Racial Equity Resource List

Compiled by Maggie Potapchuk, MP Associates

The following is short list of resources (books, publications and a few videos) on 14 topic areas focused on racial equity.

As you search for other resources and tools to use in your racial equity work, it is helpful to assess whether they incorporate a racial analysis and what assumptions are being made about power, privilege and racism. The following are a few questions from the tipsheet, *Reviewing Resources*, located on www.racialequitytools.org:

"Why should you care whether or not a racial analysis is explicit? For one thing, you may want to know the kinds of experience and knowledge base in which the material is grounded, to see if it makes sense for your community and your issues. For another, it helps you know if the author is likely to have thought about inclusion, unequal distributions of power and the existence of different perspectives and life experiences. You also have more insight into the way an author's understandings might affect what the author chooses to research, how data are interpreted and so on. When the analyses are not there, or not clear, you might want to ask the following reflection questions. They are designed to help you critique or add to what the material is offering in ways that can support racial equity work.

"What seem to be the assumptions about how change happens?

- *Does it offer multiple ways of holding people, groups and systems accountable for creating change – public strategies, insider strategies, strategies of influence, etc.*

"What words are used to describe issues of privilege, racism, oppression and power?

- *Do the definitions, or the way the words are used, acknowledge the existence of persistent differences in power, life experience and perspective among various racial/ethnic groups or do they assume there is a single world view or all people have the exact same opportunities and challenges?*
- *Are the words diversity, race and racism used to mean different things, and is there some precision in how are used?"*

"If the material indicates that something "works," what does that actually mean, and on what evidence is that assertion or judgment base?

- *If someone is recommend a reading strategy for third graders, based on evidence that it improves reading scores for all third graders in a study—do you know if results were tabulated separately for each group you care about? For example, did children of color do as well as white children? Did children from less affluent homes do as well as children from wealthier families? Without group level analysis, it is not possible to know if everyone who participated in reading program did well, some groups did very well and some did poorly"*

Racism - General

***Afrolantica Legacies*,** Derrick Bell. Third World Press, 1997.
With his Geneva Crenshaw series, where Dr. Bell explores the subject of race fictionally, he presents masterful tales that confront the white power structure with ordinary conversations while taking a deeper look at Jewish-black relationships, and the property rights in white skin color. ~mp

American Indian Policy in the Twentieth Century, Edited by Vine Deloria, Jr. University of Oklahoma Press, 1992.
Eleven essays on the present and future of American Indian Policy range from: Indian voting, cultural values versus economic realities of reservation life, tribal government, the Supreme Court and Indian water rights, and the influence of the Bureau of Indian Affairs on Indian self-determination. – From publisher.

Black Looks: Race and Representation, bell hooks. South End Press, 1999.
This latest collection from hooks contains a dozen essays on the representation of the African American experience, an area in which, she argues convincingly, little progress has been made. Her gaze often falls on the ostensible recuperation of blackness into advertising, fashion and pop culture. – From publisher.

Critical Race Theory: The Cutting Edge, second edition. Richard Delgado and Jean Stefancic (ed). Temple University Press, 1999.
This contains highly accessible articles in the fast-growing legal genre of critical race theory and includes two new, exciting topics: Critical Race Feminism and Critical White Studies. This edition contains five new substantive units: crime, critical race practice, intergroup tensions and alliances, gay/lesbian issues, and transcending the black-white binary paradigm of race. In each of these areas, groundbreaking scholarship by the movement's founding figures as well as the brightest new stars provides immediate entry to current trends and developments in critical civil rights thought. - From publisher.

Debating Race with Michael Eric Dyson, Michael Eric Dyson. Basic Books, 2007.
Collecting 27 transcribed conversations involving an impressive list of thinkers. Though his interlocutors run the gamut from sympathetic fellow travelers (Jesse Jackson, Tavis Smiley) to ideological adversaries (Dennis Miller, Ann Coulter), Dyson upholds a commitment to open, empathetic and intelligent dialogue, a rare treat in today's hyperpartisan, invective-heavy media. No matter what one's personal take, the quality and clarity of Dyson's ideas-and his dedication to the full and free expression of all viewpoints-makes this perhaps the best introduction to the current state of race in American society. - From Publisher Weekly.

De Colores Means All of Us: Latina Views for a Multi-Colored Century, Elizabeth Martinez. South End Press, 1999.
Martinez presents a radical Latina perspective on race, liberation, and identity. In these essays, Martinez describes the provocative ideas and new movements created by the rapidly expanding U.S. Latina/o community as it confronts intensified exploitation and racism. – From publisher.

Fatal Invention: How Science, Politics, and Big Business Re-create Race in the Twenty-First Century, Dorothy Roberts. The New Press, 2011.
In this provocative analysis, leading legal scholar and social critic Dorothy Roberts argues that America is once again at the brink of a virulent outbreak of classifying population by race. Roberts delves deep into the current debates, interrogating the newest science and biotechnology, interviewing its researchers, and exposing the political consequences obscured by the focus on genetic difference. – From publisher.

Race and Mixed Race, Naomi Zack. Temple University Press, 1994.
Tracing social and historical problems related to racial identity, she discusses why race is a matter of such importance in America and examines the treatment of mixed race in law, society, and literature. – From publisher.

Racist America: Roots, Current Realities, And Future Reparations, 2nd edition, Joe R. Feagin. Routledge, 2010.
This second edition is extensively revised and updated, with a special eye toward racism issues cropping up constantly in the Barack Obama era. This edition incorporates many dozens of new research studies on U.S. racial issues such as environmental racism, race and health, and antiracist

strategies. Also includes exciting new and provocative concepts, especially the white racial frame and systemic racism. – From publisher.

"The Five Faces of Oppression," Iris Marion Young. Chapter 2 in *Justice and the Politics of Difference*, Princeton University Press, 1990.
Democratic theorists, according to Young do not adequately address the problem of an inclusive participatory framework. By assuming a homogeneous public, they fail to consider institutional arrangements for including people not culturally identified with white European male norms of reason and respectability. – From publisher.

The Miner's Canary: Enlisting Race, Resisting Power, and Transforming Democracy, Lani Guinier and Gerald Torres. Harvard University Press, 2003.
Like the canaries that alerted miners to a poisonous atmosphere, issues of race point to underlying problems in society that ultimately affect everyone, not just minorities. Ignoring racial differences--race blindness--has failed. Focusing on individual achievement has diverted us from tackling pervasive inequalities. Now, in a powerful and challenging book, Guinier and Torres propose a radical new way to confront race in the twenty-first century. – From publisher.

The Way Home, Shakti Butler. World Trust Educational Services, 1998.
Over the course of eight months, sixty-four women representing a cross-section of cultures (Indigenous, African-American, Arab/Middle Eastern, Asian, European-American, Jewish, Latina, and Multiracial) came together to share their experience of racism in America.
With uncommon courage, the women speak their hearts and minds about resistance, love, assimilation, and standards of beauty, power, school experiences, and more. Their candid conversations offer rare access into multi-dimensional worlds invisible to outsiders. –From World Trust.

Two Nations: Black and White, Separate, Hostile, Unequal, Andrew Hacker. Scribner, 2003.
A classic book, recently updated, provides analysis of the conflict between theories, addresses the hostilities between races and paints a picture on the impact of racism in several areas: education, employment, and family life. Two key chapters to read: "Race and Racism" and "What's Best for Black Children?" ~mp

Structural Racism

A Primer on Intersectionality, African American Policy Forum. (n.d.).
In cases where race, gender, sexual identity and class work together to limit access to social goods such as employment, fair immigration, healthcare, child care, or education, it is essential that social justice interventions be grounded in an understanding of how these factors operate together. Intersectionality can provide that grounding. – From African American Policy Forum website. Dr. Crenshaw's new book - *On Intersectionality* will be available soon.

Between the World and Me. Ta-Nehisi Coates. Spiegel & Grau, 2015.
"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, bracingly confronts our present, and offers a transcendent vision for a way forward."

