Racial and Ethnicity Equity Resources

Compiled for personal use only.

Please note: Not all items on this list will count toward training hours. Please consult with your supervisor.

Early Childhood

• Books:

- O Whose Toes Are Those? by Jabari Asim
- Lovely by Jess Hong*
- O We're Different, We're the Same by Bobbi Kates (Sesame Street)*
 - Watch Gordon read this book
- Spork by Kyo Maclear*
- O A World of Kindness by Ann Featherstone
- Princess Hair by Sharee Miller*
- Bippity Bop Barbershop by Natasha Anastasia Tarpley*
- Something Happened in Our Town by Marianne Celano, Marietta Collins, and Ann Hazzard*
- Antiracist Baby by Ibram X. Kendi
- A is for Activist by Innosanto Nagara*
- All Because You Matter by Tami Charles*
- Eyes that Kiss at the Corners by Joanna Ho*

• Toys & Activities:

- People Colors Crayon Pack*
- Colors of the World Crayons & Coloring Books by Crayola*
- Sugarfoot Rag Dolls*
- Pattycake Doll Company*
- Children of the World Floor Puzzle*



^{*}Denotes resources that are appropriate for multiple age groups

School-Age

Books:

- Let's Talk About Race by Julius Lester*
- Sugar Plum Ballerinas by Whoopi Goldberg
- All Are Welcome by Alexandra Penfold*
- The Day You Begin by Jacqueline Woodson
- O Where Are You From? by Yamile Saied Méndez*
- Anna Hibiscus by Atinuke
- O A Girl Named Rosa by Denise Lewis Patrick
- O Why Are They Kneeling by Lauren J. Coleman
- Juneteenth for Mazie by Floyd Cooper*
- Love Will See You Through: Martin Luther King, Jr.'s Six Guiding Beliefs (as told by his niece) by Angela Farris Watkins*
- O A Kids Book About Racism by Jelani Memory
- Separate is Never Equal: Sylvia Mendez & Her Family's Fight for Desegregation by Duncan Tonatiuh
- O Let the Children March by Monica Clark-Robinson
- O I, Too, am America by Langston Hughes
- Malcolm Little: The Boy Who Grew Up to Become Malcolm X by Ilyasah
 Shabazz

• Toys & Activities:

- Finger Puppets
- Children of the World Memory Game
- O I Never Forget a Face Memory Game
- Multicultural Markers*
- Multicultural Construction Paper*
- Barbie Fashionistas
- O Global Kids 50+ Games, Crafts, Recipes & More from Around the World



^{*}Denotes resources that are appropriate for multiple age groups

Pre-Teens and Teens

Books:

- O Harriet Tubman: Conductor on the Underground Railroad by Ann Petry
- March Forward, Girl: From Young Warrior to Little Rock Nine by Melba Pattillo Beals
- The Hero In The Helmet: Colin Kaepernick by Joa Macnalie
- How I Resist: Activism and Hope for a New Generation by Maureen Johnson*
- Look What Brown Can Do by T. Marie Harris*
- O I Have a Dream by Dr. Martin Luther King, Jr.*
- 28 Days: Moments in Black History that Changed the World by Charles R.
 Smith*
- O This Book is Anti-Racist by Tiffany Jewell
- O Ghost Boys by Jewell Parker Rhodes
- O Harbor Me by Jacqueline Woodson

Activities:

- Black History Flashcards
 - Volume 1- Black History
 - Volume 2- Women
 - Volume 3- STEAM
 - Volume 4- Pre-1492

Movie & Video Series:

- Confronting Anti-Black Racism PBS Learning Media
- Kids' Movies & Shows to Help Spark Conversations on Race & Prejudice*
 - Each selection states the age that it is appropriate for



^{*}Denotes resources that are appropriate for multiple age groups

Young Adults

Books:

- O Stamped from the Beginning by Ibram X. Kendi
- O Stamped: Racism, Antiracism, and You by Ibram X. Kendi
 - Discussion Guide
- O The Hate U Give by Angie Thomas*
- On the Come Up by Angie Thomas*
- O I'm Still Here: Black Dignity in a World Made for Whiteness by Austin Channing Brown
- O Dear White People by Justin Simien
- o I'm Judging You: The Do-Better Manual by Luuvie Ajayi
- How to Be Less Stupid About Race: On Racism, White Supremacy, and the Racial Divide by Crystal Marie Fleming
- Just Mercy (Adapted for Young Adults): A True Story of the Fight for Justice by Bryan Stevenson

