

Resources for Education, Inclusion, Accountability, & DEI Support

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June 9, 2020



As both nonprofit professionals and human beings, it is our personal responsibility to do what is necessary to fight racism. Right now is a critical time. We must educate ourselves, hold others accountable, do the work (from donating, to signing petitions, to contacting officials, to protesting), and above all, we must listen.

This battle is ongoing and will not “blow over.” It is not a trend. It is not something to be abandoned once social media support dies down. It is up to us to stay focused and avoid comfort and complicity at all costs.

These resources will hopefully help you listen, educate yourself, and act in ways that fight systemic racism. And it’s by no means exhaustive. Please share any resources that you’ve personally found invaluable by emailing me at pamela@pamelagrow.com and I’ll list them.

Training & Support

***MotivateMonday* Training**

MotivateMonday is a 30-minute live free training delivered every Monday at 1 pm EST via GoToWebinar.

Whiteness at Work: Power, Perfectionism, Cultures of Nice

An eye-opening 60-minute discussion of the role of power at your nonprofit led by Desiree Adaway. One participant called it “the best training I’ve seen on DEI.”

Make Room for Us: Changing the Racial Composition and Culture of Your Board

Nationally renowned trainer Christal Cherry leads this power-packed 40-minute training.

Designing Strategic Planning with Equity and Justice

Renee Rubin Ross, Ph.D. guides us through strategic planning through an equity lens.

Consultants

I can personally vouch for the work of Community Connective and The Adaway Group

Looking for strategic planning, capacity building, or leadership development for your nonprofit? Let’s talk! (Especially if you want to do this work through an anti-racist lens.). Heidi Massey at Community Connective

Racial Equity Institute

The Management Center

Two Brown Girls

The Adaway Group Freedom School

Silence Is Not Golden: A Workbook for Creating Woke Boards

Theory of Enchantment Learn how to cultivate unity in your workplace with a diversity & inclusion program that teaches love.

Online Resources & Articles

The Root Newsletter

A media platform that serves as a space for Black voices and perspectives. The articles published here are informative, humorous, and witty.

TheGrio

Content geared toward Black audiences is noticeably absent from mainstream media. TheGrio is the first video-centric news community site devoted to fulfilling this need.

Donors of Color

The Donors of Color Network creates a philanthropic and political home for high net worth donors of color committed to building power for people of color. Subscribe to receive updates from Donors of Color.

For Our White Friends Desiring to Be Allies. “How can I be a stronger ally?” is a question many of us have asked lately. This begins to answer it.

Diversity, Inclusion, and Equity Policy Template

Diversity, Equity, and Inclusion (DEI) in the Nonprofit Sector – Essential Resources for Nonprofit Professionals. Software company Bloomerang has compiled a thoughtful listing of resources for the nonprofit sector.

What a Cardiothoracic Surgeon Sees When He Sees George Floyd. A powerful, powerful read.

Five Things Nonprofit Boards Can Intentionally do to Lead Diversity, Equity, and Inclusion. New from Bloomerang.

What I commit to doing differently. Insightful read from Julia Campbell.

How Can Nonprofits Move from Exploitative Storytelling to Justice-Oriented Storytelling? Must-read from the Bloomerang blog.

This must-see Instagram account is using storytelling to expose racism in elite schools. Power of Storytelling.

The long and winding road to racial awareness. By Mark Rovner.

The way we promote legacies perpetuates white supremacy. An important read from my friend, Ligia Peña, CFRE.

Equity Guide for Nonprofit Technology. “Nonprofit technology is marked by inequities in both the technology sector and the nonprofit sector. You can see this in staffing, processes, and the way technology tools are implemented. These inequities within our organizations and our sector must be dismantled if we want to address our communities’ needs permanently. Whether you’re a user, builder, or funder, you have a responsibility to ensure the equitable use of technology.” From NTEN.

Black Men Matter – Examining Mental Health Issues Among Black Men – A Guide To Freedom

Dismantling Racism. Resources.