Changing the Rules of the Game: Youth Development and Structural Racism, Julie Quiroz-Martínez, Daniel HoSang, and Lori Villarosa. Philanthropic Initiative for Racial Equity, 2004.
This a report of an 18 month study into the ways 16 youth development and youth organizing groups address structural racism as part of their work. The findings suggest that youth development organizations that adopt a structural racism framework and approach can dramatically increase their effectiveness. This framework can also build on relationships, recognition, and resource of youth development organizations that are uniquely situated to expand the possibilities for racial justice. –From publication.

Come Hell or High Water: Hurricane Katrina and the Color of Disaster, Michael Eric Dyson. Basic Civitas Books, 2007.
This work examines what Hurricane Katrina reveals about the fault lines of race and poverty in America - and what lessons should be taken from the flood. America has failed to confront the disaster's true lesson: to be poor, or black, in today's ownership society, is to be left behind. Combining interviews with survivors of the disaster with his deep knowledge of black migrations and government policy over decades, Dyson provides the historical context that has been sorely missing from public conversation.– From publisher.

From the Roots: Building the Power of Communities of Color to Challenge Structural Racism**,** Julie Quiroz-Martinez. Akonadi Foundation, 2010.
This publication first tells the story of the Akonadi Foundation in creating a structural racism lens in their grantmaking and investing in cultural and base-building organizations. The second part shares six stories of organizations on the front line of justice work and provides descriptions of their progress and impact. ~mp

**"Post Racialism or Targeted Universalism," ** john a. powell. *Denver University Law Review,* 86, 2009.
Powell explains the terms structural racialization, implicit bias and targeted universalism. He provides several examples on the impact of using race neutrality/color-blindness in the design of policy and programs. Powell asserts there are two emerging areas for the practice of racialization: "processes and practices of inter-institutional arrangement that continue to distribute racialized outcomes." The second is "ambivalence that unconsciously impacts our racial meaning and practices." See Dr. Powell discuss these three concepts at http://www.youtube.com/watch?v=bTCkYRo8ViQ ~mp

Racing to Justice: Transforming our Conceptions of Self and Other to Build an Inclusive Society, john a. powell. Indiana University Press. 2012.
Using race as the starting point for a broader critique of Western notions of individuality, rationality, private property, and market capitalism, powell argues that while these ideas are central to dreams of liberty and opportunity, they also contain the seeds of exclusion and domination. For many, he says, to give up whiteness and the structures that support it is to give up the selves. ~From publisher

***Structural Racism and Community Building*,** Aspen Institute Roundtable on Community Change, 2004.
This is one of the core documents for explaining structural racism and its value is based on its concise, clear, and comprehensive narrative. One section of particular interest is, "What Does a Structural Racism Perspective Imply for Community Building and Related Social Justice work?" ~mp

Structural Racism and Multiracial and Coalition Building: A Report to the Annie E. Casey Foundation, Maya Wiley. Institute on Race and Poverty, 2003.
This report attempts to better understand how multiracial coalitions may be formed, how they are able to work effectively and what is needed to nurture and support them. Dr. Wiley draws some preliminary conclusions about ingredients necessary for multiracial coalitions to form and produce policy reforms that begin to dismantle structural racism. - From publication.

**"Toward a Structural Racism Framework," Andrew Grant-Thomas and john a. powell. *Poverty and Race,* Volume 15, Number 6, November/December, 2006.
The discussion of structural racism in this article … emphasizes the powerful impact of inter-institutional dynamics, institutional resource inequities, and historical legacies on racial inequalities today. … Any promising attempt to dismantle the underpinning of durable racial inequality must account for the structural dynamics we highlight here. – From article.

***When the Levees Broke: A Requiem in Four Acts*,** Directed by Spike Lee. An HBO Documentary Film, 2006.
The documentary consists of news footage and still photos of Katrina and its aftermath interspersed with interviews. Interviewees throughout the film include politicians, journalists, historians, engineers, and many people from various parts of New Orleans and the surrounding areas who give first-hand accounts of their experiences with the levee failures and the aftermath.-From Zinn Education Project If God ***Is Willing And Da Creek Don't Rise*** continues the story of the rebirth of the Big Easy. Lee documents the successes and failures in the ongoing efforts to restore housing, healthcare, education, economic growth and law and order to a battered but unbowed community. –From HBO films. *Suggestion – turn on the director's cut to hear more stories of the regional politics and racial issues.*

History

500 Anos Del Pueblo Chicano / 500 Years of Chicano History: In Pictures, Elizabeth Martinez. Southwest Community Resources, 1990.
This book is published in response to the Quincentennial celebration of Columbus's arrival and its lies. We offer a book that tells the real story of La Raza and other truths so long denied. This book also asks a question: after 500 years do Chicanos, Mexican Americans, mexicanos, Raza, whatever we call ourselves, have anything to celebrate? Our answer is yes: we have much to celebrate. And so this book speaks with grief and bitter truth but also joy and pride. –From publisher.

A Different Mirror: A History of Multicultural America, Ronald Takaki. Back Bay Books, 2008.
Beginning with the colonization of the New World, it recounted the history of America in the voice of the non-Anglo peoples of the United States--Native Americans, African Americans, Jews, Irish Americans, Asian Americans, Latinos, and others--groups who helped create this country's rich mosaic culture. In this new edition, included is information about: The role of black soldiers in preserving the Union; The history of Chinese Americans from 1900-1941; An investigation into the hot-button issue of "illegal" immigrants from Mexico; and A look at the sudden visibility of Muslim refugees from Afghanistan.- From publisher.

A Little Matter of Genocide: Holocaust and Denial in the Americas, 1492 to Present, Ward Churchill. City Lights Publisher, 2001.
Churchill examines both "revisionist" denial of the nazi-perpetrated Holocaust and the opposing claim of its exclusive "uniqueness," using the full scope of what happened in Europe as a backdrop against which to demonstrate that genocide is precisely what has been-and still is-carried out against the American Indians. – From publisher.

***A People's History of the United States: 1492 to Present*,** Howard Zinn. Harper Perennial Modern Classics, 2005.
A "must read" which provides a history of the U.S. told from voices are typically omitted and exploited. ~mp A new resource by Rethinking Schools - Zinn Education Project which includes a comprehensive list of books and videos.

***Before the Mayflower: A History of Black America*,** Lerone Bennett. Johnson Publishing Company, 2003.
Traces black history from its origins in western Africa, through the transatlantic journey and slavery, the Reconstruction period, the Jim Crow era, and the civil rights movement, to life in the 1990s. – From publisher.

Harvest of Empire: A History of Latinos in America, Juan González. Penguin, 2011.
Harvest of Empire spans five centuries-from the first New World colonies to the first decade of the new millennium. Latinos are now the largest minority group in the United States, and their impact on American popular culture-from food to entertainment to literature-is greater than ever. This book features family portraits of real- life immigrant Latino pioneers, as well as accounts of the events and conditions that compelled them to leave their homelands. -From publisher.

***Lies My Teacher Told Me: Everything Your American History Textbook Got Wrong*,** James Loewen. Touchstone, 2007.
After surveying eighteen leading high school American history texts, Loewen concluded that not one does a decent job of making history interesting or memorable. Marred by an embarrassing combination of blind patriotism, mindless optimism, sheer misinformation, and outright lies, these books omit almost all the ambiguity, passion, conflict, and drama from our past. In this revised edition, packed with updated material, Loewen explores how historical myths continue to be perpetuated in today's climate and adds an eye-opening chapter on the lies surrounding 9/11 and the Iraq War. –From publisher.

***Medical Apartheid: The Dark History of Medical Experimentation on Black Americans from Colonial Times to the Present*,** Harriet A. Washington. Anchor Press, 2008.
Medical Apartheid is the first and only comprehensive history of medical experimentation on African Americans. The product of years of prodigious research into medical journals and experimental reports long undisturbed, *Medical Apartheid* reveals the hidden underbelly of scientific research and makes possible, for the first time, an understanding of the roots of the African American health deficit. At last, it provides the fullest possible context for comprehending the behavioral fallout that has caused black Americans to view researchers—and indeed the whole medical establishment—with such deep distrust. – From publisher.