Movies:

- The Hate U Give based on the book by Angie Thomas
 - Available for purchase



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Adults, Parents, and Caregivers

Books:

- So You Want to Talk About Race by Ijeoma Oluo
- O How to Be Anti-Racist by Ibram X. Kendi
 - Guided Questions while reading
- Raising White Kids by Jennifer Harvey
 - Podcast Episode Supplement
- The ABCs of Diversity: Helping Kids (and Ourselves!) Embrace Our
 Differences by By Carolyn B. Helsel & Y. Joy Harris-Smith
- Why Are All the Black Kids Sitting Together in the Cafeteria? by Beverly
 Daniel Tatum
- O <u>Just Mercy by Bryan Stevenson</u>
- O Tears We Cannot Stop: A Sermon to White America by Michael Eric Dyson
- Waking Up White, and Finding Myself in the Story of Race by Debbie Irving
- O The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander
- White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo
- Biased: Uncovering the Hidden Prejudice that Shapes What We See, Think, and Do by Jennifer Eberhardt
- Post Traumatic Slave Syndrome by Joy Degruy
- The Racial Healing Handbook: Practical Activities to Help You Challenge Privilege, Confront Systemic Racism, and Engage in Collective Healing by Anneliese A. Singh PhD LPC
- Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor by Layla Saad (includes supplement workbook)
- Our Time Is Now: Power, Purpose, and the Fight for a Fair America by Stacey Abrams

Articles:

- Anti-Racism For Kids 101: Starting To Talk About Race
- Anti-Racism 102: Why Not All Racial Discrimination is 'Racism'
- Here's How W. Kamau Bell Talks About Race with His Kids
- o 100 Race-Conscious things you can say to your child to advance racial iustice
- Article on Raising Race-Conscious Children by Joanna Goddard
- The 1619 Project from the New York Times



- O Who Gets to Be Afraid in America? by Ibram X. Kendi
- O White Privilege: Unpacking the Invisible Knapsack by Peggy McIntosh
- The Intersectionality Wars by Jane Coaston
- O The Case for Reparations by Ta-Nehisi Coates
- These Books Can Help You Explain Racism and Protest to Your Kids by Jessica Grose
- O How to raise anti-racist kids: 20 resources for parents by Motherly
- Talking to Kids About Discrimination
- O Why Teaching Black Lives Matter Matters: Part 1 by Jamilah Pitts
- O Bringing Black Lives Matter into the Classroom: Part 2 by Jamilah Pitts
- Why I Will Never Walk My Dog in My 'Nice' Neighborhood Without Bringing My Daughters Along by Shola Richards
 - 7 Difficult Questions About Racism by Shola Richards (follow up to original article)
- <u>Talking About Race</u> for Parents/Caregivers provided by National Museum of African American History & Culture
 - <u>Talking About Race</u> Personal reflection and why it matters
- How to Talk with Children about Hate Speech Presented by the Equal Justice Society
- Talking to young children about the Guiding Principles of the Black Lives
 Matter Movement by Laleña Garcia
- Talking to Children about Racial Bias By: Ashaunta Anderson, MD, MPH,
 MSHS, FAAP & Jacqueline Dougé, MD, MPH, FAAP
- For Our White Friends Desiring to be Allies by Courtney Ariel
- Why We Need to Call Out Casual Racism by Luvvie Ajayi
 - Excerpt taken from the book <u>I'm Judging You</u>
- Racism and Violence: Using Your Power as a Parent to Support Children
 Aged Two to Five by Rebecca Parlakian
- How to Talk to Kids About Race and Racism from TODAY
- How to Talk to Your Children about Protests and Racism by Sandee
 LaMotte, CNN
- George Floyd. Ahmaud Arbery. Breonna Taylor. What Do We Tell Our Children? by Alia E. Dastagir
- o <u>13 Microaggressions Black People Deal With All The Time by Kelsey</u> Borresen
- What Is Juneteenth? by Henry Louis Gates, Jr.
- o CBC Parents
 - Dear White Parents, Movies And Shows About The Black
 Experience Aren't Just For Black People by Jackie Gillard



