This document was created to be used as a resource for anyone looking to broaden their understanding of anti-racism and get involved to combat racism, specifically as it relates to anti-Blackness and police violence. Within this guide, please find a variety of resources to explore practical ways to understand, explain, and solve seemingly intractable problems of racial inequity, white supremacy, police violence, and injustice.

Please share widely to your friends, family, students, and colleagues.
Thank you for your allyship.

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Structural Racism vs Individual Racism

Racism describes a system of power and oppression/advantage and disadvantage based on race. Structural racism is a system, or series of systems, in which institutional practices, laws, policies, social-cultural standards, and socio-political decisions establish and reinforce norms that perpetuate racial group inequities. Within the context of the United State of America, and other nations, structural racism takes the form of white supremacy; the preferential treatment,
privilege, power, access, networks, and access to opportunities available to white people, which often designate communities of color to chronic adverse outcomes.

Individual racism refers to a person’s racist assumptions, beliefs, or behaviors. Individual racism stems from conscious and unconscious bias and is reinforced by structural racism. Please visit the list of books, videos, movies, and TV shows within this guide to learn more about how racism functions and affects all of our day-to-day lives.

**Understanding Implicit Bias**

Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These are mental shortcuts that help us more easily make sense of our incredibly complex world. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control. These associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages.

We all have implicit biases, no matter our identities and regardless of how educated we are on the topic. These biases manifest themselves in ways that have impacts we may not desire.

Have you ever had a knee-jerk reaction or thought related to a person or situation, and then thought to yourself something like “That wasn’t cool of me” or “No, that is not the right thing to think;” that is your implicit bias and then your active consciousness reconsidering that bias.

It is difficult for many of us to talk about implicit or explicit bias; we are often brought up to believe that we live in a “just world,” that we treat people how they should be treated and as a result people get what they deserve. Bias directly contradicts that world view and our self or group concept.

Though we can learn and internalize these messages and biases very early in our lives, implicit biases are malleable and the associations we form can be unlearned. You engaging with this resource guide, in a meaningful way, lets me know that you are interested in learning how to shift your implicit biases toward an anti-racist lens. To learn more about how bias is learned, internalized, unlearned, and changed, please visit the list of books, articles, tv shows, and movies included in this guide.

**Steps to Becoming Anti-Racist**

Originally published by [WhereChangeStarted.com]

1. Awareness
This is 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, however. You have to keep going through the remaining stages.

Brace yourself though. This awakening is not a one time event. It will happen once, on a broad level regarding race and white supremacy, but will continue to happen on issue specific levels as you dive deeper into the work and create space for more and more varied lived experiences in your understanding of these systems.

2. Education
   This is where you become an intentional student in this work. If you are engaging with this resource guide, it is likely the stage you are in right now. From webinars, lectures, and workshops, to blog posts, books, and documentaries, you 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 intellectual debates about inequality. Its about you being able to develop the eye for identifying white supremacy in its many forms (in others and in yourself) without being hand-held to do so.

   This stage of the process is crucial to the remaining stages of the work because you need a solid foundational understanding of white supremacy and race in order to begin the work of dismantling your own thoughts, beliefs, and practices that perpetuate and uphold it.

   Do this with intention. Don’t just accumulate resources to skip, without diving deep into them.

3. Self Interrogation
   This is the stage where the real self work begins. This is where you disarm yourself of the racist tools of defence that you’ve used to bypass the work of anti-racism and harm people of color in your efforts. 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 effective and efficient at this stage takes time and practice.
While it will start out as the part of this work that source the most discomfort within you, you will eventually get to a place where you’re operating out of a growth mindset 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
Only after the appropriate effort in the self-interrogation stage of becoming anti-racist can you be trusted to do anti-racism work in a way that honors communities of color. Attempting to do this part of the work without accomplishing the first three stages is how you end up harming communities of color with white saviorism, performative allyship, and more (which is just your garden variety of white supremacy to begin with).