***Race: The Power of an Illusion*,** Executive Producer Larry Adelman. California Newsreel, 2003.
Episode 1- The Difference Between Us examines the contemporary science - including genetics - that challenges our common sense assumptions that human beings can be bundled into three or four fundamentally different groups according to their physical traits.
Episode 2- The Story We Tell uncovers the roots of the race concept in North America, the 19th century science that legitimated it, and how it came to be held so fiercely in the western imagination. The

episode is an eye-opening tale of how race served to rationalize, even justify, American social inequalities as "natural."
Episode 3- The House We Live In asks, If race is not biology, what is it? This episode uncovers how race resides not in nature but in politics, economics and culture. It reveals how our social institutions "make" race by disproportionately channeling resources, power, status and wealth to white people.-From website.

Reluctant Reformers: Racism and Social Reform Movements in the United States, Robert L. Allen. Anchor Press, 1975.
This significant book provides the stories of the internal dynamics and leadership of 6 social reform movements which provides insight on the complexity of movement building. Allen describes how racism and white privilege played out in these predominately white-led movements which hindered their impact and/or result in their demise, as well as led to the dismantling of multiracial alliances. In the postscript, the authors include the movements of the 1960s and 1970s.~mp

Strangers from a Different Shore: A History of Asian Americans, Revised Edition, Ronald Takaki. Little, Brown and Company, 1998.
A sweeping history of Asian Americans: of Chinese who laid tracks for the transcontinental railroad; of plantation laborers in the canefields of Hawaii; of "picture brides" marrying strangers in the hope of becoming part of the American dream; of Japanese Americans in U.S. internment camps during World War II; Hmong refugees tragically unable to adjust to Wisconsin's alien climate & culture; & Asian American students stigmatized by the stereotype of the "model minority." – From publisher.

Sundown Towns: A Hidden Dimension of American Racism, James W. Loewen. Touchstone, 2006.
Many Americans may be aware of the stories of the violent removal of African-Americans in Tulsa, Oklahoma, Springfield, Illinois, Levittown, New York, and Rosewood, Florida as well as specific incidents of cross-burning and lynching. Loewen's vivid detailed accounts are extensive and provide story after story of how sundown communities were created, enforced, and maintained. For example, of the 167 sundown communities in Illinois, only 59 were no longer "all white" as of 2004. This detailed exposé provides an opportunity to have a different discussion about gated communities, exclusionary zoning, red-lining, mortgage practices, hate crimes, neighborhood association policies, integrated communities, etc. ~mp Also, see the Sundown Towns website which lists cities and towns and includes historical information about their designation.

White Privilege- Individual and Interpersonal Levels

Black on White: Black Writers on What it Means to be White, David R. Roediger (ed). Shocken Books, 1998.
From folktales and slave narratives to contemporary essays, poetry, and fiction, black writers have long been among America's keenest students on white consciousness and white behavior, but until now much of this writing has been ignored. Some of the figures included in this book are: James Baldwin, Derrick Bell, Ralph Ellison, Jacob Lawrence, bell hooks, Toni Morrison, Nell Irvin Painter and Alice Walker. –From publisher.

Breaking the Code of Good Intentions: Everyday Forms of Whiteness, Melanie E. L. Bush. Rowman & Littlefield Publishers, 2004.
Examines why most white people in the U.S. believe we have achieved racial equality even though social and economic indicators suggest otherwise. Bush's analysis of almost a thousand interviews

unveils what she calls 'cracks' in the wall of whiteness, circumstances that can foster understanding about systemic and racialized patterns of inequality. – From publisher.

"What is White Privilege?" and **"Doing the Work: Unearthing Our Own White Privilege",** Maggie Potapchuk in *Flipping the Script: White Privilege and Community Building* with Sally Leiderman, Donna Bivens, and Barbara Major. 2005.
The first chapter includes a case study of how the different levels of privilege showed up with the two white writers' interactions and assumptions with the foundation that funded the report. Also, included are list of accumulated advantages and several examples of the costs of being white. The second chapter includes two lists, one of lessons learned, and the other of valuable things to embrace while learning about white privilege, e.g., a willingness to become uncomfortable, yet stay focused. ~mp

Impacts of Racism on White Americans, 2nd Edition, Benjamin P. Bowser and Raymond G. Hunt (eds). SAGE Publications, Inc., 1996.
What motivates white racism? What effects does racism have on white Americans? The second edition of this provocative book reveals that racism remains a pervasive force in American society and that its effects on whites are still misunderstood. – From publisher.

***Mirrors of Privilege: Making Whiteness Visible*,** filmmaker Shakti Butler, World Trust Educational Services, 2006.
This is an excellent film to understand the cycle of socialization whites experience by listening to candid stories from white men and women. Dance, poetry and theatre are also used to enhance these individuals' stories about the stages of learning and growth such as defensiveness, fear, and shame. ~mp Trailer and discussion guide on website.

Promoting Diversity and Social Justice: Educating People from Privilege Groups, Diane J. Goodman. Sage Publications, Inc., 2000.
This book offers educational and psychological perspectives to inform practice and increase options in addressing conflict situations. The first part of the book helps the educator understand the reasons for resistance and ways to prevent it. The second part explains how educators motivate dominant groups to support social justice. – From publisher.

***Understanding White Privilege: Creating Pathways to Authentic Relationships Across Race*,**
Frances E. Kendall. Routledge, 2012.
Kendall discusses how race can frame our experiences, relationships and the way in which we see the world, and offers suggestions for how differences of opportunity can be overcome. Focusing on racial privilege, the book explores sensitive issues through numerous stories and anecdotes to illustrate the dynamics of race relations in the US today. This much-anticipated revised edition includes two full new chapters, one on white women and another extending the discussion on race. It continues the important work of the first, deepening our knowledge of the recurring history on which cross-race relationships issues exist. – From publisher.

Waking up White and Finding Myself in the Story of Race, Debby Irving. Elephant Room Press, 2014.
"Debby Irving's powerful *Waking Up White* opens a rare window on how white Americans are socialized. Irving's focus on the mechanics of racism operating in just one life -- her own -- may lead white readers to reconsider the roots of their own perspectives -- and their role in dismantling old myths. Readers of color will no doubt find the view through Irving's window fascinating, and telling." -- ***Van Jones**, author, Rebuild The Dream*

"White Privilege: Unpacking the Invisible Knapsack," Peggy McIntosh. essay excerpted from Working Paper 189. *White Privilege and Male Privilege: A Personal Account of Coming To See Correspondences through Work in Women's Studies,* 1988. The seminal article shares 50 day-to-day examples of white privilege. ~mp

White Privilege – Institutional and Systemic Levels

Birth of a White Nation: The Invention of White People and Its Relevance Today, Jacqueline Battalora. Strategic Book Publishing, 2013.
Birth of a White Nation is a new book on race in America that begins with an exploration of the moment in time when "white people," as a separate and distinct group of humanity, were invented through legislation and the enactment of laws. The book provides a thorough examination of the underlying reasons as well as the ways in which "white people" were created. It also explains how the creation of this distinction divided laborers and ultimately served the interests of the elite. The book examines how foundational law and policy in the U.S. were used to institutionalize the practice of "white people" holding positions of power. Finally, the book demonstrates how the social construction and legal enactment of "white people" has ultimately compromised the humanity of those so labeled. ~from publisher.