^{*}Denotes resources that are appropriate for multiple age groups

- Why White Parents Need to Talk To Their Kids About Racism by Cory Silverberg
- How To Raise Anti-Racist Kids: Don't Be A Racist Parent by Kearie Daniel
- How to Model Anti-Racist Behaviors and Talk to Your Children About Race
 by Maia Niguel Hoskin
- O How to Talk About Race and Racism with Young Kids: Q+A with Dr. Jane Rosen by Abigail Rasminsky

Podcasts:

- Talking Race with Young Children
- Seeing White Series on Scene On Radio
- CodeSwitch Podcast from NPR
 - <u>'Your Body Being Used': Where Prisoners Who Can't Vote Fill</u>
 Voting Districts
 - When Civility is Used as a Cudgel Against People of Color
 - The Power of Martin Luther King Jr.'s Anger
 - Opinion: My Father Stood for the National Anthem for the Same Reason Colin Kaepernick Sits
 - When Calling the Po-Po is a No-No
 - A Decade of Watching Black People Die
 - Anger: The Black Woman's "Superpower"
 - The Limits of Empathy
 - Ask Code Switch What about your friends?
- Small Doses with Amanda Seales Podcast
- Unlocking Us Podcast by Brené Brown
 - Brené with Ibram X. Kendi on How to Be an Antiracist
 - Brené with Austin Channing Brown on I'm Still Here: Black Dignity in a World Made for Whiteness
 - Brené with Dr. Clint Smith on How the Word is Passed
 - Brené with Ashley C. Ford on Storytelling, Truth-Telling, and Liberation
 - Brené with Tarana Burke and Jason Reynolds on You Are Your Best
 Thing
 - Brené with Hanif Abdurraqib on Art, Culture, and Black Performance
 - Brené with Dr. Yaba Blay on One Drop: Shifting the Lens on Race
 - <u>Brené with Emmanuel Acho on Uncomfortable Conversations with a</u> Black Man



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- Fare of the Free Child
- 0 1619
 - The 1619 Project Reading Guide
- Intersectionality Matters hosted by Kimberlé Crenshaw
- Momentum: A Race Forward Podcast
- First Name Basis Podcast
- It's Been a Minute with Sam Sanders from NPR
- Documentaries, Videos, Movies, & TEDTalks:
 - o 13th (Ava DuVerny) (Also available on Netflix)
 - King in the Wilderness (Peter Kunhardt)
 - \$4 to Rent on Prime Video Max
 - Available on YouTube
 - Available on HBO Go with subscription
 - Educator Resources
 - I Am Not Your Negro (Raoul Peck)
 - Kanopy Link
 - Just Mercy (Destin Daniel Cretton)
 - Based on the life work of Bryan Stevenson and his book by the same name
 - Just Mercy Free Amazon Link
 - Slavery by Another Name
 - o TED Talks
 - How Studying Privilege Systems Can Strengthen Compassion
 - Let's Get to the Root of Racial Injustice
 - How to Overcome Our Biases? Walk Boldly Towards Them
 - How We're Priming Some Kids for College and others for prison
 - When They See Us 4-Part Film
 - Learning Companion Guide
 - Available on Netflix
 - Let's Talk About Race in America video
 - A Conversation on Race a short film series presented by The New York Times
 - A Look at Race Relations through a Child's Eyes presented by CNN on YouTube
 - Break Down of Reparations & White Privilege the Daily Show with Trevor
 Noah on YouTube
 - 5 Mistakes You Might Be Making When Discussing Race With Kids: Interview w/ The Mom Psychologist video



^{*}Denotes resources that are appropriate for multiple age groups

- O <u>Deconstructing White Privilege with Dr. Robin DiAngelo</u> on YouTube
- O Post Traumatic Slave Syndrome with Dr. Joy DeGruy Leary on YouTube

Social Media:

- O Here Wee Read on Instagram
- O <u>Transform Allyship into Action: A Toolkit for Non-Black People</u> on Instagram
- o Raising Race-Conscious Children blog
- O The White Shift on Instagram
- O The Conscious Kid on Instagram
- o <u>Inclusive Communities</u> follow on Facebook
- OurShelves Diverse Kids Books follow on Facebook
- O Black Leaders Movement follow on Facebook
- O Britt Hawthorne on Instagram
- O Helping Kids Rise on Instagram



