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Appendix

Conversation Kick-Starters

When initiating courageous conversations, it is important to have the right tools on hand. Below facilitators have been provided with sample RJID discussion topics to use when preparing for a group conversation. To support the ease of conversation, a Kick-Start question has also been developed for each topic. These topics and questions are meaningful and serve to provoke thought and discussion during the conversation. In addition, an optional pre-session resource has been assigned to each discussion topic. This will provide participants with pre-learning and understanding of the discussion topic.

Discussion Topic	Kick-Start Question(s)	Pre-Conversation Resource
Becoming Aware of Our Implicit Bias	Are you aware of your biases? What have you done to minimize the impact of your bias?	Implicit Bias Test
Being White in the Anti-Racism Movement	What does it mean to be white in today's society? How has this impacted your life, your self-perception, and your involvement with conversations around race?	White Fragility (excerpt)
Code Switching	Have you ever experienced not fitting in? What do you change about yourself before you show up for work?	Code Switch
"Karen" & Cancel Culture	Have you ever experienced this type of behavior? What was your reaction? Did you step-up to address the actions?	Uncomfortable Conversations with a Black Man
Understanding Privilege	What privilege do you enjoy? And how does that correspond with your status?	What is White Privilege, Really?

To develop additional Kick-Starters for conversations, facilitators may leverage the Appendix resource section in this guide. To do so, simply complete the following steps:

1. Choose an appendix resource.
2. Read or view the resource.
3. Write down 1-2 or two questions that arise as you experience the resource.
4. Share these 1-2 questions as your Kick-Start questions for the upcoming conversation.
5. Or share the following standard Kick-Start questions:
 - a. What did you learn?
 - b. What surprised you and how do you feel about this?
 - c. What do you want to know more about?

The usage of conversation kick-starters will help put participants at ease and help you engage with compassion and confidence.

Sample Email to Group

We are pleased to host RJID Courageous Conversations which consist of small groups coming together for listening and learning. Our goal is to better understand how we can support one another as we explore the topics within the realm of racial justice, inclusion, and diversity.

The initial session will center on exploring one's own experience with race and culture. You are asked to share experiences, ask questions, and address concerns to deepen your understanding of each participant's perspective. In preparation for our conversation, please read in advance [Talking About Race](#) from the Smithsonian's National Museum of African American History & Culture.

With ongoing dialogue over time, our goal is to create an environment conducive to engaging in honest and candid conversations and to work together to create actionable solutions. We are excited to have you join our first courageous conversation!

Sample Agenda

Below is a sample agenda facilitators can utilize when planning RJID Courageous Conversations meetings.

10 min	Introduction	Each participant has 1 minute to introduce themselves and state why they joined the discussion.
5 min	The Four Conversation Agreements <ol style="list-style-type: none"> 1. Stay Engaged 2. Experience Discomfort 3. Speak Your Truth 4. Expect/Accept Non-Closure <i>*Author: Glenn Singleton</i>	These will set the tone of our conversation.
15 min	Getting to Know Each Other Icebreaker <ol style="list-style-type: none"> 1. What are your hopes and concerns for your family, community and/or the country? 2. What would your best friend say about who you are? 3. What sense of purpose/mission/duty guides you in your life? 	Each participant has 1-2 minutes to answer one of these questions.
30 min	Race and Culture <ol style="list-style-type: none"> 1. When were you first aware of your race? 2. What do you remember from childhood about how you made sense of human differences? What confused you? 3. What childhood experiences did you have with friends or adults who were different from you in some way? 4. How, if ever, did any adult give you help thinking about racial differences? 5. What stereotypes have you heard applied to your race or ethnicity? How does that impact you or your perspective? 6. What are your thoughts on the state of racial justice in the U.S. today? 	Each participant has about 3 minutes to answer two questions.



10 min	Reflecting on the Conversation <ol style="list-style-type: none"> 1. What was most meaningful/valuable to you in this conversation? 2. What learning, new understanding or common ground was found on the topic? 3. How has this conversation changed your perception of anyone in this group? 4. Is there a next step you would like to take based upon the conversation? 	Each participant has 1 minute to answer one question.
5 min	Closing	Thank participants. Share next steps and other RJID happenings. Share that an evaluation will follow.