"**Dreaming of a Self Beyond Whiteness and Isolation,"** john a. powell. *Washington University Journal of Law and Policy*, Volume 18, 2005.
Dr. powell discusses the racial boundaries in the context of whiteness and how racial hierarchy are reproduced in the spaces we inhabit including even our dreams. Also, there is a succinct description of the construction of whiteness and racial hierarchy in the system of law. ~mp

Flipping the Script: White Privilege and Community Building, Maggie Potapchuk, Sally Leiderman, Barbara Major, and Donna Bivens. MP Associates and the Center for Assessment and Policy Development (CAPD), 2005.
The critical chapter to read in this monograph is, Chapter 7, "How does White Privilege Show Up in Foundation and Community Initiatives" by Barbara Major. This monograph analyzes Hurricane Katrina to illustrate white privilege on multiple levels; provides in-depth description of four concepts (community building, racism, internalized racism and white privilege); applies the concepts specifically focused on interventions, evaluation and multiracial coalitions and partnerships; and provides recommendations for the field. ~mp

How Racism Takes Place, George Lipsitz. Temple University Press, 2011.
Lipsitz contends that racism persists because a network of practices skews opportunities and life chances along racial lines. That is, these practices assign people of different races to different spaces and therefore allow grossly unequal access to education, employment, transportation, and shelter. Revealing how seemingly race-neutral urban sites contain hidden racial assumptions and imperatives, Lipsitz examines the ways in which urban space and social experience are racialized and emphasizes that aggrieved communities do not passively acquiesce to racism. He recognizes the people and communities that have reimagined segregated spaces in expressive culture as places for congregation. –From publisher. One of the chapters includes a story of how revenue was diverted from the St. Louis school system through tax abatements to ensure the St. Louis Rams had necessary resources which led to winning the 2000 Super Bowl. ~mp

"Witnessing Whiteness," Michelle Fine (pp. 57-65) in ***Off White: Readings on Race, Power, and Society,*** Michelle Fine, Lois Weis, Linda C. Powell, L. Mun Wong. Routledge, 1996.

In this short essay, Dr. Fine discusses how racial inequities are attributable to cumulative privileges for whites. ~mp

The Constraint of Race: Legacies of White Skin Privilege in America, Linda Faye Williams. The Pennsylvania State University Press, 2004.
This book offers a new approach to understanding the evolution of American social policy and the racial politics shaping it. Rather than focusing on the disadvantages suffered by blacks in the American welfare state, Williams looks at the other side of the coin: the advantages enjoyed by whites. – From publisher.

The Possessive Investment in Whiteness: How White People Profit from Identity Politics**,** Revised & Expanded Edition, George Lipsitz. Temple University Press, 2006.
Reaching beyond the black/white binary, Lipsitz shows how whiteness works in respect to Asian Americans, Latinos, and Native Americans. Lipsitz delineates the weaknesses embedded in civil rights laws, the racialized dimensions of economic restructuring and deindustrialization, and the effects of environmental racism, job discrimination, and school segregation. Perhaps most important, he identifies the sustained and perceptive critique of white privilege embedded in the art and politics of the radical black tradition. – From publisher.

Towards the "Other America": Anti-Racist Resources for White People Taking Action for Black Lives Matter. Chris Crass. Chalice Press, 2015.
"Chris Crass calls on all of us to join our values to the power of love and act with courage for a world where Black lives truly matter. A world where the death culture of white supremacy no longer devours the lives of Black people and no longer deforms the hearts and souls of white people. In addition to his own soul-searching essays and practical organizing advice in his "notes to activists," Chris Crass lifts up the voices of longtime white anti-racist leaders organizing in white communities for Black Lives Matter. Crass has collected lessons and vibrant examples of this work from rural working class communities in Kentucky and Maine, mass direct action in Wisconsin and New York, faith-based efforts among Jewish communities, Unitarian Universalists, and the United Church of Christ, and national efforts like Showing Up for Racial Justice (SURJ) and Jewish Voice for Peace."

Uprooting Racism: How White People Can Work for Racial Justice, Paul Kivel. New Society Publishers, 2011.
Uprooting Racism offers a framework for understanding institutional racism. It provides practical suggestions, tools, examples, and advice on how white people can intervene in interpersonal and organizational situations to work as allies for racial justice. This expanded third edition takes a detailed look at current issues such as affirmative action, immigration, and health care. It also includes a wealth of information about specific cultural groups such as Muslims, people with mixed-heritage, Native Americans, Jews, recent immigrants, Asian Americans, and Latinos. - From publisher.

"*White Shaman and Plastic Medicine Men*," Terry Macy and Daniel Hart
This award-winning documentary deals with the popularization and commercialization of Native American spiritual traditions by Non-Indians. Important questions are asked of those seeking to commercially exploit Tribal rituals and sacred ceremonies...and those vested with safeguarding sacred ways. The film represents a wide range of voices from Native communities, and speaks to issues of cultural appropriation with humor, righteous anger, and thoughtful insight. -From The Native Voices Program.

White Like Me: Reflections on Race from a Privileged Son**,** Tim Wise. Soft Skull Press, 2004.
This book is a personal examination of the way in which racial privilege shapes the lives of white Americans. In every realm of daily life: employment, education, housing, criminal justice and elsewhere. Wise also discusses the ways in which racial privilege can harm whites in the long run and

make progressive social change less like. –From publisher. Also, check out Wise's website which include commentary of current events using a white privilege lens, as well as lists his other books and video clips - http://www.timwise.org/

White Logic, White Methods: Racism and Methodology, Tukufu Zuberi and Eduardo Bonilla-Silva. Rowman & Littlefield Publishers, 2008.
In this collection of essays, the authors examine how racial considerations have affected the way social science is conducted; how issues are framed, and data is analyzed. With an assemblage of leading scholars, *White Logic, White Methods* explores the possibilities and necessary dethroning of current social research practices, and demands a complete overhaul of current methods, towards multicultural and pluralist approach to what we know, think, and question. - From publisher.

White Privilege and Racism in Child Welfare, University of Minnesota Center for Advanced Studies in Child Welfare.
The purpose of this module is to assist child welfare workers and other social workers in understanding white privilege and racism, and how it affects both the study of child welfare and the practices we employ as child welfare workers. -From website.

Internalized Racism

killing rage: Ending Racism, bell hooks. Holt Paperbacks, 1996.
Killing Rage speaks to this imbalance. These twenty-three essays are written from a black and feminist perspective, and they tackle the bitter difficulties of racism by envisioning a world without it. They address a spectrum of topics having to do with race and racism in the United States: psychological trauma among African Americans; friendship between black women and white women; anti-Semitism and racism; and internalized racism in movies and the media. And in the title essay, hooks writes about the "killing rage"—the fierce anger of black people stung by repeated instances of everyday racism—finding in that rage a healing source of love and strength and a catalyst for positive change. -From publisher.

**"Internalized Oppression and Latinos," ** Laura M. Padilla. Excerpted from "But You're Not a Dirty Mexican: Internalized Oppression, Latinos & Law," 7 *Texas Hispanic Journal of Law and Policy*, 2001.
In order to understand the many ways in which internalized oppression and racism affect subordinated communities, it is important to have a general background on these forces. Thus, this part of the article will describe internalized oppression and racism generally and will then describe how internalized oppression and racism are particularly manifested in the Latino community. This will better allow the reader to comprehend why Latinos engage in the specific types of self-destructive behavior described throughout this article. -From article.

Post Traumatic Slave Syndrome: America's Legacy of Enduring Injury and Healing, Joy Degruy Leary. Uptone Press, 2005.
The African American experience has produced a most resilient and magnanimous people. African Americans have managed to preserve family, retain a sense of culture, safeguard a strong spiritual integrity and maintain humanity in all-too-often inhuman environments. This book answers the questions, what do repeated traumas visited upon generations after generations of a people produce? What are the impacts of the ordeals associated with chattel slavery, and with the institutions that followed, on African Americans today? –From publisher. See a video clip of Joy Degruy Leary in a new film, *Cracking the Codes: Understanding the System*.

Sister Citizen: Shame, Stereotypes, and Black Women in America, Melissa V. Harris-Perry. Yale University Press, 2011.

Jezebel's sexual lasciviousness, Mammy's devotion, and Sapphire's outspoken anger—these are among the most persistent stereotypes that black women encounter in contemporary American life. Hurtful and dishonest, such representations force African American women to navigate a virtual crooked room that shames them and shapes their experiences as citizens. Many respond by assuming a mantle of strength that may convince others, and even themselves, that they do not need help. But as a result, the unique political issues of black women are often ignored and marginalized. - From publisher.