In stage four, you incorporate what you’ve learned during your ongoing process of becoming anti-racist into your everyday life. You leverage your positions of leadership and influence - no matter how big or small - to encourage others to do their own work in anti-racism. You elevate 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 thereafter (as least as possible), is what will make the difference here. Because leading by example in your failures is but one of the many ways for you to do this work authentically.

Organizations to Connect With & Stay Informed
The Antiracist Research & Policy Center: Website | Twitter | Facebook | Instagram
Audre Lorde Project: Website | Twitter | Instagram | Facebook
Black Lives Matter: Website | Twitter | Instagram | Facebook
  Black Lives Matter has various local chapters. Find yours here!
Black Women’s Blueprint: Website | Twitter | Instagram | Facebook
Color Of Change: Website | Twitter | Instagram | Facebook
Colorlines: Website | Twitter | Instagram | Facebook
The Conscious Kid: Website | Twitter | Instagram | Facebook
Equal Justice Initiative (EJI): Website | Twitter | Instagram | Facebook
Families Belong Together: Website | Twitter | Instagram | Facebook
Higher Heights Leadership Fund: Website | Twitter | Instagram | Facebook
Leadership Conference on Civil & Human Rights: Website | Twitter | IG | FB | Youtube
The Movement for Black Lives: Website | Twitter | Instagram | Facebook | Youtube
NAACP: Website | Twitter | Instagram | Facebook
How to Find Protests and Rallies

1. Search in the Events section of Facebook for protests in your area
   a. Use keywords like rally, march, protest, Black Lives Matter
2. Sign up for updates and newsletters from the organizations in the section above, specifically the local chapters of national organizations
3. Sign up for Google Alerts using keywords like rally, march, protest, resist, Black Lives Matter, and your town or city
4. Check your local “activism calendar” on Google
5. Search for relevant keywords on Twitter
6. Keep up with Rally List
7. Stay informed with your local Black Lives Matter chapters
8. Know Your Rights as a Protester, ACLU

Where to Donate, Sign Petitions, Contact Reps:

The Bail Project
We believe that paying bail for someone in need is an act of resistance against a system that criminalizes race and poverty and an act of solidarity with local communities and movements for decarceration. Over the next five years, The Bail Project will open dozens of sites in high-need jurisdictions with the goal of paying bail for tens of thousands of low-income Americans, all while collecting stories and data that prove money bail is not necessary to ensure people return to court.

Baltimore Action Legal Team
BALT is committed to building the power of the local Movement for Black Lives. We take our direction from community-organizing groups who are on the ground, and we
respect the leadership of local activists. BALT is committed to anti-racist practices and to black leadership. BALT is dedicated to politically-conscious lawyering and to using creative, collective solutions to support the Movement for Black Lives in Baltimore.

**Black Lives Matter Foundation**

#BlackLivesMatter was founded in 2013 in response to the acquittal of Trayvon Martin’s murderer. Black Lives Matter Foundation, Inc is a global organization in the US, UK, and Canada, whose mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes.

**Black Visions Collective - MN**

Since 2017, Black Visions Collective, has been putting into practice the lessons learned from organizations before us in order to shape a political home for Black people across Minnesota. We aim to center our work in healing and transformative justice principles, intentionally develop our organizations core “DNA” to ensure sustainability, and develop Minnesota’s emerging Black leadership to lead powerful campaigns.

**Fair Fight**

Founded by Stacey Abrams, promotes fair elections by bringing voter discrimination to light with education programs and election reform advocacy.

**George Floyd Memorial Fund**

This fund is established to cover funeral and burial expenses, mental and grief counseling, lodging and travel for all court proceedings, and to assist our family in the days to come as we continue to seek justice for George. A portion of these funds will also go to the Estate of George Floyd for the benefit and care of his children and their educational fund.

