live interviews with five amazing professionals from the black community each day last week. Listen and learn from these thought-provoking sessions.
  - Monday - Nikki Ivey (B2B Sales Marketing Leader) - [https://www.linkedin.com/video/live/urn:li:ugcPost:6675743291960528897/?isInternal=true&mc\\_cid=6dd43e434e&mc\\_eid=e1cc2ade49](https://www.linkedin.com/video/live/urn:li:ugcPost:6675743291960528897/?isInternal=true&mc_cid=6dd43e434e&mc_eid=e1cc2ade49)
  - Tuesday - Tenisha Griggs (Sr. Director of Digital Marketing Terminus) - [https://www.linkedin.com/video/live/urn:li:ugcPost:6676105460862529536/?isInternal=true&mc\\_cid=6dd43e434e&mc\\_eid=e1cc2ade49](https://www.linkedin.com/video/live/urn:li:ugcPost:6676105460862529536/?isInternal=true&mc_cid=6dd43e434e&mc_eid=e1cc2ade49)

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  - Wednesday - Morgan Ingram (Director of Sales Execution & Evolution Terminus) -  
[https://www.linkedin.com/video/live/urn:li:ugcPost:6676467628858470400/?isInternal=true&mc\\_cid=6dd43e434e&mc\\_eid=e1cc2ade49](https://www.linkedin.com/video/live/urn:li:ugcPost:6676467628858470400/?isInternal=true&mc_cid=6dd43e434e&mc_eid=e1cc2ade49)
  - Thursday - Kwame Johnson (President of Big Brothers Big Sisters of Metro Atlanta) -  
[https://www.linkedin.com/video/live/urn:li:ugcPost:6676105460862529536/?isInternal=true&mc\\_cid=6dd43e434e&mc\\_eid=e1cc2ade49](https://www.linkedin.com/video/live/urn:li:ugcPost:6676105460862529536/?isInternal=true&mc_cid=6dd43e434e&mc_eid=e1cc2ade49)
  - Friday - Reggie Rivers (former NFL Running Back of Denver Broncos) -  
[https://www.linkedin.com/video/live/urn:li:ugcPost:6677192517684875264/?isInternal=true&mc\\_cid=6dd43e434e&mc\\_eid=e1cc2ade49](https://www.linkedin.com/video/live/urn:li:ugcPost:6677192517684875264/?isInternal=true&mc_cid=6dd43e434e&mc_eid=e1cc2ade49)

# STATISTICS

- Overall representation of women, Black and Hispanic employees at Facebook has increased from 2014 to 2020, according to the company's annual diversity and inclusion report (<https://diversity.fb.com/read-report/>), released July 15. However, representation of Black employees in technical roles in the U.S. has been slow — 1% to 1.7% in six years. Hispanic representation in the U.S. slightly increased from 3% to 4.3%. Women, globally, represent less than a quarter (24%) of technical roles, an increase from 15% in 2014.
- •Among employees in non-technical roles, 9% are Black and 10.7% are Hispanic, an increase from 2% and 6%, respectively, in 2014. Women are represented in more than half (58.5%) of non-technical roles, an increase from 47% in 2014. Leadership at Facebook is 65.8% male, (a decrease from 77% in 2014) with 3.4% and 4.3% of roles filled by Black and Hispanic employees, respectively.
- •In 2019, the company set a goal for underrepresented employees to account for 50% of its workforce by 2024. "This year, we are making an additional commitment: to increase the representation of people of color in leadership positions in the U.S. by 30%, including a 30% increase in the representation of Black people in leadership, by 2025," Maxine Williams, Facebook's chief diversity officer, said in a blog post. "Increasing representation in technical roles, and overall, remains a major focus of our efforts in the immediate and long term," she said.

# RESOURCES

- <https://cescobar.com/2020/06/03/5-reads-how-to-be-anti-racist-11-things-to-do-besides-say-this-has-to-stop-how-to-make-this-moment-a-turning-point-and-more/>
  - **How to be Anti-Racist**
  - **11 Things to Do Besides Say "This Has to Stop"**
  - **How to Make This a Turning Point and More from Carlos Escobar (@cescobar on Twitter)**
- **HR's Response to Racism in Viral Form by Kate Bischoff (@k8bisch on Twitter)**



# RESOURCES

- <https://www.allthingzap.com/post/blacklivesmatter>
- **Not Sure What to Say by Steve Browne (@sbrownehr on Twitter)**
- <http://sbrownehr.com/not-sure-what-to-say/>
- <https://thrivelawconsulting.com/2020/05/26/hrs-response-to-racism-in-viral-form/>
- **#BlackLivesMatter by Anthony Paradiso (@allthingzap on Twitter)**
- **Tips for Discussing Racial Injustice in the Workplace** - <https://www.shrm.org/ResourcesAndTools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/Pages/Tips-for-Discussing-Racial-Injustice-in-the-Workplace.aspx>
- Together Forward at Work
  - [https://www.shrm.org/hr-today/news/hr-news/Pages/a-new-approach-to-diversity-equity-and-inclusion.aspx?utm\\_source=marketo&utm\\_medium=email&utm\\_campaign=editorial~HR%20Daily~NL\\_2020-8-4\\_HR-Daily&linktext=Companies-Try-a-New-Approach-to-Diversity-Equity-and-Inclusion-Honest-Conversations&mkt\\_tok=eyJpIjoiWIRabVltWXhZalV4WmpabClsluQiOiJqNmVERGZYchVqZXVZWkFZeDE2TzhubXhcL0wxWTQrWndlaUhCUJGZyQWcyQWtJYW8yZ0NuVVk1S1hxdHJudzJYYIVOZzNDaVIHMVZxSVBoK053TWFTYWFFQXh1b1BscWdcL2l0dDFJV3pxWFpQK2p1Y043K1VOcEtVVE1qY29vMGswln0%3D](https://www.shrm.org/hr-today/news/hr-news/Pages/a-new-approach-to-diversity-equity-and-inclusion.aspx?utm_source=marketo&utm_medium=email&utm_campaign=editorial~HR%20Daily~NL_2020-8-4_HR-Daily&linktext=Companies-Try-a-New-Approach-to-Diversity-Equity-and-Inclusion-Honest-Conversations&mkt_tok=eyJpIjoiWIRabVltWXhZalV4WmpabClsluQiOiJqNmVERGZYchVqZXVZWkFZeDE2TzhubXhcL0wxWTQrWndlaUhCUJGZyQWcyQWtJYW8yZ0NuVVk1S1hxdHJudzJYYIVOZzNDaVIHMVZxSVBoK053TWFTYWFFQXh1b1BscWdcL2l0dDFJV3pxWFpQK2p1Y043K1VOcEtVVE1qY29vMGswln0%3D)
  - [https://togetherforwardatwork.shrm.org/?\\_ga=2.85441497.1774130337.1598229056-167720614.1531141833](https://togetherforwardatwork.shrm.org/?_ga=2.85441497.1774130337.1598229056-167720614.1531141833)



