



REAL TALK'S RECOMMENDED RESOURCES FOR ADDITIONAL LEARNING

BOOKS

History of Racism/Essays on Racism

Between The World and Me by Ta-Nehisi Coates - Hailed by Toni Morrison as “required reading,” a bold and personal literary exploration of America’s racial history by “the single best writer on the subject of race in the United States” (The New York Observer)

Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think and Do by Jennifer Eberhardt – You don’t have to be racist to be biased. Unconscious bias can be at work without our realizing it, and even when we genuinely wish to treat all people equally, ingrained stereotypes can infect our visual perception, attention, memory, and behavior. This has an impact on education, employment, housing, and criminal justice. In *Biased*, with a perspective that is at once scientific, investigative, and informed by personal experience, Jennifer Eberhardt offers us insights into the dilemma and a path forward.

Some of My Best Friends are Black: The Strange Story of Integration in America by Tanner Colby - Frank, funny, and incisive, *Some of My Best Friends Are Black* offers a profoundly honest portrait of race in America. In a book that is part reportage, part history, part social commentary, Tanner Colby explores why the civil rights movement ultimately produced such little true integration in schools, neighborhoods, offices, and churches—the very places where social change needed to unfold. Weaving together the personal, intimate stories of everyday people—black and white—Colby reveals the strange, sordid history of what was supposed to be the end of Jim Crow, but turned out to be more of the same with no name. He shows us how far we have come in our journey to leave mistrust and anger behind—and how far all of us have left to go.

Tears We Cannot Stop: A Sermon to White America by Michael Eric Dyson - Now he continues to speak out in *Tears We Cannot Stop*—a provocative and deeply personal call for change. Dyson argues that if we are to make real racial progress we must face difficult truths, including being honest about how black grievance has been ignored, dismissed, or discounted. "The time is at hand for reckoning with the past, recognizing the truth of the present, and moving together to redeem the nation for our future. If we don't act now, if you don't address race immediately, there very well may be no future."

The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander - Once in a great while a book comes along that changes the way we see the world and helps to fuel a nationwide social movement. *The New Jim Crow* is such a book. Praised by Harvard Law professor Lani Guinier as "brave and bold," this book directly challenges the notion that the election of Barack Obama signals a new era of colorblindness. With dazzling candor, legal scholar Michelle Alexander argues that "we have not ended racial caste in America; we have merely redesigned it." By targeting black men through the War on Drugs and decimating communities of color, the U.S. criminal justice system functions as a contemporary system of racial control—relegating millions to a permanent second-class status—even as it formally adheres to the principle of colorblindness. In the words of Benjamin Todd Jealous, president and CEO of the NAACP, this book is a "call to action."

We Were Eight Years in Power: An American Tragedy by Ta-Nehisi Coates - In these "urgently relevant essays,"* the National Book Award–winning author of *Between the World and Me* "reflects on race, Barack Obama's presidency and its jarring aftermath"*—including the election of Donald Trump.

Whiteness

Waking Up White and Finding Myself in the Story of Race by Debby Irving - For twenty-five years, Debby Irving sensed inexplicable racial tensions in her personal and professional relationships. As a colleague and neighbor, she worried about offending people she dearly wanted to befriend. As an arts administrator, she didn't understand why her diversity efforts lacked traction. As a teacher, she found her best efforts to reach out to students and families of color left her wondering what

she was missing. Then, in 2009, one "aha!" moment launched an adventure of discovery and insight that drastically shifted her worldview and upended her life plan. In *Waking Up White*, Irving tells her often cringe-worthy story with such openness that readers will turn every page rooting for her—and ultimately for all of us.

White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo - The *New York Times* best-selling book exploring the counterproductive reactions white people have when their assumptions about race are challenged, and how these reactions maintain racial inequality. In this “vital, necessary, and beautiful book” (foreword by Michael Eric Dyson), antiracist educator Robin DiAngelo deftly 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. These behaviors, in turn, function to reinstate white racial equilibrium and prevent any meaningful cross-racial dialogue. 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.

