

BE BETTER. UNDERSTAND BETTER. DO BETTER.



George Floyd. Breonna Taylor. Ahmaud Arbery. Rayshard Brooks. Remember their names.

As the spotlight remains on the use of deadly force against black bodies and protests calling for police reform continue in the United States, many of us find ourselves wondering, "What can I do?" The Diversity, Equity and Inclusion (DEI) Committee for the University of Colorado School of Medicine's Department of Surgery has compiled a number of resources to help each of us be, understand and do better.

BE BETTER. True inclusion requires us to have **awareness** of how we "show up" in the world. If we identify as White, that requires us to face the reality of how our skin color provides us with access to resources and power (privilege) and to recognize that we operate in a world that promotes "whiteness" and "white ways of being" as normal and preferred (white supremacy). Becoming aware of this is the first step toward being better.

UNDERSTAND BETTER. We must also learn how people of color (POCs) experience not only individual acts of racial discrimination, but systemic and cultural forms of oppression. When we gain **knowledge** about the day-to-day experiences of POC in the United States, we begin to better understand the legacy of slavery and systemic racism.

DO BETTER. Once we strive to be better and understand better, we will find ourselves in the best place to develop **skills** and, in the words of [Melody Cooper](#), "... to step off the sidelines, to speak up, to take action and to shine a blinding light on the racism lurking in so many corners of our society." All Lives cannot matter until #BlackLivesMatter.



L&L HANDOUT

7 ways your organiz...

BE BETTER

UNDERSTAND BETTER

DO BETTER

READ



[White Fragility: Why It's So Hard for White People to Talk About Racism](#) by Robin DiAngelo: This book explores how white people uphold racial inequality when they react a certain way to their assumptions about race being challenged.

[Stamped From the Beginning: The Definitive History of Racist Ideas in America](#) by Ibram X. Kendi: The historian chronicles how racist ideas have shaped US history and provides tools to expose them.

[White Rage: The Unspoken Truth of Our Racial Divide](#) by Carol Anderson: The historian addresses the forces opposing black progress in America throughout history.

[The Possessive Investment in Whiteness: How White People Profit From Identity Politics](#) by George Lipsitz: This text looks at white supremacy and explores how the concept of "whiteness" has been used to define, bludgeon and control the racialized "other."

[Good White Racist?](#) Kerry Connelly exposes the ways white people

READ

[Between the World and Me](#) by Ta-Nehisi Coates: Framed as a letter to his son, Coates pursues the question of how to live free within a black body in a country built on the idea of race, a falsehood most damaging to the bodies of black women and men.

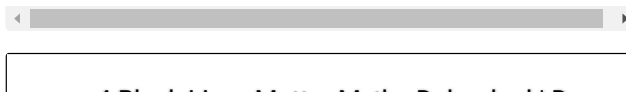
[The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) by Michelle Alexander: This book challenges the idea that President Barack Obama's election welcomed a new age of colorblindness.

[Slavery by Another Name: The Re-Enslavement of Black Americans From the Civil War to World War II](#) by Douglas A. Blackmon: This text explores the period following the Emancipation Proclamation in which convicts were brought back into involuntary servitude.

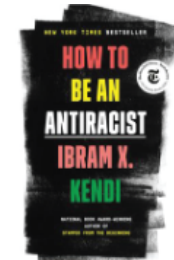
[Killing the Black Body: Race, Reproduction, and the Meaning of Liberty](#) by Dorothy Roberts: This book illustrates how America systemically abuses Black women's bodies.

[The Souls of Black Folk](#) by W.E.B. Du Bois: In this influential collection of essays, Du Bois, who played a critical role in shaping early 20th-century black protest strategy, argues that begging for rights that belong to all people is beneath a human's dignity, and accommodating to white supremacy would only maintain black oppression.

WATCH



READ



[How to Be an Antiracist](#) by Ibram X. Kendi: The founding director of the Antiracist Research and Policy Center uses history, science, class, gender and his own journey to examine racism and what to do to fight it in all forms.

[Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor](#) by Layla F. Saad: This book asks readers to address their own biases, and helps white people tackle their privilege so they can stop harming people of color, even unconsciously.

