



Office of Diversity, Equity and Inclusion (DEI) Anti-Racism Resource Guide

Below is a non-exhaustive list of resources to practice anti-racism and support communities of color. For questions, please email the Office of DEI at diversity@pratt.edu.

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Anti-Racism Definition

ANTI-RACISM is the act of opposing racism/white supremacy in all forms - both in our society, other people, and even the racism that exists within yourself and in the ways you perpetuate racism with your behaviors. It is about identifying the root causes of racism and ending them.

Steps to Becoming Anti-Racist:

1. **Awareness**: This might be your initial awakening to the racial injustices around you. You are not only finally able to see that they exist but that you play a crucial role in stopping the cycle by becoming anti-racist. Being aware of racial injustices or understanding that you have privilege won't make you antiracist. You have to keep going through the remaining stages. This awakening is not a one-time event. It will happen once, on a broad level, regarding race and white supremacy. It will continue to occur on issue-specific levels as you dive deeper and create space for more varied lived experiences in your understanding of these systems.
2. **Education**: This is where you become an intentional student in this work. From webinars, lectures, and workshops to blog posts, books, and documentaries, study the complexities of racism and the many ways it manifests within our society. The point of educating yourself on race and white supremacy isn't for you to be able to articulate these complex topics in an intellectual debate about inequality; it's about you being able to develop the eye for identifying white supremacy in its many forms (in others and yourself) without being hand-held to do so.
3. **Self-Interrogation**: This is where you disarm yourself of the racist tools of defense that you've used to bypass the work of anti-racism. This is where you begin to replace them with tools of accountability to stop racist behaviors. Self-interrogation is a skill and a process. Being practical and efficient at this stage takes time and practice. While it will start as part of this work that causes the most discomfort within you, you will eventually get to a place where you're operating out of growth and embrace the many ways to identify how you can better be living up to the person you want to be in this fight for human equality.
4. **Community Action**: Attempting to do this part of the work without accomplishing the first three stages is how you end up harming communities of color with performative allyship. In stage four, you incorporate what you've learned during your ongoing process into your everyday life. You leverage your positions of leadership and influence - no matter how big or small - to encourage others to do their work in anti-racism. You elevated the intellectual contributions and scholarship of people of color educators and thought leaders in the process. This stage of the work will not be void of mistakes, but the way those are handled and the number of times they are repeated after that (as least as possible) will make the difference here. Because leading by example in your failures is one of the many ways to do this work authentically.

Antiracism definition and steps adapted and abbreviated from *The Antiracism Starter Kit* by [L. Glenise Pike](#).

How to Prepare to Talk about Racism and Race

Why is talking about racism and race so difficult? Everyone has a different background and experience regarding race, racism, and conversations about these topics, and brings something different to the dialogue. Consider the following as you begin or deepen your practice of dismantling racism.

1. Be prepared to be uncomfortable during productive dialogue. Racism can be an emotionally loaded topic because of our different backgrounds, controversies, and contexts. People who are used to certain racial norms may be triggered by disruptions to that equilibrium that make them feel threatened or uncomfortable. When someone identifies another's actions or words as racist, it may feel like an insult or a condemnation of that person's character and may ignite defensiveness. A common impulse is to focus on defending one's intention—on reinforcing one's "goodness"—rather than focusing on the impact of the words or deeds. This is an understandable response for people who have learned (and believe) that racism is morally wrong but have not been taught the complex ways racism operates. Good people live in a racist society (like fish in water). Just because someone identifies your words or actions as racist doesn't mean you are a terrible person. Defending your "goodness" forestalls productive conversation by centering the dialogue on the defense of intentions and character rather than how words and actions impact another person or reinforce inequitable systems. Inability to tolerate one's discomfort thwarts productive dialogue. Trust your ability to navigate this discomfort. When discomfort arises from a place of unfamiliarity with a new idea or another's experience, attempt to tolerate it and tap into humility and accountability.
2. Cultivate a trusting, humble, and accountable culture when talking about race. Sometimes discomfort arises from a place of familiarity. For people of color who routinely experience racism, dialogue may be greeted with trepidation due to an informed concern about psychological, professional, or physical safety. Dialogue may also be burdensome for people of color who are disproportionately asked to prove their experience of racism or educate others about racism because society positions the White experience as normative (default). Practicing humility, empathy, and personal accountability can cultivate a culture of trust and safety and give space for colleagues to engage despite their past negative experiences. For those who experience the discomfort of familiarity, setting boundaries, asking to revisit the conversation later, redirecting the conversation to an ally, and seeking support from trusted colleagues may help mitigate discomfort.
3. Avoid frameworks of colorblindness. Well-intended people may try to distance themselves from racism's negative connotations by adopting an attitude of "colorblindness" or not seeing color or race. However, this approach ignores the actual differences in the reality of people's lived experiences. Our lives are shaped by how others respond to our race and unequal social systems that determine our access to resources and opportunities. To engage in meaningful conversation, we must honor our divergent experiences and build authentic understanding rooted in empathy and trust in one another's stories. In other words, we must cultivate a consciousness about these different experiences (often called color-consciousness).