Witnessing Whiteness : The Need to Talk about Race and How to Do It by Shelly Tochluk – *Witnessing Whiteness* invites readers to consider what it means to be white, describes and critiques strategies used to avoid race issues, and identifies the detrimental effect of avoiding race on cross-race collaborations. The author illustrates how racial discomfort leads white people toward poor relationships with people of color. Questioning the implications our history has for personal lives and social institutions, the book considers political, economic, socio-cultural, and legal histories that shaped the meanings associated with whiteness. Drawing on dialogue with well-known figures within education, race, and multicultural work, the book offers intimate, personal stories of cross-race friendships that address both how a deep understanding of whiteness supports cross-race collaboration and the long-term nature of the work of excising racism from the deep psyche. Concluding chapters offer practical information on building knowledge, skills, capacities, and communities that support anti-racism practices, a hopeful look at our collective future, and a discussion of how to create a culture of witnesses who support allies for social and racial justice.

Talking About Race/Taking Action

Me and White Supremacy Workbook by Layla F. Saad (free) Part education, part activation, the Me And White Supremacy Workbook is a first-of-its-kind personal anti-racism tool for people holding white privilege to begin to examine and dismantle their complicity in the oppressive system of white supremacy.

Mindful of Race: Transforming Racism from the Inside Out by Ruth King - Racism is a heart disease,” writes Ruth King, “and it’s curable.” Exploring a crucial topic seldom addressed in meditation instruction, this revered teacher takes to her pen to shine a compassionate, provocative, and practical light into a deeply neglected and world-changing domain profoundly relevant to all of us. Here, she invites us to explore:

- Ourselves as racial beings, the dynamics of oppression, and our role in racism
- The power of paying homage to our most turbulent emotions, and perceiving the wisdom they hold
- Key mindfulness tools to understand and engage with racial tension
- Identifying our “soft spots” of fear and vulnerability—how we defend them and how to heal them
- Embracing discomfort, which is a core competency for transformation
- How our thoughts and emotions “rigidify” our sense of self—and how to return to the natural flow of who we are
- Body, breath, and relaxation practices to befriend and direct our inner resources
- Identifying our most sensitive “activation points” and tending to them with caring awareness
- “It’s not just your pain”—the generational constellations of racial rage and ignorance and how to work with them
- And many other compelling topics

So You Want to Talk About Race by Ijeoma Oluo - In *So You Want to Talk About Race*, Editor at Large of *The Establishment* Ijeoma Oluo offers a contemporary, accessible take on the racial

landscape in America, addressing head-on such issues as privilege, police brutality, intersectionality, micro-aggressions, the Black Lives Matter movement, and the "N" word. Perfectly positioned to bridge the gap between people of color and white Americans struggling with race complexities, Oluo answers the questions readers don't dare ask, and explains the concepts that continue to elude everyday Americans.

What If I Say the Wrong Thing: 25 Habits for Culturally Effective People by Verna Myers - In this compelling new tip book you'll find innovative and surprising ways to keep your personal diversity journey moving and the diversity commitment of your organization. Written to make this information bite-size and accessible, you'll find quick answers to typical What should I do? questions, like: What if I say the wrong thing, what should I do? What if I am work and someone makes a sexist joke, what should I say?

White Ally Took Kit Workbook by David Camp- How does a white person who aspires to be an ally against racism talk to their friends and family who are in denial about racism against people of color? The White Ally Toolkit Workbook gives people concrete guidance about how to respond a wide variety of statements that racism-denying white folks make everyday.

Fiction/Memoir

Americanah by Chimamanda Ngozi Adichie - Ifemelu and Obinze are young and in love when they depart military-ruled Nigeria for the West. Beautiful, self-assured Ifemelu heads for America, where despite her academic success, she is forced to grapple with what it means to be black for the first time. Quiet, thoughtful Obinze had hoped to join her, but with post-9/11 America closed to him, he instead plunges into a dangerous, undocumented life in London. Fifteen years later, they reunite in a newly democratic Nigeria, and reignite their passion—for each other and for their homeland.