"What is Internalized Racism?" Donna Bivens, Chapter 5 in ***Flipping the Script: White Privilege and Community Building*****,** Maggie Potapchuk, Sally Leiderman, Barbara Major, and Donna Bivens. MP Associates and the Center for Assessment and Policy Development, 2005.
This essay provides a definition of internalized racism and unpacks how it manifests in four dimensions: inner, interpersonal, institutional and cultural. ~mp

Individual Transformational Change

It's the Little Things: The Everyday Interactions that Get under the Skin of Blacks and Whites**,** Lena Williams and Charlayne Hunter-Gault. Houghton Mifflin Harcourt, 2000.
A black person is taken aback when a stranger uses his first name. A white person fails to recognize a black colleague outside the office. A black executive is followed around a department store and then can't get a taxi to stop for her. Despite the progress our country has made since the civil rights movement, we live in separate worlds. Why? – From publisher.

On the Ground: Struggles and Lessons for Anti-Racism Work**,** Mark Patrick George. Project Change, 2007.
Project Change was the first corporation foundation initiative focused on anti-racism work in communities. The project was funded for ten years in four communities. These writers discuss the challenges faced by people in these communities working to address institutional racism. When assessing progress, it is helpful to keep in mind these struggles - just the process of doing the day-to-day work with integrity to anti-racist principles. ~mp

Out of the Spiritual Closet: Organizers Transforming the Practice of Social Justice, Kristen Zimmerman, Neelam Pathikonda, Brenda Salgado and Taj James. Movement Strategy Center, 2010.
This report is the first in a series looking at how leaders and organizations are transforming the social justice movement by integrating transformative and spiritual practice. A framework for understanding the level of change encompassed by a more transformative building approach is described. -From publication.

Privilege, Power, and Difference**,** 2nd Edition, Allan G. Johnson. McGraw-Hill, 2005.
This is an accessible book with examples of the concepts of privilege, power, and difference. Johnson unpacks each concept, including describing the system of each, responses to and consequences of and, finally, recommendations for next steps. ~mp.

"The Cycle of Liberation," Bobbie Harro (p. 450) and "Reflections on Liberation," Suzanne Pharr (p.463) in ***Readings for Diversity and Social Justice: An Anthology of Racism, Anti-Semitism, Sexism, Heterosexism, Ableism and Classism*****,** Maurianne Adams (ed). Routledge, 2000.
Liberation is a key concept to understand in movement building. In understanding the process of individual change, the cycle of liberation provides one such framework. In the second chapter, the practice of liberation is discussed which includes the importance of building community. ~mp

White Men on Race: Power, Privilege, and the Shaping of Cultural Consciousness, Joe R. Feagin and Eileen O'Brien. Beacon Press, 2004.
Based on the revealing and provocative testimony of approximately one hundred powerful, upper-income white men, *White Men on Race* shows how white men see racial "others," how they see white America, how they view racial conflicts, and what they expect for the future of the country. – From publisher.

Immigration and Refugees

***All Together Now? African Americans, Immigrants and the Future of California*,** Manuel Pastor, Juan De Lara, and Justin Scoggins. Center for the Study of Immigrant Integration, 2011.
This report focuses on neighborhood change, economic competition, and alliance building to pursue the common good as a first analytical step. Also introduces the framework of "everyday social justice," arguing that this concept embodies the idea of shared interests in a better future by stressing the way in which African Americans have laid the groundwork for America's commitment to equality and fairness, and by forcing the realization that immigrant rights will be insecure as long as Black communities remain vulnerable to racial profiling and economic despair. –From report.

Crossing Boundaries, Connecting Communities: Alliance Building for Immigrants Rights and Racial Justice, Black Alliance for Just Immigration, (n.d.).
Over the past several years, there has been a growing recognition among both immigrant rights activists and leaders and African American leaders of civil rights, racial justice, and faith based organizations, that cross-racial/cross-ethnic alliance building is key to winning social reforms to benefit all people of color in the United States. This report provides a snapshot of sixteen of the organizations that reflect this growing trend. Cross-racial alliance building also emerges as a key strategy in promoting and strengthening the integration of immigrant newcomers into receiving communities. –From report.

Injustice for All: The Rise of the U.S. Immigration Policing Regime, National Network for Immigrant and Refugee Rights, 2010.
This report finds that the U.S. government has built a brutal system of immigration control and policing that criminalizes immigration status, normalizes the forcible separations of families, destabilizes communities and workplaces, and fuels widespread civil rights violations. This "immigration policing regime" is also fueling racial discrimination and hate violence against immigrants and those perceived to be foreign born or "illegal." –From publication.

***Not Fit for Our Society: Immigration and Nativism in America*,** Peter Schrag. University of California Press, 2011.
The author provides essential background for understanding the fractious debate over immigration. Covering the earliest days of the Republic to current events, Schrag sets the modern immigration controversy within the context of three centuries of debate over the same questions about who exactly is fit for citizenship. – From publisher.

Shattered Families: The Perilous Intersection of Immigration Enforcement and the Child Welfare System, Seth Freed Wessler. Applied Research Center, 2011.
This report shares the results of the first national investigation on threats to families when immigration enforcement and the child welfare system intersect. It explores the extent to which children in foster care are prevented from uniting with their detained or deported parents and failures of the child welfare system to adequately work to reunify these families. – From report.

***The Accidental American: Immigration and Citizenship in the Age of Globalization*,** Rinku Sen and Fekkak Mamdouh. Berrett-Koehler Publishers, 2008.
The book calls for a bold new approach to immigration: a free international flow of labor to match globalization's free flow of capital. After all, corporations are encouraged to move anywhere in the world they can maximize their earning. People shouldn't have to risk exploitation, abuse, and even imprisonment when they try to do the same. Author Rinku Sen alternates chapters telling the story of one "accidental American"--coauthor Fekkak Mamdouh, a Moroccan-born waiter at a restaurant in the World Trade Center whose life was thrown into turmoil on 9/11--with a thorough critique of current immigration policy. – From publisher.

The New African Diaspora, Isidore Okpewho and Nkiru Nzegwu (eds.). Indiana University Press, 2009.
This collection of essays takes a look at the new immigrant experience. It traces the immigrants' progress from expatriation to arrival and covers the successes as well as problems they have encountered as they establish their lives in a new country. The contributors, most immigrants themselves, use their firsthand experiences to add clarity, honesty, and sensitivity to their discussions of the new African diaspora. –From publisher.

***We Are All Suspects Now: Untold Stories from Immigrant Communities after 9/11*,** Tram Nguyen. Beacon Press, 2005.
In an ironic reversal of the American dream, a staggering 20,000 members of the immigrant community of Midwood, Brooklyn (known as Little Pakistan), voluntarily left the United States after 9/11. Tram Nguyen reveals the human cost of the domestic war on terror and examines the impact of post-9/11 policies on people targeted because of immigration status, nationality, race, and religion. – From publisher.

Working Toward Whiteness: How America's Immigrants Became White: The Strange Journey from Ellis Island to the Suburbs, David R. Roediger. Basis Books, 2006.
Roediger recounts how American ethnic groups considered white today-including Jewish-, Italian-, and Polish-Americans-once occupied a confused racial status in their new country. They eventually became part of white America thanks to the nascent labor movement, New Deal reforms, and a rise in home-buying. From ethnic slurs to racially restrictive covenants--the racist real estate agreements that ensured all-white neighborhoods--Roediger explores the murky realities of race in twentieth-century America. – From publisher.

Economics and Racism

Black Wealth / White Wealth: A New Perspective on Racial Inequality, 2nd Edition, Melvin Oliver and Thomas Shapiro. Routledge, 2006.
Melvin Oliver and Thomas Shapiro's groundbreaking research analyzes wealth - total assets and debts rather than income alone - to uncover deep and persistent racial inequality in America, and they show how public policies have failed to redress the problem. The Tenth Anniversary edition contains two entirely new and substantive chapters. These chapters look at the continuing issues of wealth and inequality in America and the new policies that have been launched in the past ten years. Some have been progressive while others only recreate inequality - for example the proposal to eliminate the estate tax. –From publisher.