# FDL PUBLIC LIBRARY RESOURCES

- [How to be an Antiracist](#) by Ibram X. Kendi
- [Stamped from the Beginning: A Definitive History of Racist Ideas in America](#) by Ibram X. Kendi and [Stamped: Racism, Antiracism and You](#) by Jason Reynolds and Ibram X. Kendi (for teens)
- [So You Want to Talk about Race](#) by Ijeoma Oluo
- [Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor](#) by Layla F Saad
- [Just Mercy: A Story of Justice and Redemption](#) by Bryan Stevenson
- [The Fire This Time: A New Generation Speaks about Race](#) by Jesmyn Ward
- [The Warmth of Other Suns: The Epic Story of America's Great Migration](#) by Isabel Wilkerson
- [What Doesn't Kill You Makes You Blacker: A Memoir in Essays](#) by Damon Young

# FDL PUBLIC LIBRARY RESOURCES

- [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) by Michelle Alexander
- [White Rage: The Unspoken Truth of our Racial Divide](#) by Carol Anderson
- [A Black Women's History of the United States](#) by Daina Ramey Berry and Kali N. Gross
- [Between the World and Me](#) by Ta-Nehisi Coates
- [White Fragility: Why It's So Hard for White People to Talk about Racism](#) by Robin DiAngelo (a 10 copy book kit is available for book clubs)
- [Biased: Uncovering the Hidden Prejudice that Shapes What We See, Think, and Do](#) by Jennifer L. Eberhardt

# FDL PUBLIC LIBRARY RESOURCES

Resources for young readers:

- *Can I Touch Your Hair?: Poems of Race, Mistakes, and Friendship* by Irene Latham and Charles Waters
- *Let's Talk about Race* by Julius Lester
- *Hands Up!* by Breanna J. McDaniel
- *A is for Activist* by Innosanto Nagara
- *The Skin I'm In: A First Look at Racism* by Pat Thomas
- *The Skin You Live In* by Michael Tyler
- *The Other Side* by Jacqueline Woodson

# FDL PUBLIC LIBRARY RESOURCES

Resources for young readers:

- *Something Happened in Our Town* by Marianne Celano, Marietta Collins and Ann Hazzard
- *Not My Idea: A Book about Whiteness* by Anastasia Higginbotham
- *Black is a Rainbow Color* by Angela Joy
- *Antiracist Baby* by Ibram X. Kendi
- *A Ride to Remember* by Sharon Langley

# FDL PUBLIC LIBRARY RESOURCES

Resources for middle readers:

- Woke: A Young Poet's Call to Justice by Mahogany L. Browne and others
- New Kid by Jerry Craft
- Blended by Sharon M. Draper
- This Book is Anti-Racist by Tiffany Jewell
- Turning 15 on the Road to Freedom: My Story of the 1965 Selma Voting Rights March by Linda Blackmon Lowery

# FDL PUBLIC LIBRARY RESOURCES

Resources for middle readers:

- *A Good Kind of Trouble* by Lisa Moore Ramee
- *Black Brother, Black Brother* by Jewell Parker Rhodes
- *Ghost Boys* by Jewell Parker Rhodes
- *The Port Chicago 50: Disaster, Mutiny, and the Fight for Civil Rights* by Steve Sheinkin
- *One Crazy Summer* by Rita Williams-Garcia

# FDL PUBLIC LIBRARY RESOURCES

Resources for teen readers:

- Tyler Johnson Was Here by Jay Coles
- In the Shadow of Liberty by Kenneth C. Davis
- Because They Marched: The People's Campaign for Voting Rights that Changed America by Russell Freedman
- Dark Sky Rising: Reconstruction and the Dawn of Jim Crow by Henry Louis Gates, Jr. and Tonya Bolden
- A Few Drops of Red: The Chicago Race Riots of 1919 by Claire Hartfield
- All Boys Aren't Blue by George M. Johnson



# FDL PUBLIC LIBRARY RESOURCES

Resources for teen readers:

- How It Went Down by Kekla Magoon
- Stamped: Racism, Antiracism, and You by Jason Reynolds and Ibram X. Kendi
- All American Boys by Jason Reynolds and Brendan Kiely
- Just Mercy (Young Readers Edition) by Bryan Stevenson
- Dear Martin by Nic Stone
- The Hate U Give by Angie Thomas
- Piecing Me Together by Renee Watson