Sample Follow-up Email/Evaluation to Group

Thank you for attending our recent RJID Courageous Conversations. We appreciate the value that your participation and the sharing of your experiences brought to the session. To help us to continue to improve these sessions please complete the following anonymous survey.

1. *What did you think/feel about the RJID Courageous Conversations?*
2. *What was your number one takeaway from your conversation?*
3. *How will you take action to contribute to a more inclusive work culture?*
4. *What should “company name” start doing to create a more inclusive work culture for all staff?*
5. *What other topics would you like to see covered in future sessions?*

Frequently Asked Questions

- Q What do you mean by RJID (racial justice, inclusion, diversity)?
- A The systematic fair treatment, inclusion in processes and power, and recognition of the value of difference in people of races.
- Q How do I explain the importance of diversity, equity, and inclusion to my staff or coworkers?
- A An organization that represents its community has better outcomes and a more proven impact. Being representative and inclusive of the population within your community is key to maintaining public trust, supporting organizational sustainability, and fostering effectiveness. An organization is stronger when they include a variety of experiences, perspectives, and skills, and utilize practices that nurture creativity and equity.
- Q Why is it important to have courageous conversations in the workplace?
- A Courageous conversations in the workplace are part of developing a learning culture. They lead to a better understanding of the needs of others, such as Black employees. They enable leaders and employees, both Black and non-Black to become more comfortable having dialogue.
- Q What is the most important thing to do when having a courageous conversation?
- A The most important thing to do when having a courageous conversation is to listen. You likely will not understand everything if you haven’t experienced it before. Understand, just because you haven’t experienced it, doesn’t mean it’s not real.



- Q When people do talk about race, how can I get them to focus on policies, programs, and practices as sources of racial disparities?
- A Don't try to persuade people that their beliefs are wrong. Instead, find a value focus that is equally dear and compelling to them. The one value that research shows as promising is "opportunity." Frame issues in terms of opportunity for all.
- Q What if I say something wrong or offend someone during the conversation?
- A Worrying about offending someone or saying the wrong thing are reasonable concerns. However, they are fears you need to take on if you, your team, and your company want to move forward.
- Q How will these conversations help our company?
- A People need the ability to work with the dignity of having their histories acknowledged and their life experience valued. By doing so we will be able to recruit and retain a thriving, diverse workforce that we want and need.
- Q I'm a parent and I want to have conversations with my children. What should I say to them?
- A Kudos for wanting to inform the next generation! For those with children or children in their lives, it is essential that we talk to them. Research shows that children at a young age recognize differences based on the colors of our skin. While it can be uncomfortable, parents need to talk to their children about race because their children do see color. We can spread love and positivity with the messaging we share. Another way we can help educate the next generation is by informing them of past mistakes and encouraging them to behave differently.
- Q Isn't diversity just another fancy name for Affirmative Action or Equal Employment Opportunity?
- A No. Affirmative Action is a legally driven mandate to ensure the recruitment and advancement of qualified people of color, women, persons with disabilities, and covered veterans. Equal Employment Opportunity (EEO) is employment practices that ensure nondiscrimination, fairness, and equity in the workplace.

Key Terms and Glossary

In talking about issues of race, a common vocabulary is essential to avoid misunderstandings and misinterpretations. Words often have different meanings to different people, based on their experiences. The purpose of this glossary, which is a work in progress, is to help avoid such misunderstandings. Not everyone will agree on the definition of every word; but everyone should have a common understanding of how words are being used in particular circumstances. Source: [Racial Equity Resource Guide](#)

ALLY

Describes someone who supports a group other than one's own (in terms of racial identity, gender, faith identity, sexual orientation, etc.) Allies acknowledge disadvantage and oppression of other groups than their own; take risks and supportive action on their behalf; commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression.

BIGOTRY

Intolerant prejudice which glorifies one's own group and denigrates members of other groups.



COLLUSION

When people act to perpetuate oppression or prevent others from working to eliminate oppression.

Example: Able-bodied people who object to strategies for making buildings accessible because of the expense.