Resource Compilations

Book Lists for Children & Youth:

- O The 2018 Ultimate List of Diverse Children's Books
- O Kids' Books About Black Women in U.S. History
- O Children's Books by Brilliant Black Women
- o 24 Children's Books to Read in Honor of Black History Month
- o 28 Black History Books for Kids
- o 1000 Black Girl Books Resource Guide
- Coretta Scott King Book Award Winners
- O Twelve Books to Help Children Understand Race, Anti-Racism and Protest
- O Kids' Books to Help with Conversations About Race and Discrimination
- O Top 117 Recommended African American Children's Books for 2023
- Barefoot Books

Book Lists for Adults & Young Adults:

- O Brené Brown Library—Choose Race/Class/Gender from the dropdown
- O Recommended Readings on Racism & Black American History

Ideas for Action:

- O Do the Work by Rachel Elizabeth Cargle
- 100 Race-Conscious Things You Can Say to Your Child to Advance Racial Justice
- Social Justice Resources
- o 106 Things White People Can Do for Racial Justice
- Talking About Racism and Bias: Resources for Parents & Caregivers
- O Save the Tears: White Woman's Guide How to Make Meaningful Change
- O White Guyde To The Galaxy How to Make Meaningful Change
- O Opportunities for White People in the Fight for Racial Justice
- Embrace Race Action Guides

• Multimedia Resource Compilations:

- Anti-Racism Resources
- O <u>Diversity, Equity, and Inclusion: Recommended Reading and Watch List by</u>
 Dr. Meagan Pollock
- <u>Talking About Race: Whiteness</u> National Museum of African American History and Culture



<u>Scaffolded Anti-Racist Resources</u> Document created by Anna Stamborski,
 M. Div Candidate (2022), Nikki Zimmermann, M. Div candidate (2021),
 Bailie Gregory, M. Div, M.S. Ed.



National Resources

- <u>Black Lives Matter</u> Join the Movement to fight for Freedom, Liberation and Justice
- <u>Dream Defenders</u> We are young people fighting for the future we deserve
- Color of Change The nation's largest online racial justice organization
- <u>UNCF</u> Founded in 1944 to help more African American students attend and graduate from college
- NAACP National Association for the Advancement of Colored People is the largest and most pre-eminent civil rights organization in the nation
- Mahogany Books Black owned bookstore & <u>Black Books Matter</u> The place where Black books matter
- <u>National Museum of African American History & Culture</u> The only national museum devoted exclusively to the documentation of African American life, history, and culture
- We Need Diverse Books Putting more books featuring diverse characters into the hands of all children
- Anti-Racism Project Educate participants about how institutionalized racism, internalized racism, and white privilege feed oppression
- Embrace Race Raise a Generation of Children Who Are Thoughtful, Informed, and Brave About Race
- Tutus & Tennis Shoes Hair care education
- On Being Nonprofit media and public life initiative, offering ongoing special content for this moment, including conversations about race and healing
- <u>Books for Littles</u> Engaging children's picture books to discuss hard topics with the next generation of kind and brilliant leaders



^{*}Denotes resources that are appropriate for multiple age groups

In the Community

- ACLU of Nebraska The American Civil Liberties Union is a private, non-profit organization that focuses on constitutional rights
- YWCA Lincoln The YWCA is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all
- I Be Black Girl I Be Black Girl (IBBG) is the collective for Black women & girls to grow, connect, and give
- <u>Inclusive Communities</u> Provide education and advocacy related to the topics of diversity and inclusion
- <u>NAACP Lincoln</u> Mission to eliminate discrimination and prejudice regardless of race, gender, class, sexual orientation, and faith
- Malone Center Create unity and prosperity throughout Lincoln while honoring our African American heritage
- Malcolm X Memorial Foundation Established to educate through the teachings of Malcolm X's legacy on a local, national and international scale
- Anti-Defamation League ADL is a leading anti-hate organization
- Black-Owned in Lincoln Explore Black-owned businesses in Lincoln
- <u>Black-Owned in Omaha</u> Explore 120+ Black-owned businesses in and around Omaha
- <u>Sarah Baker Hansen</u> A list of Omaha and Lincoln Black-owned businesses to support
- One Lincoln Focuses on how each person can help create a community of racial equity by starting a conversation



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Events, Trainings, and Town Halls