Breaking the Bank / (Re)Making the Bank: America's Financial Crisis and the Implications for Sustainable Advocacy for Fair Credit and Fair Banking, Manuel Pastor, Rhonda Ortiz, and Vanessa Carter. Kirwan Institute for the Study of Race and Ethnicity, (n.d.).

Our financial system has distinctly racial character, one that requires a response rooted in racial and social justice. Drawing on lessons from movements that have been successful in the contemporary U.S. We offer a frame that puts movements in their place, seeking to look at what we have labeled the troika of social change: projects, policy, and power. –From report.

***Communities of Opportunity: A Framework for a More Equitable and Sustainable Future for All*,** john a. powell, Jason Reece, AICP, Christy Rogers, Samir Gambhir. Kirwan Institute for the Study of Race and Ethnicity, 2007.
Unfortunately, when we take a broad view of most metropolitan regions, we often find an artificially disconnected "tales of two cities." Some parts of the regions are affluent and largely White, with well-funded school districts. The other is largely poor, plagued by high-crime environments, and confined to racially segregated areas of concentrated poverty. The Kirwan Institute shares their framework, Communities of Opportunity which is a model of fair housing and community develop to remedy these disparities. –From report.

Doubly Divided: The Racial Wealth Gap, Meihzu Lui. From The Wealth Inequality Reader, Dollars and Sense, 2004.
African Americans and other minorities hold far less wealth than whites. But why should the wealth gap be so large, greater even than the racial income gap? It turns out that government has played a central role. Throughout the U.S. history, countless specific laws, policies, rules, and court decisions have made it more difficult for nonwhites to build wealth, and transferred wealth they did own to whites. – From publisher.

"Economic Recovery for Everyone: Racial Equity and Prosperity," The Center for Social Inclusion, Volume 18, Number 2, *Poverty & Race,* March/April 2009.
The Center for Social Inclusion shares five principles to use for creating inclusive stimulus policies that will benefit everyone. ~mp

***How Capitalism Underdeveloped Black America: Problems in Race, Political Economy and Society*,** Manning Marable. South End Press, 1999.
This is a classic study of racism and class in the United States. It has become a standard text for courses in African-American politics and history. In this new, updated edition, Marable examines developments in the political economy of racism in the United States and assesses shifts in the American political terrain. One-third of the book is all new material, and Marable has updated all of the tables and charts with the latest data on African-American poverty, health, employment, education, and spending, as well as other demographics. -From publisher.

***Race and Recession: How Inequity Rigged the Economy and How to Change the Rules*,** Applied Research Center, 2009.
This is an excellent report that tells the story of the recession with individual stories, data stories, and with the historical context of accumulated advantages and disadvantages. ~mp

The Color of Wealth: The Story Behind the U.S. Racial Wealth Divide, Meizhu Lui, Barbara Robles, Betsy Leondar-Wright. New Press, 2006.
Written by five leading experts on the racial wealth divide who recount the asset-building histories of Native Americans, Latinos, African Americans, Asian Americans, and European Americans, this book is a uniquely comprehensive multicultural history of American wealth. With its focus on public policies—how, for example, many post-World War II GI Bill programs helped whites only—*The Color of Wealth* is the first book to demonstrate the decisive influence of government on Americans' net worth. – From publisher.

Education and Racism

***Because of Race: How Americans Debate Harm and Opportunity in Our Schools*,** Mica Pollock. Princeton University Press, 2010.
Pollock tackles a long-standing and fraught debate over racial inequalities in America's schools and exposes raw, real-time arguments over what inequalities of opportunity based on race in our schools look like today--and what, if anything, various Americans should do about it. – From publisher

Becoming a Social Justice Leader: Using Heart, Head, and Hands to Dismantle Oppression, Phil Hunsberger, Billie Mayo, Anthony Neal. Routledge, 2016. The book walks the reader through an evidence-based professional development program which shares a process, tools, and a well-tested curriculum for participants to lead change efforts within educational systems. Participants in the Leadership and Racism program are now creating more equitable hiring practices, courageously engaging colleagues to discuss racism, creating more effective learning opportunities, especially for children of color, and much more to integrate the principles of equity within each district. This book is well-timed; it provides a roadmap on how educational professionals can develop their muscles to be the instigators and leaders in the community's journey for educational equity.

***Can We Talk about Race? And Other Conversations in an Era of School Resegregation*,** Beverly Tatum. Beacon Press, 2008.
The fact of school resegregation and its implications for important aspects of our democratic society lie at the core of each of the essays included in this book. In essence, meaningful opportunities for cross-racial contact are diminishing, especially in schools. What effect is that having on students, both White and of color, and their teachers? What are the Implications for classroom performance and academic achievement? What can *we* as educators and citizens do to ensure that the arc of the moral universe continues to bend toward justice in our society? – From introduction.

Confronting Systemic Inequity In Education: High Impact Strategies for Philanthropy, Kevin Welner and Amy Farley. National Committee for Responsive Philanthropy, 2010.
The key contention in this report is that grantmakers in education will have the most success in advancing equity and access if they focus a great deal of attention and funding on marginalized populations and if they do so by addressing systemic inequality. -From report.

***Pedagogy of the Oppressed*,** 30th Anniversary Edition, Paulo Freire. Continuum, 2000.
Pedagogy of the Oppressed is one of the foundational texts in the field of critical pedagogy**,** which attempts to help students question and challenge domination, and the beliefs and practices that dominate. -From website, www.pedagogyoftheoppressed.com

Reviving the Goal of an Integrated Society: A 21st Century Challenge, Gary Orfield. The Civil Rights Project, 2009.
The report also indicates that the frontier of racial change and school resegregation is now in the suburbs, where about a third of black and Latino students attend school. Even though there is a large white majority in suburban schools, two million black and Latino suburban students currently attend highly segregated schools. By contrast, only 2% of suburban white students attend these same segregated minority schools, while a majority attends suburban schools with at least 80% of white students. The report includes a discussion of a number of possible tools and techniques with the potential to extend past successes. Finally, the report calls on the new administration and Congress to review the evidence and provide the needed leadership, for example, to support integrated communities and to avoid the large-scale ghettoization of suburbia. –From report.

***Savage Inequalities: Children in America's Schools*,** Jonathan Kozol. Harper Perennial, 1992.
An important classic book with Kozol's shocking account of the American educational system. ~ mp

***Silent Covenants: Brown v. Board of Education and the Unfulfilled Hopes for Racial Reform*,**
Derrick A. Bell. Oxford University Press, 2005.
Bell notes that, despite the burdens of segregation, many black schools functioned well and racial bigotry had not rendered blacks a damaged race. He maintains that, given what we now know about the pervasive nature of racism, the Court should have determined instead to rigorously enforce the "equal" component of the "separate but equal" standard. Racial policy, Bell maintains, is made through silent covenants--unspoken convergences of interest and involuntary sacrifices of rights. – From publisher.

The First R: How Children Learn Race and Racism, Debra Van Ausdale and Joe Feagin. Rowman and Littlefield Publishers, 2001.
Van Ausdale and Feagin challenge conventional theories of child development that are 'adultcentric' and removed, based mostly on attitude testing and behavioral checklists. The authors spent a year at a racially diverse day care center, observing children from three to six years old. The authors suggest that racially hostile and discriminatory behavior among children needs far more study and attention than it has had to date. –Booklist.

The Trouble With Black Boys:... And Other Reflections on Race, Equity, and the Future of Public Education, Pedro A. Noguera. Jossey Bass, 2009.
In this brutally honest—yet ultimately hopeful— book Pedro Noguera examines the many facets of race in schools and society and reveals what it will take to improve outcomes for all students. From achievement gaps to immigration, Noguera offers a rich and compelling picture of a complex issue that affects all of us. – From publisher.