[So You Want to Talk About Race](#) by Ijeoma Oluo: The author provides a blueprint for everyone on how to honestly and productively discuss race and shares ways to bring about change.

[Uprooting Racism 4th Edition How White People Can Work for Racial Justice](#) by Paul Kivel: Completely revised and updated, this 4th edition of *Uprooting Racism* provides practical tools and advice on how white people can work as allies for racial justice, directly engaging the reader through questions, exercises, and suggestions



[The Mind of the Village: Understanding Our Implicit Biases](#). Are you racist? It's a question that makes most of us uncomfortable and defensive. This episode of *Hidden Brain* examines research about prejudices so deeply buried, we often doubt their existence. We'll begin with a focus on police shootings of unarmed black men. Later in the show, we look at how biases affect judges in the U.S.

FOR CHILDREN

READ

[It's Okay to Be Different](#) by Todd Parr: This book shares the importance of acceptance, understanding and confidence.

[Malcolm Little: The Boy Who Grew Up to Become Malcolm X](#) by Ilyasah Shabazz: Written by Malcolm X's daughter, this book tells the story of the boy who became one of the most influential leaders.

[Let's Talk About Race](#) by Julius Lester: Lester tells his story and discusses what makes us all special.

[Let it Shine: Stories of Black Women Freedom Fighters](#) by Andrea Davis Pinkney: This book tells the stories of courageous black women who fought against oppression, including Rosa Parks, Sojourner Truth and Harriet Tubman.

[The Story of Ruby Bridges](#) by Robert Coles: This tells the story of the first African American child to integrate a school in New Orleans.

[Something Happened in Our Town: A Child's Story About Racial Injustice](#) by Marianne Celano, Marietta Collins and Ann Hazzard: The story follows a white family and a black family discussing a police shooting of a black man in their town, and aims to answer children's questions about these kinds of events and to inspire them to challenge racial injustice.

[IntersectionAllies: We Make Room for All](#) by Chelsea Johnson, LaToya Council and Carolyn Choi: Nine characters share their stories and backgrounds in this book celebrating allyship and community.

WATCH

[And the Children Shall Lead](#), 9+

Direct and sensitive, this tween-friendly take on how the civil rights movement turned the South upside down in the 1960s is both direct enough to hold tweens' attention and important enough to be good family viewing. ([trailer](#))

Conversation starter: *What would you do if you were faced with the same situation as the kids in the movie? Can you think of examples that show how race still affects the way people are treated today?*

[Hidden Figures](#), 10+

This true story of three brilliant African American women who worked at NASA in the 1950s and '60s offers a realistic look at the racial tensions

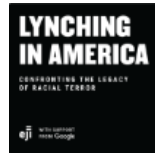
LISTEN



[1619](#) by The New York Times In August of 1619, a ship carrying more than 20 enslaved Africans arrived in the English colony of Virginia. America was not yet America, but this was the moment it began. No aspect of the country that would be formed here has been untouched by the 250 years of slavery that followed. On the 400th anniversary of this fateful moment, it is time to tell the story....



['Witness Black History'](#) by BBC World This podcast features interviews with people who were there at key moments in black and civil rights history.



[Lynching in America](#) by Equal Justice Initiative has documented the lynchings of over 4,000 African Americans between 1877 and 1950. In this series, listen to how this era of racial terror continues to shape America to this day.

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 I Learned to Stop Worrying and Love Discussing Race](#) | Jay Smooth | TEDxHampshireCollege : Jay Smooth is host of New York's longest running hip-hop radio show, the Underground Railroad on WBAI 99.5 FM in NY, and is an acclaimed commentator on politics and culture. In this talk, he discusses the sometimes thorny territory of how we discuss issues of race and racism, offering insightful and humorous suggestions for expanding our perception of the subject.

LISTEN



[Brené with Ibram X. Kendi on How to Be an Antiracist](#) Brené talks with professor Ibram 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. They 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.