4. Guilt and defensiveness can make talking about racism difficult. Keep trying. White people, and others with race privilege, may wrestle with feelings of guilt when they begin to confront the idea that their race affords them certain privileges at the expense of people of color. They may feel angry and defensive when their hard work, struggle, and success seem undermined by suggesting that they have benefited from unearned privilege. This is a false dichotomy. One can have worked hard to achieve success, have faced and overcome tremendous adversity, and still benefited from a system that elevates Whiteness. Emotions like guilt and defensiveness can make talking about racism difficult. If these emotions arise in you, try to identify them, tolerate their discomfort, and persist in conversations focusing on active listening and humble inquiry. If these emotions occur in someone else and conversation becomes unproductive or hostile, consider revisiting the discussion with a facilitator after a cooling-off period.
5. Racism affects all of us. White people disengage from conversations about racism because they perceive that racism doesn't affect them. When someone does not have to think about their race every day, it usually means they do not often confront racism (an example of white privilege). Suppose someone has not been affected by racism, and they do not feel that they perpetuate racism. In that case, they may think that it is not their responsibility to address racism and thus disengage from necessary conversations. Everyone's participation is essential to dismantling racism.

Whose responsibility is it to dismantle racism? Dismantling racism is everyone's work. Systems of inequity are experienced by everyone and can be perpetrated by anyone of any race. Sometimes White people and others with race privilege believe that dismantling racism is not their responsibility because they see themselves as good, non-racist people who treat everyone the same and feel that should be enough. However, this is far from true. They may be unaware of how they unintentionally reinforce structural inequality (inequitable social, political, and economic forces that offer different access and opportunities to people with different identities) because they haven't been confronted with their role in the systems that maintain inequality. Viewing anti-racism as everyone's problem requires a frameshift. Since everyone has a role in social systems, we each have a role and responsibility in dismantling the systems that perpetuate racism. Dismantling racism is predominantly the work of those who hold racial/white privilege. Not only do people of color have to deal with racism, but they often shoulder the additional burden of being asked to prove the veracity of their experience of racism and to serve as an expert educator for others on how racism works. Those with race privilege can take responsibility for their education and cultivate racial stamina or resilience for doing the difficult work of dismantling racism. Developing racial stamina requires personal work, including active reflection on how we were taught to think about racism and race growing up, scrutiny of the power dynamics governing experiences across contexts, ongoing engagement and humility, and intentional practice of these skills.

"How to Prepare to Talk about Racism and Race" adapted and abbreviated from the "[Anti-Racism and Race Literacy: A Primer and Toolkit for Medical Educators](#)" authored by Andrea Jackson, MD, MAS, Meghan O'Brien MD, MBE, and Rachel Fields, MS from UCSF.