The Urgency of Now: The Schott 50 State Report on Public Education and Black Males, Schott Foundation for Public Education, 2012.
The data indicate nationally the gap between the Black and White male graduation rate has only decreased three percentage points in the last 10 years. At this rate of progress, with no "large scale" systemic intervention, it would take another 50 years to close the graduation gap between Black males and their White male counterparts. –From report.

Housing and Racism

***A Structural Racism Lens on Subprime Closures and Vacant Properties*,** Rick Cohen. Kirwan Institute for the Study of Race and Ethnicity, 2008.
This report shares a concise analysis of the racial and ethnic impact of subprime closures, which unfortunately are an excellent example of structural racism. ~mp

American Apartheid: Segregation and the Making of the Underclass, Douglas Massey and Nancy A, Denton. Harvard University Press, 1993.
Shows how the black ghetto was created by whites during the first half of the twentieth century in order to isolate growing urban black populations. It goes on to show that, despite the Fair Housing Act of 1968, segregation is perpetuated today through an interlocking set of individual actions, institutional practices, and governmental policies. – From publisher.

***Privileged Places: Race, Residence, and the Structure of Opportunity*,** Gregory D. Squires and Charis E. Kubrin. Lynne Rienner Publishers, 2006.

In the United States today, quality of life depends heavily on where one lives—but high levels of racial segregation in residential communities make it difficult to disentangle the effects of place from those of race. Squires and Kubrin tackle these issues head-on, exploring how inequities resulting from the intersection of race and place, coupled with the effects of public policy, permeate and shape structures of opportunity in the United States. – From publisher.

Right to Housing: Foundation for a New Social Agenda, Rachel Bratt, Michael Stone, & Chester Hartman (eds). Temple University Press, 2006.
How can we explain the persistent inability of the United States to meet the housing needs of a large portion of its people? What can we do about the problem? In this important new work leading progressive housing activists and thinkers examine the state of housing, the housed, and housing policy in the United States and then provide a comprehensive and detailed program for solving the problem, under the goal of a Right to Housing. –From publisher.

Subprime Loans, Foreclosure, and the Credit Crisis: What Happened and Why? - A Primer, Christy Rogers, john a. powell, Andrew Grant-Thomas. Kirwan Institute for the Study of Race and Ethnicity, 2008.
An introductory primer on the crisis that would dispel erroneous myths, contextualizes the crisis, and starts a productive discussion. –From report.

*Talking about Race**

**There is an emerging body of research on the topic of framing around issues of race. We encourage people to dig deeply into this research, for two reasons. First, some of its findings are not what you might expect - they are counter-intuitive. Second, people have drawn different conclusions from these findings, so it is important to review the opinions of several scholars, and also to form your own conclusions.*

The story below highlights some of what is counter-intuitive. Many advocates highlight the struggles of a particular individual to show the need for institutional or system changes. "Why Johnny Can't Read" is a book title that is a well-known version of this 'frame'. However, framing research indicates that many people react to personal stories by 'blaming the victim' - that is, assigning personal responsibility for the problem to the people who are experiencing the inequities - without assigning any collective responsibility to the system wide policies that created or maintain the inequities." –From www.racialequitytools.org

Creating a Unified Voice for Opportunity: An Analysis of Qualitative Research Exploring Perceptions of Race, Meg Bostrom. The Frameworks Institute, 2005.
This author does not intend to suggest that the topic of race should be eliminated from communications on social issues. Of course race can and should be used as a descriptor, but race or racism should not be identified as the focus of the problem. Effective communications needs to shift the focus away from individuals and divisions and instead use language that unites people in common cause against anything that impedes opportunity, reminding people that all Americans are linked in a common fate. – From report.

Fair Game: A Strategy Guide for Racial Justice Communications in the Obama Era, The Praxis Project, 2010.
This guide is designed to help advocates navigate new political waters. Through case studies, planning tools, and the latest research, *Fair Game* invites readers to explore proven strategies that offer promise for future success and to consider what we must do over the long term to regain lost ground. So we have to start framing smart and organizing smart. … Unless we address these fundamental inequities in the political structure, we will find it hard not to reinforce this privilege in our strategic communications work. –From publication.

Moving a Racial Justice Agenda: Naming and Framing Racism, Western States Center, 2001.
We believe that in order to truly advance racial justice in the long-term and sustainable way, organizations must name and frame racism explicitly in their organizing. –From document.

Talking about Race: Toward a Transformative Agenda Resource Notebook, The Kirwan Institute for the Study of Race and Ethnicity, 2008.
This workbook includes an annotated bibliography and glossary, as well as talking points, dominant frames used in the 2008 presidential candidates. Also, there is list of organizations working on strategies to talk more effectively about race. ~mp

The Dangers of Not Speaking About Race: A Summary of Research Affirming the Merits of a Color-Conscious Approach to Racial Communication and Equity, Philip Mazzocco. Kirwan Institute for the Study of Race and Ethnicity, 2006.
This is summary of findings of a study assessing the relative efficacy of color-conscious and color-blind approaches to promoting racial equity. The conclusion is a properly structured color-conscious approach can effectively build support for affirmative action policies. The finding is consistent with a decade of social psychological and sociological research showing that color conscious communications are much more likely than colorblind approaches to provide solutions to racial problems such as discrimination and inter-group conflict. – From report.

Thinking Change: Race, Framing and the Public Conversation on Diversity. What Social Science Tells Advocates About Winning support for Racial Justice Policies, Center for Social Inclusion, 2005.
This report includes an overview of traditional strategies, their strengths and limitations, and what questions these limitations raise. Next, examine previous campaigns and the tools used to make them successful. The report concludes by quantifying the implications of the research, and offers a detailed look at current strategies for moving forward. – From publication.

Racial Identity Theory and Racial Formation Theory

"A Bill of Rights for Racially Mixed People," Maria P. P. Root in ***Readings for Diversity and Social Justice: An Anthology of Racism, Anti-Semitism, Sexism, Heterosexism, Ableism and Classism,*** Maurianne Adams (ed). Routledge, 2000.
There is a tendency to want to make sure everyone checks a box on their racial identity. For people who are bi- or multi-racial they are placed in the position of choosing and managing people's needs of knowing "what race are you?" This bill of rights is helpful guide and also "exposes how insidiously entwined the mechanics of oppression are in everyday lives – systematic beliefs, biased data." ~mp

A Race is a Nice Thing to Have: A Guide to Being a White person or Understanding the White Persons in Your Life, Janet E. Helms. Content Communications, 1992.
White people generally fail to understand that they have a racial identity -- whether they are willing to recognize it or not -- and that having it doesn't have to be a negative. Designed specifically for Whites, but useful for others, this easy-to-read paperback includes examples and activities that enhance the reader's understanding of the part race plays in the lives of each of us. – From publisher.

Black and White Racial Identity: Theory, Research, and Practice, Janet E. Helms. (ed.). Praeger, 1993.

Examines major theories of Black and White racial identity [and] theoretical perspectives that were originally developed to describe social fomentation have been updated and expanded to explain the role of racial identity in counseling dyads, social relationships, and groups. – From publisher.

How Jews Became White Folks and What That Says About Race in America, Karen Brodkin. Rutgers University Press, 1998.
The history of Jews in the United States is one of racial change that provides useful insights on race in America. Brodkin shows how Jews experience a kind of double vision that comes from racial middleness: on the one hand, marginality with regard to whiteness; on the other, whiteness and belonging with regard to blackness. Brodkin suggests that racial assignment of individuals and groups constitutes an institutionalized system of occupational and residential segregation, a key element in misguided public policy and a pernicious foundational principle in the construction of nationhood. - From publisher.

"**Identity Orientations of Latinos in the United States: Implications for Leaders and Organizations**," Placida V. Gallegos and Bernardo M. Ferdman. *The Business Journal of Hispanic Research*, 2007.
Latinos and Latinas in U.S. organizations are often engaged in conversations in which they feel misunderstood, stereotyped, or categorized in ways that do not reflect the full richness or complexity of their identities. This article reviews a model of Latino identity orientations, particularly as they relate to racial constructs, from the perspective the workplace, discussing the dilemmas Latinos face in organizational life as well as the challenges of non-Latinos in understanding and collaborating effectively with Latinos. We suggest that our model offers Latino and non-Latino leaders with alternative strategies for communicating and developing as colleagues at work. – From article.