Black Youth Matters: Understanding Mental Health Issues among Black Teens

Books

Minority Leader: How to Lead From the Outside and Make Real Change by Stacey Abrams
One of the many disempowering effects of systemic racism is that POCs are disadvantaged when it comes to attaining leadership positions. Abrams has drawn from her own experiences to provide a handbook that seeks to provide tools, exercises, and insight for navigating this situation.

How to Be An Antiracist by Ibram X. Kendi

At this point, it should be alarmingly clear that being “not a racist” is not enough. This American University Professor explores racism in such a comprehensive way, including its many intersections, to provide a clearer understanding of what it is, here and now. We need to know exactly what we’re fighting.

If You Want to Learn About Anti-Racism, These 10 Books Are a Start. Succinct and useful listing. From Esquire.

Nice White Ladies: The Truth about White Supremacy, Our Role in It, and How We Can Help Dismantle It. By Jessie Daniels

In a nation deeply divided by race, the “Karens” of the world are easy to villainize. But in *Nice White Ladies*, Jessie Daniels addresses the unintended complicity of even well-meaning white women. She reveals how their everyday choices harm communities of color. White mothers, still expected to be the primary parents, too often uncritically choose to send their kids to the “best” schools, collectively leading to a return to segregation. She addresses feminism that pushes women of color aside and a wellness industry that insulates white women in a bubble of their own privilege.

White Fragility: Why It’s So Hard for White People to Talk About Racism by Robin DiAngelo.
DiAngelo writes and provides insight based on her personal experiences working as a diversity and inclusion training facilitator. The concept “white fragility” refers to the way white people often feel attacked or offended when the topic of racism arises.

Nonprofit Organizations

The Innocence Project

Founded by two lawyers in 1992, this nonprofit is passionately dedicated to exonerating the wrongfully convicted.

Black Lives Matter

Founded in 2013 in response to the acquittal of Trayvon Martin’s murderer, this global organization is a driving force in the current movement. BLM seeks to eradicate white supremacy and fight violence inflicted on Black communities. Their work is absolutely vital.

EmbraceRace

This nonprofit fights systemic racism by providing resources and spaces for dialogue so that parents can raise children who are informed and thoughtful about race.

The Philadelphia Bail Fund

Those who cannot afford bail sit in a city jail cell for an average of 100 days before their case is heard before a judge. This revolving fund posts bail for those who cannot afford it. PBF's goal is to eliminate cash bail in Philadelphia completely.

The Minnesota Freedom Fund

Founded in 2016, this fund in Minnesota also seeks to provide cash bail for those who cannot afford it. Because freedom shouldn't be only accessible to those who can afford it.

Reclaim the Block

Founded in 2018, this Minneapolis-based coalition is dedicated to reallocating funds from the police department toward other areas of the city's budget in a way that promotes health and safety.

NAACP Legal Defense Fund

NOTE: The Legal Defense Fund – also referred to as the NAACP-LDF was founded in 1940 as a part of the NAACP, but separated in 1957 to become a completely separate entity. It is recognized as the nation's first civil and human rights law organization and shares our commitment to equal rights.

Who We Are: A Chronicle of Racism in America is a documentary feature film that confronts the history of racism head-on.

Tamir Rice Foundation seeks to advocate for police reform by advocating to change laws and implement new policies for the system with community oversight for police accountability and community reform dialogue.

Films and Media

I Am Not Your Negro

This 2016 documentary film, an exploration of racism through James Baldwin's memories of prominent civil rights leaders, is based on his unfinished manuscript, Remember This House.

When They See Us

This Netflix miniseries created by Ava DuVernay is based on the 1989 Central Park jogger case. Five teenagers were terrorized by the NYPD, wrongfully convicted, and ultimately exonerated.

The Innocence Files

The Innocence Project works to overturn wrongful convictions. This series tells eight different wrongful conviction stories that involve people the nonprofit has helped exonerate.

Jane Elliott's "Blue Eyes/Brown Eyes" Anti-Racism Exercise | The Oprah Winfrey Show | OWN. An oldie, but worth a revisit.

Who to Follow

Instagram

@DesireeAdaway
@rachel.cargle
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@jasminewilliamsmedia
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