CULTURAL PLURALISM

Recognition of the contribution of each group to a common civilization. It encourages the maintenance and development of different lifestyles, languages, and convictions. It is a commitment to deal cooperatively with common concerns. It strives to create the conditions of harmony and respect within a culturally diverse society.

CULTURAL RACISM

Those aspects of society that overtly and covertly attribute value and normality to white people and whiteness, and devalue, stereotype and label People of Color as "other," different, less than or render them invisible.

Examples: Defining white skin tones as nude or flesh colored, having future time orientation, emphasizing individualism as opposed to a more collective ideology, defining one form of English as standard and identifying only whites as the great writers or composers.

CULTURE

A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors, and styles of communication.

DENIAL

Refusal to acknowledge the societal privileges (see the term "privilege") that are granted or denied based on an individual's ethnicity or other grouping. Those who are in a stage of denial tend to believe, "People are people. We are all alike regardless of the color of our skin." In this way, the existence of a hierarchical system or privileges based on ethnicity or race can be ignored.

DISCRIMINATION

The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion, and other categories.

DIVERSITY

The wide range of national, ethnic, racial, and other backgrounds of U.S. residents and immigrants as social groupings, co-existing in American culture. The term is often used to include aspects of race, ethnicity, gender, sexual orientation, class and much more.

EMPOWERMENT

When target group members refuse to accept the dominant ideology and their subordinate status and take actions to redistribute social power more equitably.



ETHNICITY

A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base.

Examples of different ethnic groups are: Cape Verdean, Haitian, African American (black); Chinese, Korean, Vietnamese (Asian); Cherokee, Mohawk, Navaho (Native American); Cuban, Mexican, Puerto Rican (Latino); Polish, Irish, and Swedish (white).

INCLUSION

Inclusion authentically brings traditionally excluded individuals and/or groups into processes, activities and decision/policy making.

INDIVIDUAL RACISM

The beliefs, attitudes and actions of individuals that support or perpetuate racism. Individual racism can occur at both a conscious and unconscious level and can be both active and passive. Examples include telling a racist joke, using a racial epithet, or believing in the inherent superiority of whites.

INSTITUTIONAL RACISM

Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as non-white.

Examples:

- Government policies that explicitly restricted the ability of people to get loans to buy or improve their homes in neighborhoods with high concentrations of African Americans (also known as "red-lining").
- City sanitation department policies that concentrate trash transfer stations and other environmental hazards disproportionately in communities of color.

INTERNALIZED RACISM

Internalized racism is the situation that occurs in a racist system when a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures, and ideologies that undergird the dominating group's power. It involves four essential and interconnected elements:

- *Decision-making* — Due to racism, people of color do not have the ultimate decision-making power over the decisions that control our lives and resources. As a result, on a personal level, we may think white people know more about what needs to be done for us than we do. On an interpersonal level, we may not support each other's authority and power — especially if it is in opposition to the dominating racial group. Structurally, there is a system in place that rewards people of color who support white supremacy and power and coerces or punishes those who do not.
- *Resources* — Resources, broadly defined (e.g., money, time, etc.), are unequally in the hands and under the control of white people. Internalized racism is the system in place that makes it difficult for people of color to get access to resources for our own communities and to control the resources of our community. We learn to believe that serving and using resources for ourselves and our particular community is not serving "everybody."
- *Standards* — With internalized racism, the standards for what is appropriate or "normal" that people of color accept are white people's or Eurocentric standards. We have difficulty naming, communicating,



and living up to our deepest standards and values, and holding ourselves and each other accountable to them.

- *Naming the problem* — There is a system in place that misnames the problem of racism as a problem of or caused by people of color and blames the disease — emotional, economic, political, etc., on people of color. With internalized racism, people of color might, for example, believe we are more violent than white people and not consider state-sanctioned political violence or the hidden or privatized violence of white people and the systems they put in place and support.

"ISMS"

A way of describing any attitude, action, or institutional structure that subordinates (oppresses) a person or group because of their target group, color (racism), gender (sexism), economic status (classism), older age (ageism), religion (e.g., anti-Semitism), sexual orientation (heterosexism), language/immigrant status (xenophobia), etc.