**Higher Heights Leadership Fund**

Higher Heights Leadership Fund's work is to elevate Black women's voices to shape and advance progressive policies and to provide opportunities for these women to build their leadership skills, through training programs, civic engagement, and networking opportunities.

**Justice for Breonna Taylor**

Breonna Taylor was an award-winning EMT and model citizen. She loved her family and community. She worked at two hospitals as an essential worker during the pandemic. One month ago, a division of the Louisville Police Department performed an illegal,
unannounced drug raid on her home. Not a single officer announced themselves before ramming down her door and firing 22 shots, shooting Breonna 8 times, killing her. Not only were the police at the WRONG HOUSE, but the man they were looking for had already been arrested earlier that day.

**Louisville Community Bail Fund**
The Louisville Community Bail Fund exists to not only bail out folks, but provide post-release support to get them from jail, fed, and to a situation of safety. LCBF also maintains a focus on preventative measures for those targeted by law enforcement and threatened with incarceration.

**Massachusetts Bail Fund**
The Massachusetts Bail Fund pays up to $2,000 bail so that low-income people can stay free while they work towards resolving their case, allowing individuals, families, and communities to stay productive, together, and stable.

**Minnesota Freedom Fund**
The Freedom Fund remains committed to #FreeThemAll. We say again: it is wrong to cage people, to jail those who are not a risk to themselves or their communities, to imprison those who cannot afford to pay the ransom of bail, and to hold in detention those whose “crime” is being born in a different part of the world.

**NAACP Legal Defense Fund**
While we are living in a moment unlike any we have seen before, LDF will continue to work to protect the most vulnerable in our society. During this public health emergency, the fight to defend our civil and human rights has never been more critical. Donate today to help us win landmark legal battles, protect voters across the nation, and advance the cause of racial justice, equality, and an inclusive society.

**National Urban League**
To help African-Americans and others in underserved communities achieve their highest true social parity, economic self-reliance, power, and civil rights. The League promotes economic empowerment through education and job training, housing and community development, workforce development, entrepreneurship, health, and quality of life.

**People’s City Council Freedom Fund**
Los Angeles-based fund helping to pay for legal support, bail, fines, and court fees for arrested protesters in the city, as well as medical bills and transportation for injured
protesters, supplies for field medics, and direct support to L.A.’s Black Lives Matter chapter.

**Reclaim the Block**
Reclaim the Block began in 2018 and organizes Minneapolis community and city council members to move money from the police department into other areas of the city’s budget that truly promote community health and safety. We believe health, safety and resiliency exist without police of any kind. We organize around policies that strengthen community-led safety initiatives and reduce reliance on police departments.

**Run With Maud**
He was out for a jog when he was chased down, shot, and killed by two white supremacists. We must demand the justice he deserves. Call 770.800.0689 to demand justice for Ahmaud right away.

**Southern Poverty Law Center**
The SPLC is dedicated to fighting hate and bigotry and to seeking justice for the most vulnerable members of our society. Using litigation, education, and other forms of advocacy, the SPLC works toward the day when the ideals of equal justice and equal opportunity will be a reality.

**Woke Vote**
We are on a mission to rid us of mass incarceration, voter suppression, and urban gun violence. Woke Vote is here to challenge politicians that think about neglecting and exploiting our communities. By supporting progressive, righteous leaders and holding them accountable, we are reclaiming power and promoting justice for all.

**United Negro College Fund**
UNCF envisions a nation where all Americans have equal access to a college education that prepares them for rich intellectual lives, competitive and fulfilling careers, engaged citizenship and service to our nation.
Justice For Breonna Taylor/Birthday For Breonna

Breonna Taylor should have turned 27 years old on June 5th, 2020. Instead, on March 13th, 2020, the Louisville Police Department performed an illegal, unannounced drug raid on her home. The police officers were at the wrong address, dressed in plain-clothes, AND were searching for someone who had been taken into police custody earlier that day. Breonna’s boyfriend, a registered gun-owner, fired at this group of armed, plain clothed, unannounced intruders. The police officers fired back with dozens of shots, hitting Breonna eight times as she slept, taking her life.

