

Diversity Equity and Inclusion

Resources on Race, Antiracism, Allyship, and Creating an Inclusive Culture

This guide is designed to provide resources to support the Simpson community as we deepen our understanding of racism, allyship, and the importance of diversity, equity and inclusion in all forms. In order to be active allies, we must take the time to educate ourselves and create an empathic space in order to advance equity and transform culture.

If you have any questions, please reach out to the [Diversity & Inclusion Team](#).

DEI Glossary – Terms and History (click on the terms below to read more about its significance, history and/or impact)

Ally Advocates for people from underrepresented or marginalized groups. An ally takes action to support people outside of their own group.	Anti-racism Actively opposing institutional or structural racism by advancing changes in political, economic and social policies.	Color Blind (I don't see color) The belief that everyone should be treated "equally" without respect to societal, economic, historical, or racial difference.
Microaggression Brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults to marginalized individuals and groups. The "micro" in microaggression refers to person-to-person interactions.	Unconscious Bias (also known as implicit bias) An implicit association, whether about people, places, or situations, which are often based on mistaken, inaccurate, or incomplete information and include the personal histories we bring to the situation. We encourage you to take the brief Harvard Implicit Bias Test to understand your own unconscious biases and begin to interrupt those patterns.	Tokenism Presence without meaningful participation. For example, a superficial invitation for the participation of members of a certain socially oppressed group, who are expected to speak for the whole group without giving this person a real opportunity to speak for her/himself.
Equality Treating everyone the same way, often while assuming that everyone also starts out on equal footing or with the same opportunities.	Equity Working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.	Privilege Systemic favoring, enriching, valuing, validating, and including of certain social identities over others.
Systematic Relates to an action that is done according to some system or organized method.	Systemic Describes something that happens inside a system or affects all parts of a system. Systemic can also denote something that is deeply ingrained in the system, which helps explain why you sometimes hear it in discussions about social or political issues.	Intersectionality The intertwining of social identities such as gender identity, race, ethnicity, social class, religion, and/or sexual orientation, which can result in unique experiences, opportunities, and barriers.
Juneteenth Also known as Freedom Day, is an American holiday celebrated on June 19. It commemorates June 19, 1865 when the Union soldiers, led by Major General Gordon Granger, landed at Galveston, Texas with news that the war had ended and the enslaved were now free.	Tulsa Race Massacre The Tulsa race massacre (also called the Tulsa race riot, the Greenwood Massacre, or the Black Wall Street Massacre) of 1921 took place on May 31 and June 1, 1921, when mobs of white residents attacked black residents and businesses of the Greenwood District in Tulsa, Oklahoma.	Freedom Riders Freedom Riders were groups of white and black civil rights activists who participated in Freedom Rides, bus trips through the South in 1961 to protest segregated bus terminals. U.S. House Representative John Lewis was one in the original group.

What to Read

On Race Relations

- [What I Hear When Someone Says “I Don’t See Color”](#) | *The Everygirl*, March ‘19
- [Why The ‘I Don’t See Color’ Mantra Is Hurting Your Diversity And Inclusion Efforts](#) | *Forbes*, February ‘19
- [Maintaining Professionalism In The Age of Black Death Is....A Lot](#) | *Medium*, May ‘20
- [Reflections From a Token Black Friend](#) | *Human Parts by Medium*, June ‘20
- [We need to talk about how media and creatives portray Black people](#) | *Fast Company*, June ‘20
- [Who Gets to Be Afraid in America?](#) | *The Atlantic*, May ‘20
- [I was a police chief stopped by my own officer. After Floyd, we need change at all levels.](#) | *USA Today*, June ‘20
- [Don’t understand the protests? What you’re seeing is people pushed to the edge](#) | by Kareem Abdul-Jabbar in *LA Times*, May ‘20



Allyship

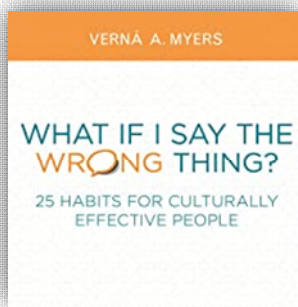
- [How to be Anti-Racist: Speak Out in Your Own Circles](#) | *CNN*, June ‘20
- [I’m Black. My Mom is White. This Is The Talk We Had To Have About George Floyd’s Killing](#) | *Huffington Post*, June ‘20
- [Dear White People: Being an Ally Isn’t Always What You Think](#) | *New York Times*, June ‘20
- [Latinos And Asians Grapple With Racism, Allyship Amid Ongoing Protests](#) | *NPR*, June ‘20
- [How to be a Good White Ally, According to Activists](#) | *Vox*, June ‘20
- [Dear Anti-Racist Allies: Here’s how to respond to microaggressions](#) | *CNN*, June ‘20

Additional Materials and Organizations

- [How companies and individuals can use Juneteenth to practice active allyship](#) | *Fast Company*, June ‘20
- [What do terms like systemic racism, microaggression and white fragility mean?](#) | *ABC*, June ‘20
- [Anguish and Action](#) | *The Obama Foundation*
- [11 Anti-Racist Accounts That Are Worth Following](#) | *Variety*, May ‘20
- [Color of Change](#) | Color Of Change helps people respond effectively to injustice in the world around us.