- Town Halls & Conversations:
 - Coming Together: Standing Up to Racism--A Town Hall for Kids & Families,
 Hosted by CNN & Sesame Street
 - Watch the Town Hall HERE
 - From Civil Rights to Black Lives Matter, Hosted by University of South Carolina Center for Civil Rights History & Research
 - O Anti-Racism & Allyship Series
 - Anti-Racism & Allyship: How We Got Here & Our Path Forward
 - Anti-Racism & Allyship: How America Was Built on Racism
 - Where Do We Go From Here? A Discussion on Race Relations, Hosted by Think Different Omaha
 - O Hot Topics Racial Redlining in Lincoln, Hosted by Leadership Lincoln, Inc.
 - Raising Anti-racist Kids, Hosted by Newton Free Library

Webinars & Trainings:

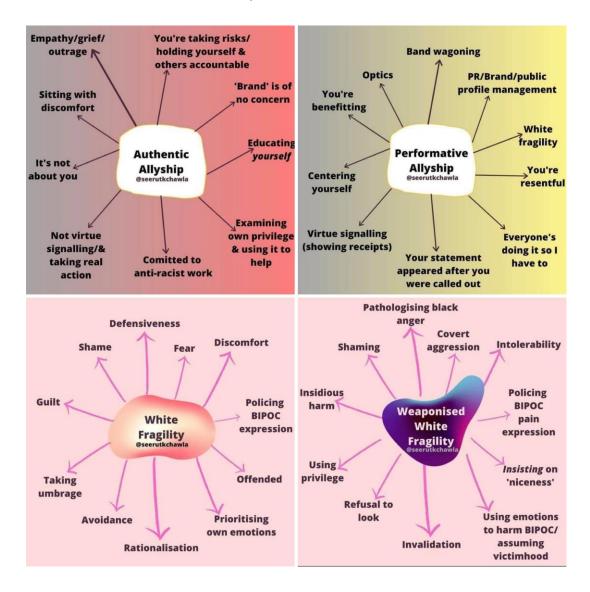
- Learning for Justice Webinars
- <u>Let's Talk webinar series</u> hosted by Teaching Tolerance—Scroll down for related webinars
 - Let's Talk a Teaching Tolerance Guide
- Embrace Race webinars
- Reimagining Equity & Access for Diverse Youth Project READY Online Curriculum
- Advancing Racial Equity Webinar Series provided by American Public Health Association
- HerStory: A Celebration of Black Female Artists hosted by Leadership and Arts Coalition, Inc.
- <u>"Come Meet a Black Person" Virtual Event Series</u> hosted by Come Meet a Black Person Movement



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Infographics

• On the following pages are infographics on how to talk about race and become an Anti-Racist and an Ally



CEDARS

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6 THINGS YOU CAN DO AS A FAMILY TO BE ANTI-RACIST



SPEAK UP when family members or friends make racist or stereotypical remarks or jokes



TEACH your children to celebrate the differences of humanity by "seeing color"



ACKNOWLEDGE your privilege and do a routine check of your biases (we all have them!)



READ books featuring diverse characters + authors



LEARN black history





LISTEN when BIPOC share their lived experiences and do your own research



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I identify how I may unknowingly benefit from Racism.

I recognize racism is a present & current problem.

I promote & advocate for policies & leaders that are Anti-Racist.

I deny racism is a problem.

I seek out questions that make me uncomfortable.

I sit with my discomfort.

em.

I avoid hard questions. I understand my own privilege in ignoring racism.

I speak out when I see Racism in action.

Becoming Anti-Racist Fear Zone Lea

Learning Zone

Growth Zone

I strive to be comfortable.

I education myself about race & structural racism.

I educate my peers how Racism harms our profession.

I talk to others who look & think like me.

I am vulnerable about my own biases & knowledge gaps.

I don't let mistakes deter me from being better.

I listen to others who think & look differently than me.

I yield positions of power to those otherwise marginalized.

I surround myself with others who think & look differently than me.



They're not too young to talk about race!