OPPRESSION

The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression:

- Fuses institutional and systemic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures that saturate most aspects of life in our society.
- Denotes structural and material constraints that significantly shape a person's life chances and sense of possibility.
- Signifies a hierarchical relationship in which dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups.
- Resides not only in external social institutions and norms but also within the human psyche as well.

Eradicating oppression ultimately requires struggle against all its forms, and that building coalitions among diverse people offers the most promising strategies for challenging oppression systematically.

PREJUDICE

A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.

PRIVILEGE

A right that only some people have access or availability to because of their social group memberships (dominants). Because hierarchies of privilege exist, even within the same group, people who are part of the group in power (white/Caucasian people with respect to people of color, men with respect to women, heterosexuals with respect to homosexuals, adults with respect to children, and rich people with respect to poor people) often deny they have privilege even when evidence of differential benefit is obvious. See the term "right" also in this glossary.

RACE

A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly color), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic, and political needs of a society at a given period of time. Racial categories subsume ethnic groups.



RACIAL AND ETHNIC IDENTITY

An individual's awareness and experience of being a member of a racial and ethnic group; the racial and ethnic categories that an individual chooses to describe him or herself based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience.

RACIAL EQUITY

Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

RACISM

Racism is a complex system of beliefs and behaviors, grounded in a presumed superiority of the white race. These beliefs and behaviors are conscious and unconscious; personal and institutional; and result in the oppression of people of color and benefit the dominant group, whites. A simpler definition is racial prejudice + power = racism.

RIGHT

A resource or position that everyone has equal access or availability to regardless of their social group memberships.

SOCIAL JUSTICE

Social justice includes a vision of society in which the distribution of resources is equitable, and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole.

SOCIAL POWER

Access to resources that enhance one's chances of getting what one needs or influencing others in order to lead a safe, productive, fulfilling life.

STRUCTURAL RACISM

"The structural racism lens allows us to see that, as a society, we more or less take for granted a context of white leadership, dominance, and privilege. This dominant consensus on race is the frame that shapes our attitudes and judgments about social issues. It has come about as a result of the way that historically accumulated white privilege, national values and contemporary culture have interacted so as to preserve the gaps between white Americans and Americans of color."

For example, we can see structural racism in the many institutional, cultural, and structural factors that contribute to lower life expectancy for African American and Native American men, compared to white men. These include higher exposure to environmental toxins, dangerous jobs and unhealthy housing stock, higher exposure to and more lethal consequences for reacting to violence, stress and racism, lower rates of healthcare coverage, access and quality of care and systematic refusal by the nation to fix these things.



WHITE PRIVILEGE

Refers to the unquestioned and unearned set of advantages, entitlements, benefits, and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.

Examples of privilege might be: "I can walk around a department store without being followed." "I can come to a meeting late and not have my lateness attributed to your race;" "being able to drive a car in any neighborhood without being perceived as being in the wrong place or looking for trouble." "I can turn on the television or look to the front page and see people of my ethnic and racial background represented." "I can take a job without having co-workers suspect that I got it because of my racial background." "I can send my 16-year-old out with his new driver's license and not have to give him a lesson on how to respond if police stop him."

Self-Paced Learning Resources

There are a vast number of resources available on the topics of racial justice, inclusion, and diversity (RJID). To further develop dialogue, learning opportunities and cultivate conversations, the following list of resources have been developed to assist you in gaining understanding and appreciation of RJID issues in our society.

If you are short on time or just not know where to begin check-out the Fast 5 Resources below. This diverse curated list will give you a starting point. Start here and then explore additional resources below based on your topic interest or how you prefer to consume content.

“Fast 5” Resources

- *Article* - [5 Ways to Show Up for Racial Justice Today](#) by Nastia Voynovskaya, KQED
- *Podcast* - [1619](#) by NY Times – a five-part series with accompanying articles
- *Film* - [Uncomfortable Conversations with a Black Man](#) (UncomfortableConvos)
- *Book* - **So You Want to Talk About Race** by Ijeoma Oluo
- *Interactive* - [Thinking Critically About Racism, Whiteness, and Class](#) Showing Up for Racial Justice

Additional Resources

Podcasts – Listen on the Go!