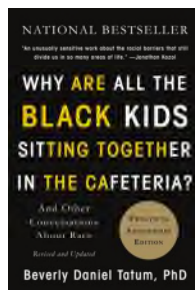
Books

We encourage you to support [local minority owned bookstores](#) and have provided online options below. (Click each image to follow the links.)

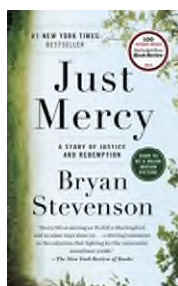


Verna Myers, D&I legal consultant and VP Inclusion Strategy at Netflix, provides very clever, relatable methods on how to combat tensions that inherently occur in a diverse global workplace. Myers 25 habits are pearls of wisdom, packaged in personal stories to which we can all relate.





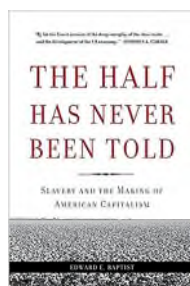
Walk into any racially mixed high school and you will see Black, White, and Latino youth clustered in their own groups. Is this self-segregation a problem to address or a coping strategy? Beverly Daniel Tatum, a renowned authority on the psychology of racism, argues that straight talk about our racial identities is essential if we are serious about enabling communication across racial and ethnic divides.



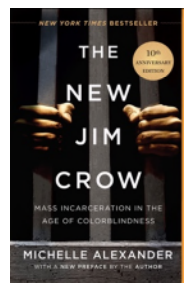
A #1 NYT Bestseller and now a movie starring Michael B. Jordan and Jamie Foxx, *Just Mercy*, is a powerful story about a gifted young lawyer and the lives of those he has defended. It is an inspiring argument for compassion in the pursuit of justice by one of the most influential lawyers of our time.



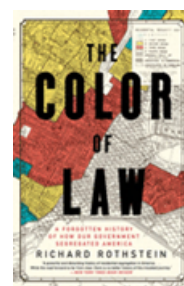
In this *New York Times* Bestseller, Kendi takes readers through a widening circle of antiracist ideas--from the most basic concepts to visionary possibilities--that will help readers see all forms of racism clearly, understand their consequences, and work to oppose them in our systems and in ourselves.



Told through intimate slave narratives, plantation records, newspapers, and the words of politicians, and escaped slaves, *The Half Has Never Been Told* forces readers to reckon with the violence at the root of American supremacy, but also with the survival and resistance that brought about slavery's end--and created a culture that sustains America's deepest dreams of freedom.



Named as "one of the most influential books of the past 20 years," this NYT bestseller discusses race-related issues specific to mass incarceration of millions of African American males in the US. Alexander's central premise, from which the book derives its title, is that "mass incarceration" is, metaphorically, the New Jim Crow.



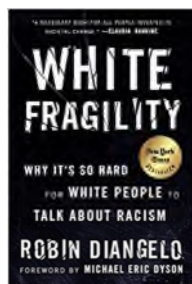
Richard Rothstein, our 2018 Perspectives Series speaker, explodes the myth that America's cities came to be racially divided through de facto segregation. Rather, *The Color of Law* incontrovertibly makes clear that it was in fact the laws and policy decisions passed by local, state, and federal governments that actually promoted the discriminatory patterns that continue to this day.



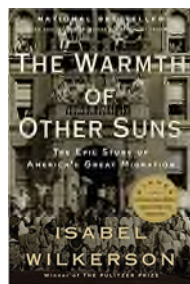
Race and racism is a difficult subject to talk about. How do you tell your roommate her jokes are racist? How do you explain white privilege to your white, privileged friend? In this NYT Bestseller, Oluo gives us--both white people and people of color--that language to engage in clear, constructive, and confident dialogue with each other about how to deal with racial prejudices and biases.



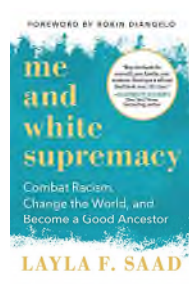
What is it like to inhabit a black body and find a way to live within it? And how can we all honestly reckon with this fraught history and free ourselves from its burden? Ta-Nehisi Coates attempts to answer these questions in a letter to his son. Hailed by Toni Morrison as "required reading," a bold and personal literary exploration of America's racial history.



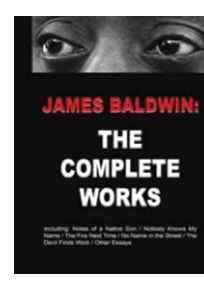
In this NYT Bestseller, antiracist educator Robin DiAngelo illuminates the phenomenon of white fragility and allows us to understand racism as a practice not restricted to 'bad people.' Referring to the defensive moves that white people make when challenged racially, white fragility is characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence. In this in-depth exploration, DiAngelo examines how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively.



