

GML 60-Day Equity Engagement Series  
“Learning before doing” and creating Cultural Competency

Based upon work done by Shawn O’Neal and Professor Jennifer Ho for their Coursera Course [Anti-Racism I](#), as well as resources compiled by Dr. Eddie Moore Jr. in his [21-day racial equity habit building challenge](#). Thanks to them and to all the authors of the following resources for their work.

Shawn O’Neal’s Website:

<https://www.colorado.edu/ethnicstudies/people/grad-students/shawn-oneal>

Dr. Moore’s website:

<https://www.eddiemoorejr.com>

Dr. Ho’s Website:

<https://www.colorado.edu/ethnicstudies/people/core-faculty/jennifer-ho>

Reference: [glossary of terms](#) from Anti-Racism I

**Unit 1: White Privilege, White Fragility, White Supremacy (~87 minutes total)**

**June 1 - June 11**

1. [TEDx: How to Recognize Your White Privilege](#) (TED talk - Peggy McIntosh, 18 min watch)
2. [The White Problem](#) (Article - Quinn Norton, 10 min read)
3. [How White People Got Made](#) (Article - Quinn Norton, 15 min read)
4. [‘There is No Neutral’: ‘Nice White People’ Can Still Be Complicit in a Racist Society](#) (NPR - 8 min listen)
5. [Who Taught You To Be White \(podcast\)](#): Phoebe Unter (28 min listen)
6. [White Privilege: Ta-Nehisi Coates](#) (5 min read)
7. [This ‘Equity’ picture is actually white supremacy at work](#) (3 min read)

Other Resources:

- Peggy McIntosh, [Unpacking the Invisible Knapsack of White Privilege](#)
- Katy Waldman, [A Sociologist Examines The “White Fragility” That Prevents White Americans From Confronting Racism](#), New Yorker (July 23, 2018)
- [How Textbooks taught white supremacy](#): Liz Mineo
- [The Language of White Supremacy: Vann R. Newkirk II](#)
- [How ‘white fragility’ reinforces racism: Dr. Robin DiAngelo](#)

- [“White People Facing Race: Uncovering the Myths that Keep Racism in Place”](#) – Peggy McIntosh

## **Unit 2: Systemic Racism & History of Race in the US (240 minutes total, no reading!!)**

**June 14 – June 30**

1. [Systemic Racism Explained](#) (YouTube - 4:23 min watch)
2. [Let’ get to the root of racial injustice: Megan Ming Francis](#) (Tedx - 19:37 min watch)
3. [13<sup>th</sup> film directed by Ava DuVernay](#) (available on Netflix, too - 1 hr 40 min watch)
4. [The Difference between being ‘Not Racist’ and ‘Antiracist’ by Ibram X. Kendi](#) (TED - 51 min)
5. [Here and now – Without slavery, would the US be the leading economic power?](#) (15 min listen)
6. [A Conversation on Race](#) (8 short films on people’s perspectives on race - each ~5-7 mins)

Other Resources:

- [Why Now, White People? Gene Demby](#) (28 min listen or 8 min read)
- [The Disturbing History of the Suburbs: Adam Ruins Everything](#) (YouTube - 6:19 min watch)
- [Just Mercy film directed by Destin Daniel Cretton](#) (available on multiple platforms, check film website)
- [America Wasn’t A Democracy Until Black Americans Made it One: Nikole Hannah-Jones](#)
- [Redlining was codified racism that shaped American cities and this exhibit shows it still exists](#)
- [“We can’t recover from this history until we deal with it”](#)

## **Unit 3: Applying (~133 minutes total)**

**July 6 – July 16**

1. [Urgency of Intersectionality: Kimberé Crenshaw](#) (TED Talk - 19 min)
2. [What Well Meaning White People Need to Know About race: Bryan Stevenson](#) (Article - 20 min)
3. [“How to Deconstruct Racism, One Headline at a Time” Baratunde Thurston](#) (TED Talk - 17 min)
4. [The Police – Last Week with John Oliver](#) (Video - 33 min)
5. [Seeing White: Podcast](#) (44 min)

Other resources:

- [How To Talk to Your Family About Racism: Rachel Elizabeth Cargle](#) (Article - 15 min)
- [103 Things White People Can Do For Racial Justice: Corrinne Shutack](#) (Article - 25 min)
- [Racism is embedded in the fabric of this country: Angela Davis](#)
- [Black Trans Lives Matter: 'We're Tired of Having to Pick Sides'](#)
- [When Media misrepresents Black men, the effects are felt in the real world](#)

#### **Unit 4: Allyship & Action (~84 minutes total)**

**July 19 – July 30**

1. [Using Change Theory to practice anti-racism](#) (10 min read)
2. [Your Black Colleagues May Look Like They Are Okay – Chances are They Are Not](#) (5 min read)
3. [What a more just world? Be an unlikely ally](#) (10 min video)
4. [Guide to Allyship](#) (5 min read)
5. [How to overcome our biases? Walk boldly towards them: Verna Myers](#) (18 min video)
6. [A Guide to Responding to Microaggressions.](#) (~10 min read)
7. [Ally or co-conspirator?: What it means to act in solidarity](#)(3-min video and 2 min read)
8. [How to get serious about diversity and inclusion in the workplace](#) (11 min video)
9. A framework for understanding the White identity development in anti-racist work: [Scaffolded Anti-Racist Resources.](#) (10 min read)
  - a. Read the columns “Stage of white identity development (Helms) and their corresponding beliefs/thoughts/actions” and “What to do next?”
  - b. Read the questions about solidarity at the bottom of the center column. Consider writing down some answers.
  - c. We are not asking you to read all the resources in the center column now, but this is also a good resource for further reading.