- All My Relations | [Listen here](#)
- Aftereffect by WYNC Studios | [Listen here](#)
- 1619 by New York Times | [Listen here](#)
- Chasing Justice | [Listen here](#)
- Code Switch by NPR | [Listen here](#)
- Disabled Girls Who Lift | [Listen here](#)
- Historically Black by APMreports | [Listen here](#)
- Identity Politics | [Listen here](#)
- (In)Accessible | [Listen here](#)
- Latino USA by NPR | [Listen here](#)
- Latina to Latina | [Listen here](#)
- Nice White Parents | [Listen here](#)
- Otherhood by PRI | [Listen here](#)



- Rough Translation by NPR | [Listen here](#)
- Resettled | [Listen here](#)
- Sooo Many White Guys | [Listen here](#)
- Tell Black Stories Podcast | [Listen here](#)
- Uncivil by Gimlet Media | [Listen here](#)
- UnErased: The History of Conversion Therapy in America | [Listen here](#)
- Yo, Is this Racist? | [Listen here](#)
- Young and Indigenous Podcast | [Listen here](#)

Articles

- [5 Ways to Show Up for Racial Justice Today](#) by Nastia Voynovskaya, KQED
- [5 Ways to Start Being a Better Ally for Your Black Coworkers](#) by Courtney Connley, CNBC
- [75 Things White People Can Do for Racial Justice](#), by Corrine Shutack, Medium
- [A Detailed List of Anti-Racism Resources](#) by Katie Couric, Medium
- [A guide to how you can support marginalized communities](#), by Harmeet Kaur, CNN
- [America Has Its Knee on People of Color. Why George Floyd's Death Was a Breaking Point](#) by Charlotte Alter, Time
- [Anatomy of an Ally](#), graphic by Dani Coke
- [Answering White People's Most Commonly Asked Questions about the Black Lives Matter Movement](#) by Courtney Martin, The Bold Italic
- [Beyond Protests: 5 More Ways to Channel Anger into Action to Fight Racism](#) by Allison Aubrey, KQED
- [Confronting Racism at Work: A Reading List by The Editors](#), Harvard Business Review
- [Dismantling Racism Workbook](#), by Dismantling Racism
- [Eight Lessons for Talking About Race, Racism, and Racial Justice](#) by The Opportunity Agenda
- [How Managers Can \(and Should\) Address Race and Violence in The News](#) by Maria Louisa, Medium
- [Juneteenth: A Primer](#) by Mitchell S. Jackson, Harper Bazaar
- [Maintaining Professionalism In The Age of Black Death Is....A Lot](#), by Shenequa Golding, Medium
- [Race at Work](#), by Sarah Cliffe, Harvard Business Review
- [Race Ahead Newsletter](#) by Ellen McGirt, Fortune
- [Reading the Signals: Allyship During Race Conversations](#), graphic by Dani Coke
- [Talking about racial inequality at work is difficult—here are tips to do it thoughtfully](#) by Jennifer Liu, CNBC
- [The Difference Between First-Degree Racism and Third-Degree Racism](#) by John Rice, The Atlantic
- [The Race Gap](#), graphic by Reuters Graphics
- [The Support You Need to Give Your Black Employees Today](#) by Matt Bush, Great Places to Work
- [The Race Issue](#) by National Geographic
- [Walking While Black](#) by Garnette Cadogan, Lit Hub
- [What Can I Do?](#), graphic by Korn Ferry
- [What is White Privilege, Really?](#) by Cory Collins, Teaching Tolerance
- [Whiteness and White Privilege](#) by Racial Equity Tools
- [Who Gets to be Afraid in America](#) by Dr. Ibram X. Kendi, Atlantic