Articles and Books

- Allyship
 - [10 Steps to Non-Optical Allyship](#). Mireille Cassandra Harper, 2020.
 - [Allyship Definition and Responsibilities](#). The Anti-Oppressive Network.
 - [Becoming Trustworthy White Allies](#). Melanie S. Morrison, 2017.
 - [Belonging: A Conversation about Equity, Diversity, and Inclusion](#). Krys, 2019.
 - [Here's What Being a Good LGBTQ Ally Looks Like](#). Ana Valens, 2019.
 - [Is Your Trans Allyship Half-Baked? Here Are 6 Mistakes That Trans Allies Are Still Making](#). Sam Dylan Finch, 2015.
 - [Performative Allyship Is Deadly \(Here's What to Do Instead\)](#). Holiday Phillips, 2020.
 - [So You Want to Talk About Race](#) by Ijeoma Oluo
- Anti-Blackness and Black History
 - [The 1619 Project](#). Nikole Hannah Jones, The New York Times.
 - [Black Against Empire: The History and Politics of the Black Panther Party](#) by Waldo E. Martin and Joshua Bloom (Ebook via Pratt Libraries)
 - [The Case for Reparations](#). Ta-Nehisi Coates, 2014.
 - [Check-in on Your Black Employees, Now](#). Tonya Russell, 2020.
 - [Civil Rights Protests Have Never Been Popular](#), Ta-Nehisi Coates, 2017.
 - [Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory, and Antiracist Politics](#). Kimberle Crenshaw, 1989.
 - [Killing Us Softly: Navigating State and State-Sanctioned Violence Against Black Men's Humanity](#). Charles H.F. Davis III, Keon A. McGuire, 2019.
 - [The Year I Gave Up White Comfort: An Ode to my White "Friends" on Being Better to Black Womxn](#). Rachel Ricketts, 2019.
 - [Your Black Colleagues May Look Like They're Okay — Chances Are They're Not](#). Danielle Cadet, 2020.
- Anti-Racism
 - [An Antiracist Reading List](#). Ibram X. Kendi, 2020.
 - [Confronting Prejudice: How to Protect Yourself and Help Others](#). 2019.
 - [Good White People: The Problem with Middle-Class White Anti-Racism](#) by Shannon Sullivan (Ebook via Pratt Libraries)
 - [How To Be an Anti-Racist](#) by Ibram X. Kendi
 - [The Lens of Systemic Oppression, Applying a Racial Equity Frame](#). National Equity Project.
 - [New Framings on Anti-Racism and Resistance](#) by edited by Ayan Abdule and Anne Nelun Obeyesekere (Ebook via Pratt Libraries)
 - [Race without Racism: How Higher Education Researchers Minimize Racist Institutional Norms](#). Shaun Harper, 2012.
 - [Racism Defined. Dismantling Racism](#), 2020.

- [The Subtle Linguistics of White Supremacy. Yawo Brown, 2015.](#)
- [Stamped from the Beginning: The Definitive History of Racist Ideas in America by Ibram X. Kendi](#)
- [Talking About Race, National Museum of African American History and Culture.](#)
- [Welcome To The Anti-Racism Movement — Here's What You've Missed. Ijeoma Oluo, 2017.](#)
- [Who Gets To Be Afraid in America?. Ibram X. Kendi, 2020.](#)
- Cultural Appropriation
 - [7 Ways of 'Honoring' Other Cultures That Are Really Just Cultural Appropriation. Maisha Z. Johnson, 2016.](#)
 - [Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race by Derald Wing Sue](#)
 - [White Negroes: When Cornrows Were in Vogue ... and Other Thoughts on Cultural Appropriation by Lauren Michele Jackson](#)
- Critical Race Theory
 - [A Perilous Path: Talking Race, Inequality, and the Law by Sherrilyn A. Ifill, Loretta Lynch, Bryan Stevenson, Anthony C. Thompson](#) (Ebook via Pratt Libraries)
 - [The Color of Law: A Forgotten History of How Our Government Segregated America by Richard Rothstein](#)
 - [Intersectionality: Origins, Contestations, Horizons by Anna Carastathis](#) (Ebook via Pratt Libraries)
 - [Who's Afraid of Critical Race Theory?. Derrick A. Bell, 1995.](#)
- Education
 - [Cutting School: The Segrenomics of American Education by Noliwe Rooks](#)
 - [How to Be an Antiracist Educator. Dena Simmons, 2019.](#)
 - [Pushout: The Criminalization of Black Girls in Schools by Monique W. Morris](#) (Ebook available via Pratt Libraries)
- Feminism
 - [Learning from the Outsider Within: The Sociological Significance of Black Feminist Thought. Patricia Hill Collins, 1986.](#)
 - [On Trans Dissemblance: Or, Why Trans Studies Needs Black Feminism. Varun Chaudhry, 2020.](#)
 - [Race and Essentialism in Feminist Legal Theory. Angela P. Harris, 1990.](#)
- Implicit Bias
 - [Harvard's Implicit Bias Test](#)
 - [How to Think about 'Implicit Bias'. Keith Payne, Laura Niemi, John M. Doris, 2018.](#)
- Policing and Incarceration
 - [Are Prisons Obsolete? by Angela Davis](#)
 - [The Condemnation of Blackness: Race, Crime, and the Making of Modern Urban America by Khalil Gibran Muhammad](#) (Ebook via Pratt Libraries)
 - [The End of Policing by Alex S. Vitale](#)
 - [My Father Spent 30 Years In Prison. Now He's Out. Ashley C. Ford, 2017.](#)