21-DAY RACIAL EQUITY CHALLENGE

AMERICA &
MOORE
DIVERSITY EDUCATION, RESEARCH & CONSULTING

"I am and always will be a catalyst for change."
-Shirley Chisholm

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Have you ever made a successful change in your life? Perhaps you wanted to exercise more, eat less, or change jobs? Think about the time and attention you dedicated to the process. A lot, right? Change is hard. Creating effective social justice habits, particularly those dealing with issues of power, privilege, supremacy and leadership is like any lifestyle change. Setting our intentions and adjusting what we

When in the 1950s and 60s there a decade look at the racial tensions of the civil rights era, plus tons of positive messages about integrity, perseverance, teamwork, and communication. ([trailer](#))

Conversation starter: *How do the lessons from the civil rights movement apply today? What has changed? What hasn't? How are people still discriminated against?*

Loving, 12+

Confident and moving, this is the story of one of the most

groundbreaking cases ever to reach the Supreme Court. It's not always easy to watch, but ultimately its message is one of hope and courage:

Love and compassion conquer all, even hatred and prejudice. ([trailer](#))

Conversation starter: *What does this movie teach us about how both laws and public opinion change over time? Can you think of other laws targeting specific groups of people that have been amended/overturned?*

Pride, age 12+

This fact-based drama about an underdog African American swim team in the 1970s deals with racism head-on, showing how the swimmers faced -- and stood up to -- prejudice in their quest to succeed. ([trailer](#))

Conversation starter: *Have you ever seen someone in real life being treated unfairly for no reason? What would you do if you felt discriminated against or saw a friend being held back from their goals based on their skin color?*

The Hate U Give, 13+

Like the award-winning book it's based on, this drama about a Black teen named Starr Carter ([Amandla Stenberg](#)) who witnesses the fatal police shooting of a close friend deals frankly and powerfully with race and racism. ([trailer](#))

Conversation starter: *One character in the movie says that "White folks want diversity but not too much diversity" -- what do you think she means? Do you agree?*

spend our time doing is essential. It's all about building new habits. Sometimes the hardest part is just getting started. The good news is, there's an abundance of resources just waiting to empower you to be a more effective player in the quest for equity and justice.

[For 21 days, do one action to further your understanding of power, privilege, supremacy, oppression, and equity.](#)

Day	Read	Watch	Connect	Engage	Act	Notes
1	✓					Read How White People Got Made. Why didn't I learn this stuff sooner?!
2	✓					Read Microaggressions. Finally get what they are. And...have I done that?
3		✓				Watched #Miseducation--no wonder I don't know anything! #ChangeNeeded
4			✓			Found Local Group. On mailing list, liked FB pg. Going to meet on 9/15!
5	✓					Read Local Group's website. Couldn't stop reading.
6				✓		Attended Local Group film + discussion. Awesome people.
7	✓	✓		✓		More I learn more I learn I don't know. Want more, more, more!
8				✓		2nd day in a row I called a new Local Group connection for ideas.
9	✓					Reading how to interrupt racist jokes. Do I dare? Feeling scared.
10			✓			'Liked' three national racial justice organizations on FB.
11			✓		✓	Attended lecture by John Powell at Local U. Wow, where have I been?
12	✓	✓				New FB likes post amazing stuff. Feeling inspired!
13	✓	✓	✓			Focusing on whiteness in schools. So many orgs/resources. Who knew?
14					✓	Called 8 friends for dinner + film. All psyched but John. Pizzed me off!
15	✓				✓	Read up on ways to address people like John. Called. Good-ish talk.
16					✓	Signed up to take class at Local Community College.
17				✓		Attended Local Group MeetUp. Talking Guidelines super helpful.
18				✓		Met MeetUp friends for a beer. Went to part of town I'd never been to.
19	✓					MeetUp friend loaned me <i>Birth of a White Nation</i> . Can't put it down.
20			✓		✓	Hosted dinner + <i>White Man's Image</i> film. Shocking, bonding, motivating.
21					✓	Asked boss how to get on diversity committee. Want to join.

participate in, benefit from, and unknowingly perpetuate racism—despite their best "good person" intentions. *Good White Racist?* unpacks the systems that maintain the status quo, keep white people comfortable and complicit, and perpetuate racism in the United States and elsewhere.