From 1915 to 1970, this exodus of almost six million people changed the face of America. Wilkerson compares this epic migration to the migrations of other peoples in history. Wilkerson brilliantly captures their first treacherous and exhausting cross-country trips by car and train and their new lives in colonies that grew into ghettos, as well as how they changed these cities with southern food, faith, and culture and improved them with discipline, drive, and hard work.



This eye-opening NYT Bestseller challenges you to do the essential work of unpacking your biases, and helps white people take action and dismantle the privilege within themselves so that you can stop (often unconsciously) inflicting damage on people of color, and in turn, help other white people do better, too. Saad takes readers on a 28-day journey, complete with journal prompts, to do the necessary and vital work that can ultimately lead to improving race relations.



James Baldwin was a uniquely prophetic voice in American letters. His brilliant and provocative essays made him the literary voice of the Civil Rights Era, and they continue to speak with powerful urgency to us today. Edited by Nobel laureate Toni Morrison, *The Complete Works* is the most comprehensive gathering of Baldwin's nonfiction ever published. Baldwin provides penetrating analysis of America's racial divide and an impassioned call to "end the racial nightmare...and change the history of the world."

Multimedia (TV/Film/Podcast/TED Talks) (Click each image to follow the links.)



NPR Podcast tackles the subject of race head-on.



Black Wall Street 1921 Podcast chronicling history and events before, during and after the Tulsa Race Massacre.



NYT 1619 Podcast - An audio series from The Times observing the 400th anniversary of the beginning of American slavery.



American Son (2019)

Based on the Broadway play, a Netflix film featuring Kerry Washington about an interracial couple waiting on updates from the police on the arrest of their teenage son.

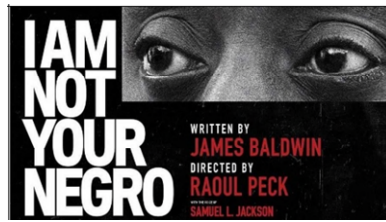


“How to Overcome Our Biases? Walk Boldly Toward Them,” TED Talk by Vernā Myers



13th (2016)

Filmmaker Ava DuVernay explores the history of racial inequality in the United States, focusing on the fact that the nation's prisons are disproportionately filled with African-Americans.



I Am Not Your Negro (2017) and [11 Other Social Justice Films Available to Stream Online For Free](#)



“The power of vulnerability,” TED Talk by Brené Brown



The historic 1965 debate between James Baldwin and William F. Buckley Jr. at Cambridge University on the question: “Is the American Dream at the expense of the American Negro?”



Uncomfortable Conversations With A Black Man

A conversation with Emmanuel Acho about race that many white people have never been able to have.



Black-ish, Season 2, Episode 16, “Hope”
Season 4, Episode 1, “Juneteenth” Available on Amazon



Let It Fall (2017)

Filmmaker John Ridley examines a decade of tensions, civil unrest and events in Los Angeles that culminated in citywide violence following the Rodney King verdict on April 29, 1992.

Educating our Children and Young Adults (Click each image to follow the links.)



With the ease and simplicity of a nursery rhyme, this lively story delivers an important message of social acceptance to young readers.

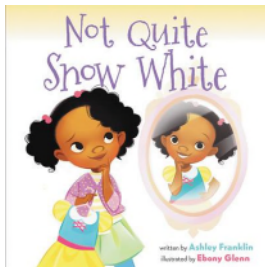


CNN/Sesame Street Coming Together: Standing Up to Racism, a town hall for kids and families





Sixteen-year-old Starr moves between two worlds: the poor neighborhood where she lives and the fancy suburban prep school she attends. Starr witnesses the fatal shooting of her childhood best friend Khalil at the hands of a police officer.



Tameika is a girl who belongs on the stage, but the other kids think she's "not quite" right to play the role of Snow White. Will Tameika let their harsh words be her final curtain call?



Black Parents Explain How to Deal with the Police | Cut



Grace loves stories, whether they're from books, movies, or the kind her grandmother tells. So when she gets a chance to play a part in Peter Pan, she knows exactly who she wants to be.



Raising White Kids: Bringing Up Children In A Racially Unjust America | Jennifer Harvey



Designed to boost self-esteem and build confidence in black and biracial children, this book encourages children of African descent to feel good about their hair, no matter how different it may be from other kids.

The glossary terms were reproduced from the following resources:

- [12 Diversity & Inclusion Terms You Need to Know](#) | Catalyst, May '19
- [Let's Talk About Racial Microaggressions In The Workplace](#) | Forbes, June '20
- [What it really means to be an anti-racist, and why it's not the same as being an ally](#) | Business Insider, '20
- [Diversity, Equity and Inclusion Glossary](#) | University of Washington
- [Systemic vs. Systematic: How to Use Each Word Correctly](#) | Mental Floss, June '20

This document is by no means an exhaustive list but should serve as a starting point as we begin to educate ourselves on racial issues and social justice. We intend to update this guide frequently and we welcome you to share your favorite books or materials with the [Diversity & Inclusion Team](#).