- [The New Jim Crow by Michelle Alexander](#) (Ebook via Pratt Libraries)
- [Occupied Territory: Policing Black Chicago From Red Summer to Black Power by Simon Balto](#) (Ebook available via Pratt Libraries)
- [Policing Los Angeles: Race, Resistance, and the Rise of the LAPD by Max Felker-Kantor](#) (Ebook available via Pratt Libraries)
- [Spirit-Murdering the Messenger: The Discourse of Fingerprinting as the Law's Response to Racism. Patricia Williams, 1987.](#)
- [Who Do You Serve, Who Do You Protect?: Police Violence and Resistance in the United States edited by Maya Schenwar, Joe Macaré, and Alana Yu-lan Price](#) (Ebook available via Pratt Libraries)
- Privilege
 - [I Wanted to Know What White Men Thought About Their Privilege So I Asked. Claudia Rankine, 2019.](#)
 - [Reproducing Racism: How Everyday Choices Lock In White Advantage by Daria Roithmayr](#) (Ebook available via Pratt Libraries)
 - [White Privilege: Unpacking the Invisible Knapsack. Peggy McIntosh, 1989.](#)
- Social Justice
 - [Clean and White: A History of Environmental Racism in the United States by Carl A. Zimring](#) (Ebook via Pratt Libraries)
 - [A Critique of "Our Constitution Is Color-Blind." Neil Gotanda, 1991.](#)
 - [Freedom Is a Constant Struggle: Ferguson, Palestine, and the Foundations of a Movement by Angela Davis](#)
 - [Inequality in America: Race, Poverty, and Fulfilling Democracy's Promise by Stephen M. Caliendo](#) (Ebook via Pratt Libraries)
- White Fragility
 - [Racism, whiteness, and burnout in antiracism movements: How white racial justice activists elevate burnout in racial justice activists of color in the United States, Paul Gorski, 2019.](#)
 - [Rhetorics of Whiteness: Postracial Hauntings in Popular Culture, Social Media, and Education by Tammie M Kennedy, Joyce Irene Middleton, Krista Ratcliffe](#) (Ebook available via Pratt Libraries)
 - [When black people are in pain, white people just join book clubs, Tre Johnson, 2020.](#)
 - [White Fragility by Robin DiAngelo](#) (Ebook available via Pratt Libraries)
 - [White Fragility and the Rules of Engagement. Robin Diangelo, 2015.](#)
 - [White People, I Still Don't Believe You. Ernest Owens, 2020.](#)

Films

- [4 Little Girls](#) (1997) — Available to rent and [via Pratt Libraries](#)
- [13th](#) (2016) — Netflix and [free on YouTube](#)