More than two months later, the police officers involved have not been arrested or charged. Here are some resources you can use right now to demand justice for Breonna”

1) **Sign the Justice For Breonna Petition at [Change.Org](http://Change.Org)**

2) Here is what the "Justice for Breonna Taylor" petition calls for:
   a. Charges must be filed immediately. Arrests of the officers involved, specifically John Mattingly, Brett Hankison, Myles Cosgrove, and any other officer involved in the death and coverup of the death of Breonna Taylor must be made NOW. There have been no charges thus far (it has been a month). This is unacceptable.
   b. Her family must be paid in damages for wrongful death and the negligence of the LMPD.
   c. Kentucky Governor Andy Beshear must speak up on behalf of Breonna, and Governor Beshear or Attorney General Daniel Cameron must appoint a special prosecutor to investigate the Louisville Police Department immediately. An in-house investigation is unacceptable.
   d. The "no-knock" warrant that police had used in Breonna's murder completely violates the constitutional rights to reasonable search and seizure. By law, police must be legally obligated to announce themselves before breaking and entering into a home privately owned by American civilians. Legislation to federally ban no-knock warrants must be passed in Congress and signed by the President; what happened to Breonna was a complete violation of her constitutional rights, and threatens the rights of all American citizens. Senator Rand Paul of Kentucky has voiced similar concerns. A special session must be intervened by Congress to discuss the constitutionality of no-knock warrants immediately.

 Created by Victoria Alexander, MEd. June 2020
3) **Send birthday cards to the Louisville mayor and the Kentucky Attorney General**

   a. **Cards should be addressed as follows:**

      Office of the Attorney General  
      700 Capital Avenue, Suite 118  
      Frankfort, Kentucky 40601-3449

      Mayor Greg Fischer  
      527 W Jefferson Street #600  
      Louisville KY 40202

4) **Email the Kentucky Attorney General and Louisville mayor at attorney.general@ag.ky.gov and greg.fischer@louisvilleky.gov.**

   a. If you aren’t sure of exactly what to say, please find a pre-scripted email [here](#).

5) **Donate to Breonna’s Family**

6) **Donate to the Louisville Bail Fund**

   a. The Louisville Community Bail Fund serves protestors on the ground in Louisville as they fight for justice for Breonna Taylor and to bring about an end to police brutality and systemic racism

7) **Text ENOUGH to 55156.**

8) **Flood social media with #JusticeForBreonna #BirthdayForBreonna and #SayHerName to bring awareness to the fight for Breonna and all women who have experienced police violence**

   To better understand the nuance of police violence against Black women, please watch: [The Urgency of Intersectionality](#), by Kimberle Crenshaw

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**Prepare for Election Day, This November**

This November is the next Presidential election. The future of the nation is in our hands. Here’s what we can do about it:

1. Think you’re registered to vote? Double check [here](#)
2. Register to vote [here](#) (it takes less than 2 minutes)
3. Don’t live in the state you’re registered in? Check your state’s absentee rules [here](#).
4. Request your vote by mail ballot [here](#).
5. Not super sure how Presidential elections work? Learn more [here](#).
6. Want to help turn swing states blue? Sign up for Crooked Media’s [Adopt A State](#).
7. Find ways to volunteer in democratic campaigns [here](#).

Other resources to prepare for Election Day, November 2020

- Crooked Media - Vote Save America
- Swing Left
- Make Calls to Swing States
- Donate to National Impact Fund
- Write Letters for Super State Voters

Text VOLUNTEER to 43367 to stay involved with volunteer opportunities near you

### Articles to Read

- The Case for Reparations. Ta-Nehisi Coates
- Civil Rights Protests Have Never Been Popular, Ta-Nehisi Coates, 2017
- Harvard’s Implicit Bias Test


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

Race and Essentialism in Feminist Legal Theory. Angela P. Harris, 1990.