WATCH

[The white supremacy of being asked where I'm from](#) PBS News Hour #IMHO: What comes to mind when you hear the phrase "white supremacy"? For actor/comedian Peter Kim, it's facing the commonplace cultural assumption that white is the default race in America.



What is white privilege? In this powerful video, Jay Shetty uses the stories of three individuals to illustrate what white privilege looks like. While one man's home burns, another sits comfortably in his safe neighborhood, while a friend of both wonders how to help and what she can do to be part of the solution.

Freedom Riders (Amazon Prime), directed by Stanley Nelson (2010). In the 1960s, a group of activists known as the 'Freedom Riders' brought everyone's attention to the racial problems in the US by traveling on integrated buses into the South. The nonviolent group was often met with physical violence by white residents. The documentary marked the 50th anniversary of these actions, diving into their history based partly on the book [Freedom Riders: 1961 and the Struggle for Racial Justice](#) by historian Raymond Arsenault. [\(trailer\)](#)

LISTEN



Seeing White: A 14-part documentary series exploring whiteness in America – where it came from, what it means, and how it works.

4 Black Lives Matter Myths Debunked | Dec...



Black Lives Matter is a powerful and influential movement for justice and empathy. Because the movement is challenging systems of racial oppression in the United States, there are a lot of negative reactions and social media misinformation about it. Franchesca debunks some of these toxic myths and sheds light on the true goals of Black Lives Matter.

13th (Netflix): Filmmaker Ava DuVernay explores racial inequality in the US, with a focus on prisons. [\(trailer\)](#)

Stay Woke: The Black Lives Matter Movement (BET): This documentary explores the evolution of the Black Lives Matter movement. [\(trailer\)](#)

Dear White People (Netflix): Based on a film of the same name, this series shows the biases and injustices that a group of students of color face at Winchester University, a predominantly white Ivy League college. [\(trailer\)](#)

American Son (Netflix): An estranged couple meet at a police station in Florida to try to find their teenage son. [\(trailer\)](#)

Blindspotting (Hulu with Cinemax): Collin needs to make it through three more days of probation, and his relationship with his best friend is tested after he sees a cop shoot a suspect during a chase. [\(trailer\)](#)

I Am Not Your Negro (Amazon Prime) directed by Raoul Peck (2016) This Oscar-nominated documentary is based on James Baldwin's unfinished manuscript, *Remember This House*. It's narrated by Samuel L. Jackson, and explores the history of racism through civil rights leaders like Medgar Evers, Malcolm X and Martin Luther King. [\(trailer\)](#)

Just Mercy (Amazon Prime): 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. [\(trailer\)](#)

We need to talk about an injustice | Bryan Stevenson | TED: In an engaging and personal talk -- with cameo appearances from his grandmother and Rosa Parks -- human rights lawyer Bryan Stevenson shares some hard truths about America's justice system, starting with a massive imbalance along racial lines: a third of the country's black male population has been incarcerated at some point in their lives. These issues, which are wrapped up in America's unexamined history, are rarely talked about with this level of candor, insight and persuasiveness.

for action.

WATCH

The difference between being "not racist" a...



There is no such thing as being "not racist," says author and historian Ibram X. Kendi. In this vital conversation, he defines the transformative concept of antiracism to help us more clearly recognize, take responsibility for and reject prejudices in our public policies, workplaces and personal beliefs. Learn how you can actively use this awareness to uproot injustice and inequality in the world -- and replace it with love.

How Do You Handle a Racist joke? | Decoded | MTV: Racist Jokes can happen anywhere. And more than just being offensive racist humor can actually be oppressive. So how do you handle these awkward moments without just blowing up? Watch the episode to find out.

Why Color Blindness Will NOT End Racism | Decoded | MTV News: If you listen to people talk about race you'll eventually hear someone say "I don't see race" or even "Race doesn't actually exist biologically, so we should just ignore it" as way to stop racism. And while this "Color Blind" or "Race Blind" ideology might seem like a good attitude to adopt, it's not going to do anything to stop racism and may do more harm than good. Why? Watch the episode to find out.

Color blind or color brave? | Mellody Hobson



The subject of race can be very touchy. As finance executive Mellody