- [Arresting Power: Resisting Police Violence in Portland, Oregon](#) (2015) — Available to rent and [via Pratt Libraries](#)
- [The Black Panthers: Vanguard of the Revolution](#) (2015) — Available to rent and [via Pratt Libraries](#)
- [Black Power Mixtape: 1967-1975](#) (2011) — Available to rent
- [Bronx Gothic](#) (2017) — Available to rent and [via Pratt Libraries](#)
- [Clemency](#) (2019) — Available to rent
- [Dear White People](#) (2014) — Netflix and [via Pratt Libraries](#)
- [The Death and Life of Marsha P. Johnson](#) (2017) — Netflix
- [Do The Right Thing](#) (1989) — Available to rent
- [Explained: The Racial Wealth Gap](#) — Netflix and on [YouTube](#)
- [Fruitvale Station](#) (2013) — Available to rent
- [Get Out](#) (2017) — Available to rent
- [I Am Not Your Negro](#) (2016) — Amazon Prime and [via Pratt Libraries](#)
- [I Am Somebody](#) (1970) — Available to rent and [via Pratt Libraries](#)
- [Just Mercy](#) (2019) — Available to rent for free in June in the U.S.
- [The Kalief Browder Story](#) (2017) — Netflix
- [King In The Wilderness](#) (2018) — HBO Max and available to rent
- [Malcolm X](#) (1992) — Netflix and [via Pratt Libraries](#)
- [Marshall](#) (2017) — Available to rent
- [Moonlight](#) (2016) — Netflix and available to rent
- [Mudbound](#) (2017) — Netflix
- [The Murder of Fred Hampton](#) (1971) — Available to rent
- [Reconstruction: America After the Civil War](#) (2019) — PBS
- [Rest In Power: The Trayvon Martin Story](#) (2018) — Available to rent
- [Teach Us All](#) (2017) — Netflix
- [Through a Darkly Lens](#) (2014) — Available to rent and [via Pratt Libraries](#)
- [Time](#) — Amazon Prime
- [Selma](#) (2014) — Available to rent and [via Pratt Libraries](#)
- [Sorry to Bother You](#) (2018) — Hulu and available to rent
- [When They See Us](#) (2019) — Netflix

Guides

- [135 Racial Equity Resources for Education, Professional & Community Development, Health, and Civil Rights](#) (College Consensus)
- [2020 Black Lives Matter Resources](#) (Pratt Black Student Union)
- [2020 Resource List](#) (Pratt Student Government Association)
- [Alternatives and Substitutes for Appropriative or Problematic Language](#) (Google Doc): A non-exhaustive list covering Black English, ableist language, gendered and trans-antagonistic language, and other terms.
- [Anti-Racist Resource Guide](#)

- [Black Lives Matter Resource Guide](#) (Pratt Library)
- [The Blacksmiths Resource Toolkit For Racial Equity](#) (The Blacksmiths)
- [Critical Race Studies Resources](#) (Google Drive)
- [First, Listen. Then, Learn: Anti-Racism Resources For White People](#) (Forbes)
- [Pratt Community Dialogue: 2020 Black Lives Matter Resource List](#) (Pratt Center for Equity and Inclusion)
- [Racial Justice 2020 Resource List](#) (Pratt Film/Video)
- [Scaffolded Anti-Racist Resources](#) (Google Doc)
- [Swarthmore Self-Care & Anti-Racist Resources](#) (Google Drive)
- [White Anti-Racist Culture Building Toolkit](#) (Aware Los Angeles)