Racism Defined. Dismantling Racism.


Whiteness as Property. Cheryl Harris, 1993.


Who Gets To Be Afraid in America? Ibram X. Kendi

Books to Read

**Before purchasing any books, please check out this list of Black owned bookstores! Many of them will ship your new literary treasures to you right now!**

*This reading list is quite long. We have broken the list out by type, below.*


I Know Why The Caged Birds Sing. Maya Angelou


Giovanni’s Room. James Baldwin.


Unapologetic: A Black, Queen, and Feminist Mandae for Radical Movements. Charlene A. Carruthers.

Queenie. Candace Carty-Williams.

Other Side of Paradise. Staceyann Chin.

Between the World and Me. Ta-Nehisi Coates

The Water Dancer. Ta-Nehisi Coates


Women, Race, & Class. Angela Y. Davis

Evicted: Poverty and Profit in the American City. Matthew Desmond

Created by Victoria Alexander, MEd. June 2020
White Fragility: Why It's So Hard for White People to Talk About Race. Robin DiAngelo

The Souls of Black Folk. W.E.B. Du Bois

An Indigenous Peoples' History of the United States. Roxanne Dunbar-Ortiz

For White Folks Who Teach In The Hood… And the Rest of Y’all Too: Reality Pedagogy and Urban Education. Christopher Emdin

Bad Feminist. Roxane Gay

Homegoing. Yaa Gyasi.


When Affirmative Action Was White: An Untold History of Racial Inequality in 20th Century America. Ira Katznelson

Stamped from the Beginning. Ibram X Kendi.

How to be an Anti-Racist. Ibram X Kendi.

Nobody: Casualties of America’s War on the Vulnerable, From Ferguson to Flint and Beyond. Marc Lamont Hill

March. (Graphic Novel) John Lewis, Andrew Aydin, Nate Powell

Created by Victoria Alexander, MEd. June 2020
Lies My Teacher Told Me: Everything Your American History Teacher Got Wrong. James Loewen.

Sister Outsider. Audre Lorde.

Zami: A New Spelling of My Name, A Biomythography. Audre Lorde.

The Autobiography of Malcolm X

The Summer We Got Free. Mia Mckenzie.


Coming of Age in Mississippi. Anne Moody

No Ashes in the Fire: Coming of Age Black & Free in America. Darnell L. Moore.

Student Activism, Politics, and Campus Climate in Higher Education. Demetri L. Morgan, Charles H.F. Davis III

Beloved. Toni Morrison.

The Bluest Eye. Toni Morrison


Their Eyes Were Watching God. Zora Neale Hurston.

Half of a Yellow Sun. Chimamanda Ngozi Adichie.


Becoming. Michelle Obama.

So You Want To Talk About Race. Ijeoma Oluo

Created by Victoria Alexander, MEd. June 2020
Since I Laid my Burden Down. Brontez Purnell.

Blackballed: The Black and White Politics of Race on America's Campuses. Lawrence Ross.


Me and White Supremacy. Layla F. Saad

Assata, an Autobiography. Assata Shakur.

Just Mercy. Bryan Stevenson


Why Are All the Black Kids Sitting Together In the Cafeteria? Beverly Daniel Tatum.

How We Get Free: Black Feminism and the Combahee River Collective. Keeanga-Yamahtta Taylor

Real Life. Brandon Taylor.

The Hate You Give. Angie Thomas.

In Search of Our Mothers Gardens. Alice Walker.


Medical Apartheid: The Dark History of Medical Experimentation on Black Americans from Colonial Times to the Present. Harriet A. Washington

The Warmth of Other Suns. Isabel Wilkerson

Native Son. Richard Wright.

A People’s History of the United States. Howard Zinn.