New Perspectives on Racial Identity Development: Integrating Emerging Frameworks, **Charmaine Wijeyesinghe and Bailey Jackson (eds.). New York University Press, 2012.**
This book provides updates on the original models of racial identity, with a complete description of staging of identity theory for individual races: Black, Latino, Asian American, American Indian, White, and Multiracial. Also, includes chapters on the role of racial identity development theory in counseling and mediation of conflicts. Intersectionality is also fully addressed in discussing an integrated approach in understanding an individual's lived experience. ~mp

"Race, Biraciality, and Mixed Race –In Theory," Lewis R. Gordon (pp. 422-439) in ***Oppression, Privilege, and Resistance: Theoretical Perspectives on Racism, Sexism, and Heterosexism*****,** Lisa Heldke and Peg O'Connor. McGraw Hill, 2003.
This author ponders the question of establishing a critical race theory premised on mixed race identity. ~mp

Racial Formation in the United States: From the 1960's to the 1990's, 2nd Edition, Michael Omi and Howard Winant. Routledge, 1994.
The authors provides a detailed account of the theory of racial formation processes. It includes material on the historical development of race, the question of racism, race-class-gender interrelationships, and everyday life. – From publisher.

Racial Identity Theory: Applications to Individual, Group, and Organizational Interventions,
Chalmer E. Thompson and Robert T. Carter (eds.). Routledge, 1997.
Unlike most references to racial identity, Thompson and Carter demonstrate the value of integrating *race* and *identity* as systematic components of human functioning. The editors and their contributors show how the infusion of racial identity theory with other psychological models can successfully yield more holistic considerations. – From publisher.

Why Are All the Black Kids Sitting Together in the Cafeteria? A Psychologist Explains the Development of Racial Identity, Revised Edition, Beverly Daniel Tatum. Basic Books, 2003.
Beverly Daniel Tatum, a renowned authority on the psychology of racism, asserts that we do not know how to talk about our racial differences: Whites are afraid of using the wrong words and being perceived as "racist" while parents of color are afraid of exposing their children to painful racial realities too soon. Using real-life examples and the latest research, Tatum presents strong evidence that straight talk about our racial identities-whatever they may be-is essential if we are serious about facilitating communication across racial and ethnic divides. – From publisher

Systems Thinking

Using Systems Concepts to Navigate Complexity: The Systems Field is Big...**,** Bob Williams. Navigating Complexity – Wageningen, 2008.
All system methods contains these three concepts: inter-relationships, perspectives and boundaries, which are concisely explained in this article. ~mp

"**Using System Dynamics Modeling to Understand the Impact of Social Change Initiatives**," Gary B. Hirsch, Ralph Levine, Robin Lin Miller. *American Journal of Community Psychology,* 39:239–253. 2007.
This article introduces readers to system dynamics modeling, an action research approach to studying complex systems and the consequences of system change. The approach is illustrated by describing a system dynamics model of educational reform. – From article.

Structural Racism and System Dynamics: A Theory and Methodology for Addressing Racial Disparities, Eric Stiens. Washington University St. Louis, (n.d.).
System dynamics can play a key role in providing both a language and a methodology that fits in current thinking around structural racism. Having an empirical model that can reproduce the interactions between key racial disparities is especially important in formulating policy interventions, as most attempts to reduce racial disparities have met with considerable policy resistance. –From paper.

Systems Primer, Stephen Menendian and Caitlin Watt. Kirwan Institute for the Study of Race and Ethnicity, 2008.
Systems theory is not a theory proper, but rather a set of principles that makes the dynamics and patterns of system behavior intelligible. It is a different way of looking at the world, a perspective that sheds light on relationships and interactions that are often overlooked within a linear, reductionist frame of reference. This approach provides decision makers with the tools to respond to and cope with unforeseen obstacles that inevitably arise in complex systems. This chapter shares the five fundamental principles of systems theory that inform our understanding of contemporary racial conditions. –From publication.

"**Systems Thinking, Evaluation and Racial Justice**," john a. powell in Philanthropic Initiative for Racial Equity's *Critical Issues Forum* Volume 3: *Marking Progress: Movement Toward Racial Justice*, 2010.
This article shares why a systems approach to evaluation is needed, because racial conditions must be seen as not simply an outcome of certain attitudes or policies, but as dynamic interconnected processes that are part of a larger socioeconomic and political system that creates racial meaning and constrains or enhances well being for everyone. –From article.

General Resources

***Cultivating Interdependence: A Guide for Race Relations and Racial Justice Organizations*,** Maggie Potapchuk. Joint Center for Political and Economic Studies, 2005.
This publication provides a description of the nine race relations and racial justice approaches along with strengths and limitations. It includes reports on community-level efforts in four localities to discuss how to work interdependently across approaches. It articulates three key premises: that every approach, implemented with high quality, has a role; that effectively confronting persistent racism requires a multi-level and multi-approach plan; and that working together as a learning community challenges us to rethink many of our current assumptions and methods of operation. ~mp

***Making Policy Making Change: How Communities are Taking Law into Their Own Hands*,** Makani N.Themba. Jossey-Bass, 1999.
By using case studies that focus on community organizing campaigns that created local policy, Themba provides an invaluable guidebook for activists. Written for social activists, community organizers, and students of social and public policy, she offers cogent and clear insights into how these successes can be translated to other social justice organizing. – From publisher.

Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation, Derald Wing Sue. Wiley, 2010.
This is a first-of-its-kind guide on the subject of microaggressions. This book insightfully looks at the various kinds of microaggressions and their psychological effects on both perpetrators and their targets. Thought provoking and timely, Dr. Sue suggests realistic and optimistic guidance for combating—and ending—microaggressions in our society. –From publisher.

More than Words: A Description of the Foundation for the Mid South's Organizational Transformation Emphasizing Racial, Social and Economic Equity, George Penick. The Foundation for the Mid South, (n.d.).
The intent of this essay is to share my experiences as a director of a foundation undergoing a wholesale institutional transformation that included a concentrated effort to promote racial and social equity both inside and outside of its walls. This is a challenge that many prefer not to instigate because of the risks and the complexities of the task, but one that I believe is necessary and beneficial to any organization – especially for those that work to promote the betterment of the human condition and of society. ~ From report.

***Race and Public Policy*,** video, Applied Research Center.
Analysts and activists come together to discuss the relationship between public policy decisions and racial justice. A discussion guide accompanies the video. –From website.

Readings for Diversity and Social Justice, 2nd Edition, Maurianne Adams, Warren Blumenfeld, Carmelita Castañeda, Heather W. Hackman, Madeline L. Peters, Ximena Zúñiga, (eds.). Routledge, 2010.
The go-to anthology for the broadest possible coverage of issues related to identity and oppression from a social justice perspective. – From publisher

***The New Jim Crow: Mass Incarceration in the Age of Colorblindness*,** Michelle Alexander. New Press, 2010.
As the United States celebrates the nation's "triumph over race" with the election of Barack Obama, the majority of young black men in major American cities are locked behind bars or have been labeled felons for life. Although Jim Crow laws have been wiped off the books, an astounding percentage of the

African American community remains trapped in a subordinate status--much like their grandparents before them. In this incisive critique, former litigator-turned-legal-scholar Michelle Alexander provocatively argues that we have not ended racial caste in America: we have simply redesigned it. – From publisher

www.racialequitytools.org, Maggie Potapchuk, MP Associates, Sally Leiderman, Center for Assessment and Policy Development and Shakti Butler, World Trust. 2013.
Racial Equity Tools is designed to support individuals and groups working to achieve racial equity. This site offers tools, research, tips, curricula and ideas for people who want to increase their own understanding and to help those working toward justice at every level – in systems, organizations, communities and the culture at large.

~Compiled, December 2011. MP Associates.
~Updated March 2016 MP Associates