Organizational Racial Equity Resources

- [2015 Equity Impact Review Process Overview](#) (Kings County): A 5-phase evaluation process to ensure that equity impacts are rigorously and holistically considered and advanced in the design and implementation of the proposed action
- [Organizational Race Equity Assessment](#) (Washington Race Equity & Justice Initiative)
- [Organizational Race Equity Toolkit Link](#) (Washington Race, Equity, & Justice Initiative): A comprehensive document to guide legal aid organizations in incorporating racial equity
- [Race Equity and Inclusion Action Guide](#) (The Annie E. Casey Foundation): Provides a detailed guide on 7 steps to evaluate policy and program development
- [Racial Equity Impact Assessment Guide](#) (Race Forward): Provides sample questions to use to anticipate, assess and prevent potential adverse consequences on proposed actions
- [Racial Equity Toolkit](#) (Seattle Race and Social Justice Initiative): This toolkit lays out a process and set of questions to guide the development of policies, initiatives, programs, etc. and impact on racial equity
- [Racial Equity Transformation](#) (Demos): Demos is a public policy organization. The report provides a helpful narrative on their process and lessons learned on their Racial Equity Transformation
- [Training and Resources for Anti-Racist Organizational Development](#) (National Juvenile Justice Network): NJJN's membership community has committed to engaging in self-analyses to reflect on how organizations can better undo the systemic racism in society.
- [White Dominant Culture and Something Different](#) (Cuyahoga Arts & Culture): A worksheet adapted from "White Supremacy Culture" By Tema Okun and Kenneth Jones

Organizations

- Advancement Project: [Website](#) | [Instagram](#) | [Facebook](#)
- The Antiracist Research & Policy Center: [Website](#) | [Twitter](#) | [Facebook](#) | [Instagram](#)
- BYP100: [Website](#) | [Twitter](#) | [Facebook](#) | [Instagram](#)
- Colorlines: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Communities United for Police Reform: [Website](#)

- The Conscious Kid: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Equal Justice Initiative (EJI): [Twitter](#) | [Instagram](#) | [Facebook](#)
- Justice Committee: [Website](#)
- Justice League NYC: [Twitter](#) | [Instagram](#) + Gathering For Justice: [Twitter](#) | [Instagram](#)
- NAACP: [Twitter](#) | [Instagram](#) | [Facebook](#)
- United We Dream: [Twitter](#) | [Instagram](#) | [Facebook](#)
- NAACP: [Website](#) | [Twitter](#) | [Instagram](#) | [Facebook](#)
- National Urban League: [Website](#) | [Twitter](#) | [Instagram](#) | [Facebook](#) | [Youtube](#)
- Showing Up for Racial Justice (SURJ): [Twitter](#) | [Instagram](#) | [Facebook](#)
- Woke Vote: [Website](#) | [Twitter](#) | [Facebook](#) | [Instagram](#)

Organizing Resources

- [How to Protest Safely: What to Bring, What to Do, and What to Avoid](#) (Wired)
- [Organizing Resource Guide](#) (Google Doc)
- [Street Mobilization Guide - NYC](#) (Google Doc)

Podcasts

- [1619 \(New York Times\)](#)
- [About Race](#)
- [Afropunk Solution Sessions](#)
- [Code Switch \(NPR\)](#)
- [Cornell Inclusive Excellence Podcast](#)
- [Intersectionality Matters! hosted by Kimberlé Crenshaw](#)
- [Momentum: A Race Forward Podcast](#)
- [Pod For The Cause \(from The Leadership Conference on Civil & Human Rights\)](#)
- [Pod Save the People \(Crooked Media\)](#)
- [Putting Racism on the Table](#)
- [Race Traitor](#)
- [Seeing White](#)
- [Speaking of Racism](#)
- [There Goes the Neighborhood](#)
- [The United State of Anxiety](#)
- [The Wilderness \(Crooked Media\)](#)

Videos

- [A Conversation on Race and Privilege with Angela Davis and Jane Elliott](#) (YouTube)
- [A Conversation on Race: A series of short films about identity in America](#) (New York Times)
- [Dr. Robin Diangelo discusses 'White Fragility'](#) (Seattle Channel)

Pratt

- [George Floyd, Minneapolis Protests, Ahmaud Arbery & Amy Cooper. The Daily Show.](#) (YouTube)
- [MTV Decoded with Francesca Ramsey](#) (YouTube)
- [Systemic Racism Explained](#) (YouTube)
- [We Want to Do More Than Survive: Professor Bettina Love on abolitionist teaching and the pursuit of educational freedom](#) (CSPAN)

Wellness

- [Advice For Faculty Members Feeling Exhausted by Racial Battle Fatigue](#) (Inside Higher Ed)
- [Anti-Racism Daily Newsletter](#)
- [Artists Thrive](#)
- [Irresistible: Healing Justice Podcast](#)