At birth, babies look equally at faces of all races. At 3 months, babies look more at faces that match the race of

their caregivers (Kelly et al. 2005) Children as young as two years use race to reason about people's behaviors (Hirschfeld, 2008)

By 30 months, most children use race to choose playmates. (Katz & Kofkin,

Expressions of racial prejudice often peak at ages 4 and 5. (Aboud, 2008)

By five, Black and Latinx children in research settings show no preference toward their own groups compared to Whites; White children at this age remain strongly biased in favor of whiteness. (Dunham et al, 2008)

By kindergarten, children show many of the same racial attitudes that adults in our culture holdthey have already learned to associate some groups with higher status than others. (Kinzler,

Explicit conversations with 5-7 year olds about interracial friendship can dramatically improve their racial attitudes in as little as a single week. (Bronson & Merryman, 2009)

Young children notice and think about race. Adults often worry that talking about race will encourage racial bias in children, but the opposite is true. Silence about race reinforces racism by letting children

draw their own conclusions based on what they see. Teachers and families can play a powerful role in helping children of all ages develop positive attitudes about race and diversity and skills to promote a more just future—but only if we talk about it!

Do some learning of your own to get ready for conversations with children. Here are some good places to seek information and training:

- Teaching Tolerance tolerance.org
- · Raising Race Conscious Children raceconscious.org
- Embrace Race embracerace.org
- Teaching for Change teachingforchange.org
- AORTA Cooperative aorta.coop
- Fortify Community Health (CA) fortifycommunityhealth@gmail.com
- Delaware Valley Assoc. for the Education of Young Children (PA) dvaevc.org





Monthings ALLIES Can Do

An 'ally' is someone who has privilege, but chooses to stand for and with marginalized communities* by taking tangible, ongoing actions to dismantle systems of oppression.

"'Marginalized communities' are those who are targeted by oppression, including but not limited to: people of color, Muslims, immigrants, refugees, LGBTQ people, women and people with disabilities.

LISTEN

Listen to what marginalized people are saying - face-to-face, on your social media feed or in the articles you read. It's not about you, your feelings or opinions; it's about hearing theirs.

Seek out books, articles, films, etc. about the history and current issues facing marginalized communities, and attend formal anti-oppression trainings.

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3 GET INVOIVED

Join local groups working for social justice. Subscribe to their e-mail lists, follow them on social media and show up to support their work.

When someone is being targeted – physically or verbally – intervene only with their permission. Focus on supporting them rather than engaging the aggressor.

LINTERVENE

When you encounter something

that makes you uncomfortable,

don't dismiss it. Sit with it, ask yourself 'why?' and welcome it as

WEICOME

discomfort

an opportunity to grow.

5 SPEak UP

When a friend, family member, co-worker or stranger says something hateful or ignorant, call them out on it. Silence allows oppression to continue.



8 LEARN FROM
YOUR MISTAKES

You will make mistakes. When someone calls you out, don't get defensive. Listen, apologize and change your behavior going forward.

9 Stay engaged

Even when the work gets difficult, stay engaged. Oppression is constant, and marginalized people do not have the privilege of "turning off".

Seeking to be an ally is an ongoing journey, and this list simply represents a starting point. Please refer to the below sources which informed this list, and continue to seek out and practice ways that you can be an ally.

Sources

Isobel Debrujah, "So You Want to Wear a Safety Pin" Jamie Utt, "So You Call Yourself an Ally: 10 Things All 'Allies' Need to Know" Southern Poverty Law Center, "Speak Up: Responding to Everyday Bigotry"

eliminating racism empowering women

D DONATE

Commit to financially support a local organization doing social justice work in your community; not just once but on an ongoing basis.





WHAT IS JUNETEETH?

Juneteenth is the oldest known celebration commemorating the ending of slavery in the United States. Dating back to 1865, it was on June 19th that the Union soldiers, led by Major General Gordon Granger, landed at Galveston, Texas with news that the war had ended and that the enslaved were now free. Note that this was two and a half years after President Lincoln's Emancipation Proclamation - which had become official Jan. 1, 1863. One of General Granger's first orders of business was to read to the people of Texas, General Order Number 3, which began most significantly with:

"The people of Texas are informed that in accordance with a Proclamation from the Executive of the United States, all slaves are free. This involves an absolute equality of rights and rights of property between former masters and slaves, and the connection heretofore existing between them becomes that between employer and free laborer."

The reactions to this profound news ranged from **pure shock** to **immediate jubilation**.

The celebration of June 19th was coined "Juneteenth" and grew with more participation from descendants. The Juneteenth celebration was a time for reassuring each other, for praying and for gathering remaining family members.