Created by Victoria Alexander, MEd. June 2020
Anti-Racist Reading List by Type:

Anti-Racist Lit. Starter Kit

Anti-Racist Lit. Intermediate Kit

Anti-Racist Lit. Biographies, Non-Fiction Novels, Personal Narratives

Created by Victoria Alexander, MEd. June 2020
Videos to Watch

**The Urgency of Intersectionality**, Kimberle Crenshaw

**Danger of Silence**, Clint Smith III

*Ibram X Kendi on the Solution for America’s “Metastatic” Racism*, Ibram X. Kendi

**Black Bruins**, Sy Stokes

**Should White People Rap the N-Word?**, Ta-Nehisi Coates

**Why White People Shouldn’t Say The N-Word Using An Analogy of Wounds**, Summer Charles

**How To Deconstruct Racism, One Headline At A Time**, Baratunde Thurston

**“Cuz He’s Black” Spoken Word**, Javon Johnson

**Three Myths About Racism**, Candis Watts Smith

**Let’s Get To The Root of Racial Injustice**, Megan Ming Francis

**What Beyonce Taught Me About Racism**, Brittany Baron

**“How the Hood Loves You Back”** Steven Willis

**Being Black by Jane Elliot**

**How Studying Privilege Systems Can Strengthen Compassion**, Peggy McIntosh

**The Power of Privilege**, Tiffany Jana
TV Shows and Movies to Watch

- The 13th (Documentary) — Netflix
- American Son (Movie) — Netflix
- The Black Panthers: Vanguard of the Revolution (Documentary) — Rent
- Dear White People (TV Show & Movie) — Netflix & Rent
- The Death and Life of Marsha P. Johnson (Documentary) — Netflix
- Do The Right Thing (Movie) — Rent
- Fruitvale Station (Movie) — Rent
- The Hate U Give (Movie) — Hulu
- I Am Not Your Negro (Documentary) — Rent
- If Beale Street Could Talk (Movie) — Hulu
- Just Mercy (Movie) — Rent (free for the month of June!)
- The Kalief Browder Story (Documentary) — Netflix
- Loving (Movie) — Hulu
- Moonlight — Netflix
- Mudbound (Movie) — Netflix
- The Murder of Fred Hampton (Documentary) — Rent
- Reconstruction: America After the Civil War (TV Series) — PBS
- Rest In Power: The Trayvon Martin Story — Rent
- Selma (Movie) — Rent
- Teach Us All (Documentary) — Netflix
- When They See Us (Television Series) — Netflix
- Whose Streets? (Documentary on Ferguson Uprising) — Rent

Podcasts to Listen To

- 1619 (New York Times)
- About Race
- Afropunk Solution Sessions
- Code Switch (NPR)
- Come Through With Rebecca Carroll
- Intersectionality Matters! hosted by Kimberlé Crenshaw
- Momentum: A Race Forward Podcast
- The Nod

Created by Victoria Alexander, MEd. June 2020
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)

Black Businesses to Support

Brands and buyers have the power to better distribute wealth in America and effect long-term change with your individual buying power. Please reference the following articles to learn more about supporting Black owned businesses in your area.

- Black Owned Bookstores in the US
- The “Support Black Owned” App
- Marie Claire, 27 Black-Owned Brands to Support Today and Every Day
- Black-Owned Restaurants and Businesses You Can Support Right Now
- 6 Reasons to Support Black-Owned Businesses
- 13 Organizations That Support Black Entrepreneurs
- Find Black Owned Restaurants with the EatOkra app

Children’s Anti-Racist Resources

- 31 Children’s books to support conversations on race, racism and resistance, EmbraceRace.org
- These Books Can Help You Explain Racism and Protest to Your Kids, New York Times

The Conscious Kid: Website | Twitter | Instagram | Facebook

How to Talk to Kids about Race and Racism, Parent Toolkit

Created by Victoria Alexander, MEd. June 2020