Beloved by Toni Morrison - Staring unflinchingly into the abyss of slavery, this spellbinding novel transforms history into a story as powerful as Exodus and as intimate as a lullaby. Sethe, its protagonist, was born a slave and escaped to Ohio, but eighteen years later she is still not free. She has too many memories of Sweet Home, the beautiful farm where so many hideous things

happened. And Sethe's new home is haunted by the ghost of her baby, who died nameless and whose tombstone is engraved with a single word: Beloved. Filled with bitter poetry and suspense as taut as a rope, *Beloved* is a towering achievement.

Heart Berries by Terese Marie Mailhot - *Heart Berries* is a powerful, poetic memoir of a woman's coming of age on the Seabird Island Band in the Pacific Northwest. Having survived a profoundly dysfunctional upbringing only to find herself hospitalized and facing a dual diagnosis of post traumatic stress disorder and bipolar II disorder; Terese Marie Mailhot is given a notebook and begins to write her way out of trauma. The triumphant result is *Heart Berries*, a memorial for Mailhot's mother, a social worker and activist who had a thing for prisoners; a story of reconciliation with her father—an abusive drunk and a brilliant artist—who was murdered under mysterious circumstances; and an elegy on how difficult it is to love someone while dragging the long shadows of shame.

Homegoing by Yaa Gyasi - Ghana, eighteenth century: two half-sisters are born into different villages, each unaware of the other. One will marry an Englishman and lead a life of comfort in the palatial rooms of the Cape Coast Castle. The other will be captured in a raid on her village, imprisoned in the very same castle, and sold into slavery. *Homegoing* follows the parallel paths of these sisters and their descendants through eight generations: from the Gold Coast to the plantations of Mississippi, from the American Civil War to Jazz Age Harlem. Yaa Gyasi's extraordinary novel illuminates slavery's troubled legacy both for those who were taken and those who stayed—and shows how the memory of captivity has been inscribed on the soul of our nation.

32 Waterfalls by Lacey Wilson - A collection of creative non-fiction prose. Lacey started writing these small snippets describing the emotions behind her lived experiences three years ago, shortly after moving to California from her home state of Texas. It wasn't until six months before publishing that she decided to pour the pain, grief, and celebration of all she had been through into what became this body of work. "32 Waterfalls" touches on identity, growing up in a small town, finding truth, living in the shadows of someone else's story, learning and unlearning, true love, being burned by love, and finding your voice amongst chaos. It is a reflection of the human

experience. Her hope is that people who spend time in the pages of "32 waterfalls" will find pieces of their own story woven throughout.

MOVIES

Circles by Cassidy Friedman — Eric Butler, a Hurricane Katrina survivor and pioneer of the restorative justice movement, relocates and finds work at an Oakland, California, high school enforcing his no-nonsense approach to counseling vulnerable Black and Latino teenagers. Shot over two years, the film follows Butler's impassioned efforts to nurture troubled youth and keep them in school, fighting racial discrimination by replacing snap suspensions and expulsions with gritty, intimate and honest mentoring. But when his own teenage son is arrested and beaten in jail, he begins to question his methods and ability—not just as a teacher, but also as a father. With incredible access, *Circles* is an inspirational portrait of a father desperate to provide his son with the leadership and compassion he never received from his own.

Cracking the Code by Shakti Butler – This film asks America to talk about the causes and consequences of systemic inequity. Designed for dialogue, the film works to disentangle internal beliefs, attitudes and pre-judgments within, and it builds skills to address the structural drivers of social and economic inequities.

Dark Girls by D. Channsin Berry and Bill Duke - A fascinating and controversial documentary film that goes underneath the surface to explore the prejudices that dark-skinned women face throughout the world. It explores the roots of classism, racism and the lack of self-esteem within a segment of cultures that span from America to the most remote corners of the globe. Women share their personal stories, touching on deeply ingrained beliefs and attitudes of society, while allowing generations to heal as they learn to love themselves for who they are.

Good Hair by Chris Rock, Jeff Stilson, Lance Crouther and Chuck Sklar - An insightful and entertaining, yet remarkably serious, documentary about African-American hair culture. An exposé of comic proportions that only Chris Rock could pull off, "Good Hair" visits hair salons and styling battles, scientific laboratories, and Indian temples to explore the way black hairstyles impact the activities, pocketbooks, sexual relationships and self-esteem of black people. What

Rock discovers is that black hair is a big business that doesn't always benefit the black community. Available on Amazon Prime Video.