Films and Documentaries

- [13th](#) (Netflix)
- [Dr. Robin DiAngelo Discusses White Fragility](#) (YouTube)
- [Explained: The Racial Wealth Gap](#) (YouTube/Netflix)
- [I Am Not Your Negro](#) (YouTube)
- [John Lewis – Get in the Way](#) (PBS)
- [Just Mercy](#) (Amazon Prime)
- [Juneteenth Jamboree](#) (PBS)
- [Seeing White Series](#) (Scene on Radio) – 14-part series with accompanying study guides
- [King in the Wilderness](#) (HBO)
- [Race Matters: America in Crisis](#) (PBS)
- [Raising Antiracist Kids](#) (YouTube)
- [Racism in America](#) (PBS)
- [Reconstruction: America After the Civil War](#) (PBS)
- [Tell Them We Are Rising](#) (PBS)
- [The African Americans – Many Rivers to Cross](#) (PBS)
- [The Dominos of racial injustice and police brutality](#) (YouTube)
- [The Time is Now: Race and Resolution](#) (History Network)
- [Uncomfortable Conversations with a Black Man](#) (YouTube)
- [When They See Us](#) (Netflix)
- [Where Do We Go From Here?](#) (OWN)

Books

- **An African American and Latinx History of the United States** by Paul Ortiz
- **A Spectacular Secret: Lynching in American Life and Literature** by Jacqueline Goldsby
- **Before the Mayflower: A History of the Negro in America, 1619-1962** by Lerone Bennett
- **Between The World and Me** by Ta-Nehisi Coates
- **Blindspot: Hidden Biases of Good People** by Mahzarin R. Banaji
- **Heavy: An American Memoir** by Margo Jefferson
- **How the Suburbs Were Segregated: Developers and the Business of Exclusionary Housing, 1890-1960** by Paige Glotze
- **How to Be An Antiracist** by Dr. Ibram X. Kendi
- **Let Us Put Our Money Together: The Founding of America’s First Black Banks** by Tim Todd
- **Long Walk to Freedom: The Autobiography of Nelson Mandela** by Nelson Mandela
- **Me and White Supremacy** by Layla F. Saad
- **My Bondage and My Freedom** by Frederick Douglass
- **Raising White Kids: Bring Up Children in a Racially Unjust America** by Jennifer Harvey
- **So You Want to Talk About Race** by Ijeoma Oluo
- **Tears We Cannot Stop: A Sermon to White America** by Michael Eric Dyson
- **The Color of Law: A Forgotten History of How Our Government Segregated American** by Richard Rothstein
- **The Color of Money: Black Banks and the Racial Wealth Gap** by Mehrsa Baradaran
- **The Half Has Never Been Told: Slavery and the Making of an American Capitalism** by Edward E. Baptist
- **The History of White People** by Nell Irvin Painter



- **The New Jim Crow: Mass Incarceration in the Age of Colorblindness** by Michelle Alexander

Interactive Tools

- [Clocking-In](#) by Race Forward
- [Implicit Bias Test](#) by Project Implicit – Harvard
- [Living Room Conversation Guides](#) by Living Room Conversations
- [Racial Equity Tools, Fundamentals](#) CAPD, World Trust, MP Associates
- [Talking About Race](#) National Museum of African American History and Culture
- [Thinking Critically About Racism, Whiteness, and Class](#) Showing Up for Racial Justice
- [White Privilege: Unpacking the Invisible Knapsack](#) by Peggy McIntosh

Organizations

There are many organizations that support equity and racial justice. If you are interested in learning more or supporting an organization, we've compiled the list below as a starting point. Please note: we are not endorsing any of the below organizations nor are we endorsing every position and/or statement that may be made by these organizations.

[Advancement Project](#)

[American Civil Liberties Union](#)

[Asian Americans Advancing Justice](#)

[Association of American Indian Affairs](#)

[Black Visions Collective](#)

[Black Lives Matter](#)

[Color of Change](#)

[Embrace Race](#)

[Equal Justice Initiative](#)

[Movement for Black Lives](#)

[NAACP](#)

[Race Forward](#)

[Racial Equity Institute](#)

[Showing Up For Racial Justice](#)

[The Innocence Project](#)

[UnidosUS](#)

[Urban League](#)

Interested in more information? Check out [Resources for Race, Equity, and Inclusion](#) by Diverse Books.

Note: The organizations and resources (articles, podcasts, books, organizations, etc.) listed here are a compilation of suggestions from diversity, equity and inclusion consultants and are not endorsed by or affiliated with CFI/FMI.