Other resources:

- [9 phrases allies can say when called out instead of getting defensive](#)
- [How to Be a Better White Person](#)
- [Allyship – The key to unlock the power of diversity](#)
- [Eliminating microaggressions: the next level of inclusion](#)
- [On Diversity: Access Ain't Inclusion](#)
- [5 tips for being an ally](#)
- [Getting called out: how to apologize](#)

More Resources ([from Anti-Racism I](#)):

## *Addressing Systemic Racism*

- Abdulle, Ayan et al. *New Framings on Anti-racism and Resistance: Volume 1, Anti-racism and Transgressive Pedagogies*
- Bhattacharya, Sudip "[The Power of Anti-Black Ideology](#)" (Reappropriate Blog)
- Ho, Jennifer "[Anti-Asian Racism & COVID-19](#)"
- New, Vonn, "[Note to Self: White People Taking Part in #BlackLivesMatter protests](#)"
- Newton, Joanna et al. *New Framings on Anti-racism and Resistance: Volume 2, Resistance and the New Futurity*
- [Justice in June](#) (website created about anti-racism education)
- "[A Letter from Young Asian-Americans to Their Families](#)" (Code Switch Podcast)
- "[Stop using the N-word if you're not Black](#)" (Tayo Bero, Op-Ed, Teen Vogue)

## *Black History and Black Lives*

- Baldwin, James *The Fire Next Time*
- Coates, Ta-Nehesi *Between the World and Me*
- Cottom, Tressie McMillan *Thick: And Other Essays*
- DuBois, W.E.B. *The Souls of Black Folk*
- hooks, bell *Ain't I a Woman? Black Women and Feminism*
- Lorde, Audre *The Cancer Journal*
- Mock, Janet *Redefining Realness: My Path to Womanhood, Identity, Love & So Much More*
- "[Talking about Race](#)" (National Museum of African American History and Culture)

## *Creative Writing and Poetry that Engages with Race/Racism*

- Biss, Eula *Notes from No Man's Land: American Essay*
- Hernandez, Daisy *A Cup of Water Under My Bed: A Memoir*
- Erdrich, Louise *The Painted Drum*
- Evans, Danielle *Before You Suffocate Your Own Fool Self*
- Everett, Percival *Damned If I Do: Stories*
- Griest, Stephanie *All the Agents and Saints: Dispatches from the US Borderland*
- Gyasi, Yaa *Homegoing*
- Momaday, N. Scott *The Way to Rainy Mountain*
- Morrison, Toni *Beloved*
- Rankine, Claudia *Citizen*
- Rekdal, Paisley *The Night My Mother Met Bruce Lee: Observations on Not Fitting In*
- Satyal, Rakesh *Blue Boy*
- Senna, Danzy *Caucasia*
- Shah, Sejal *This Is One Way to Dance: Essays*

- Silko, Leslie Marmon *Storyteller*
- Tretheway, Natasha *Beyond Katrina: A Meditation on the Mississippi Gulf Coast*
- Truong, Monique *Bitter in the Mouth*
- Whitehead, Colson *Underground Railroad*

## *Critical Race Studies*

- Anderson, Carol *White Rage: The Unspoken Truth of Our Racial Divide*
- Armour, Jody David. *Negrophobia and Reasonable Racism*
- Clift, Robert. "Blacking-Up: Hip Hop's Remix of Race and Identity" (Kanopy Video)
- Delgado Richard, and Jean Stefancic. *Critical White Studies: Looking Behind the Mirror*
- Diangelo, Robin. *White Fragility: Why It's So Hard for White People to Talk About Racism*
- Kendi, Ibram X. *How to Be an Antiracist*
- Lopez, Ian Haney *White By Law: The Legal Construction of Race*
- Omi, Michael, and Howard Winant, *Racial Formation in the United States, from the 1960s to the 1990s*
- Mills, Charles W. *The Racial Contract*
- Silva, Eduardo Bonilla *Racism without Racists*
- "[Whistling Vivaldi and Beating Stereotypes](#)" (NPR Talk of the Nation)

## *Intersectionality*

- Collins, Patricia Hills *Intersectionality as Critical Social Theory*
- Crenshaw, Kimberle. *On Intersectionality: Essential Writings*
- Davis, Angela Y. *Women, Race, and Class*
- Hancock, Ange-Marie *Intersectionality: An Intellectual History*

## *Police and Prison Reform*

- Alexander, Michelle. *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*
- Kushner, Rachel "[Is Prison Necessary? Ruth Wilson Gilmore Might Change Your Mind](#)" (*New York Times*)
- Ritchie, Andrea *Invisible No More: Police Violence against Black Women and Women of Color*
- Vitale, Alex *The End of Policing*