Mirrors of Privilege: Making Whiteness Visible by Shakti Butler – this film features the experiences of white women and men who have worked to gain insight into what it means to challenge notions of racism and white supremacy in the United States.

Race: The Power of an Illusion by California Newsreel – The three-part documentary series asks a question so basic it's rarely raised: What is this thing called "race"? What we discovered was that many of our conventional assumptions about race – for instance, that the world's peoples can be divided biologically along racial lines – are wrong. Yet the costs of racism are very real and can even have biological consequences. Millions of people have used the film to scrutinize their own deep-seated beliefs about race and explore how our social divisions are not natural or inevitable, but made. The [companion website](#) provides new findings on research since its 2003 release.

The History of African-American Social Dance by Camille A. Brown - Why do we dance? African-American social dances started as a way for enslaved Africans to keep cultural traditions alive and retain a sense of inner freedom. They remain an affirmation of identity and independence. In this electric demonstration on TedEd, packed with live performances, choreographer, educator and TED Fellow Camille A. Brown explores what happens when communities let loose and express themselves by dancing together.

The Long Shadow by Frances Causey - From New Orleans to Virginia, Mississippi and Canada, *The Long Shadow* follows two white Southern filmmakers as they travel the roads of oppression and suppression to reveal the connections of slavery and strong-arm Southern politics to the current racial strife in America. The film is a disturbing story about the lingering human cost of ignorance, intolerance and inaction in the US, casting a long shadow over our national identity and imperfect democracy. Available on Amazon (free with Amazon Prime).

The Loving Generation by Lacey Schwartz and Mehret Mandefro - In 1967, the Supreme Court decision *Loving v. Virginia* overturned all laws outlawing interracial marriage. *The Loving Generation* tells the story of a generation of Americans born to one black parent and one white

parent. Their narratives provide a fascinating and unique window into the borderland between “blackness” and “whiteness”, and, in some cases, explode fixed ideas about race and identity.

The Souls of Black Girls by Daphne Valeris - An award-winning provocative news documentary that raises the question of whether or not women of color may be suffering from a self-image disorder as a result of trying to attain the standards of beauty that are celebrated in media images.

13th by Ava DuVernay – This documentary explores the intersection of race, justice, and mass incarceration, tracing the path from the abolishment of slavery in the 13th Amendment to mass incarceration as an industry. Available on Netflix.

When They See Us – 2019 Netflix television 4-part miniseries directed by Ava DuVernay about the experience of five teens from Harlem who become trapped in a nightmare when they’re falsely accused of a brutal attack in Central Park.

PODCASTS

Black Girl in Om with Lauren Ash and Deun Ivory - Go-to conversation on all things wellness, self--care and self--love for women of color. This show uplifts, affirms, and informs and features a refreshing line-up of guests—including yogis, holistic lifestyle lists, clean beauty experts, and a plethora of other movers, shakers, and innovators within the wellness and beauty industries.

Code Switch with Shereen Marisol Meraji and Gene Demby- Ever find yourself in a conversation about race and identity where you just get...stuck? *Code Switch* can help. We're all journalists of color, and this isn't just the work we do. It's the lives we lead. Sometimes, we'll make you laugh. Other times, you'll get uncomfortable. But we'll always be unflinchingly honest and empathetic.

Irresistible (formerly Healing Justice) with Kate Werning - A virtual practice space, bridging conversations at the intersections of collective healing & social change. Each week we share a conversation with a powerful social justice leader, and an accompanying audio practice to help resource you in your leadership and the wellbeing of you and your people.

The Nod with Brittany Luse and Eric Eddings - The Nod tells the stories of Black life that don't get told anywhere else. Our show ranges from an explanation of purple drink's association with

Black culture to the story of an interracial drag troupe that traveled the nation in the 1940s. We celebrate the genius, the innovation, and the resilience that is so particular to being Black — in America, and around the world.

ARTICLES

Privileged by Kyle Korver – A Utah Jazz basketball player describes his gradual awareness of his white privilege and the current circumstances for people of color in the United States and his commitment to addressing this.