



Combating Anti-black Racism

June 18, 2020

Harvard University has never been entirely insulated from the dynamism of life beyond its gates. If that was not crystal clear before now, it has certainly been clarified and amplified by the profound impact of both an unexpected virus and a set of unjust murders.

We share in the anger and pain reverberating across the nation in the wake of the recent instances of police brutality, white supremacist violence, and the manner in which COVID-19 is devastating black and brown communities at disproportionate rates. It is deeply saddening to hear about the untimely and preventable deaths of [George Floyd](#) (Minnesota), [Breonna Taylor](#) (Kentucky), and [Ahmaud Arbery](#) (Georgia). Furthermore, the epidemic of violence involving those who are black and transgender continues to claim lives, among them [Nina Pop](#) (Missouri) and [Tony McDade](#) (Florida). We also witnessed the weaponization of whiteness that could have led one of our graduates, [Christian Cooper](#) (New York), to share a similar fate as those aforementioned. Days ago, another shocking video surfaced capturing the final moments of [Rayshard Brooks](#) (Atlanta). The 27-year-old's death has spurred a fresh wave of anguish and protests.

These incidents are not isolated, nor are they new phenomena. Not only are they common features of black life in America, but they are probably very present in the hearts and minds of our now dispersed Harvard community. And they will likely be top of mind when we all return to campus.

We have a responsibility to act with urgency. We must reckon with the structural inequality and pervasive prejudice that has led us here and work towards a future where these disparities no longer exist. Everyone has a role to play. Whether it is through civic engagement, engaging in personal learning, leveraging our privilege, positions and platforms, or challenging our friends, colleagues, and institutions.

The following guide is not an exhaustive list of resources and is being provided as a convenience and for informational purposes only. If you require training or consultations, you may find relevant services on the [DIB Action Portal](#) or [Resources](#) page.

If you use any of these resources, we'd like to hear from you. Please click [our Response Survey](#) to share how you used the resources and include any reflections. We will share your feedback and testimonials on our website. You can choose to be anonymous.

Email dib@harvard.edu with any questions.

Table of Contents

Harvard Voices	3
Understanding the Legacy of Racism and Police Violence	3
Articles, Reading Lists, and Resource Guides on Anti-black Racism	7
Anti-Racism Resources for White People and Non-Black People of Color	8
Talking to Children about Race and Racism: Resources for Parents	10
Healing from Racial Trauma	11
Resources for Leadership and Management	12
Training and Consultation	13
Organizations to Support	14

Harvard Voices

[The Quest for Racial Justice: Harvard Gazette Series](#)

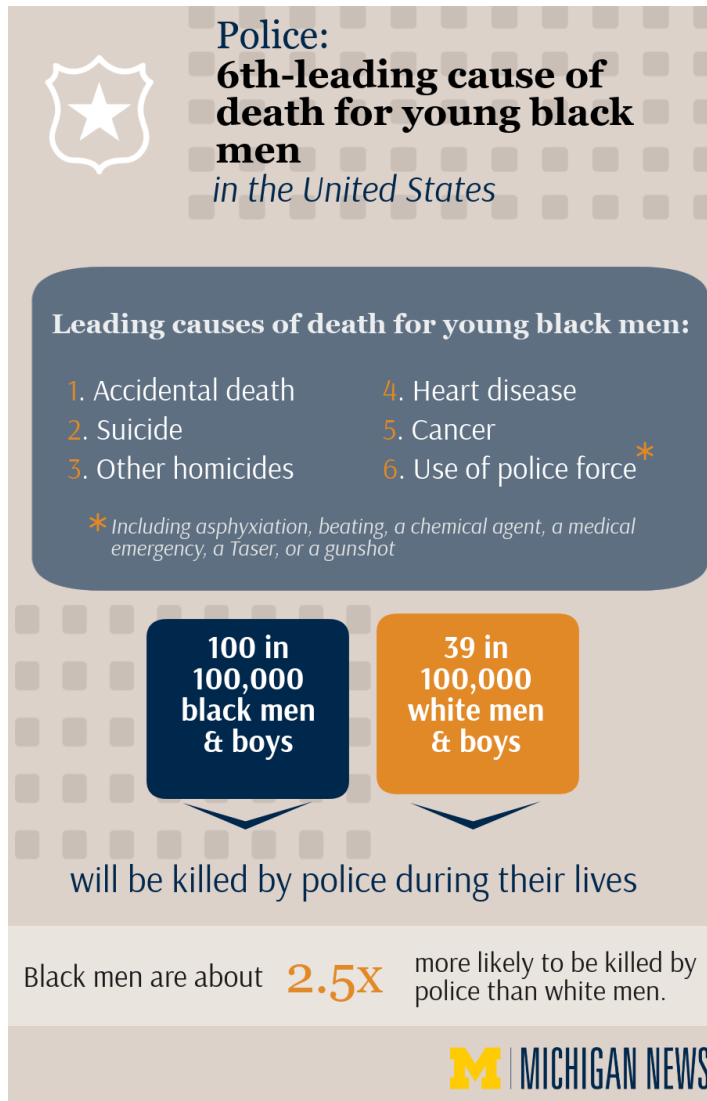
Harvard Gazette | Summer 2020

- Stories covering Harvard insights and the movement against systemic racism in the U.S.

Understanding the Legacy of Racism and Police Violence

[Police: Sixth-leading cause of death for young black men](#)

University of Michigan | August 5, 2019



[Say Her Name: Recognizing Police Brutality Against Black Women](#)

American Civil Liberties Union | June 14, 2020

- Black women have taught survival tactics to black sons against police incidents and experienced the trauma that comes from giving this advice for years
- Police violence impacts black women and other women of color just as it does black men
- Sexual abuse is the **second most** reported form of police misconduct after excessive force

[The Reckoning Will Be Incomplete Without Black Women and Girls](#)

The Atlantic | June 14, 2020

- Trials of black women and girls, from Darnella Frazier, the teenager who filmed Floyd's killing, to the often black wives, daughters, mothers, and girlfriends who pick up the pieces
- Black girls are suspended from school at a rate **6x** higher than white girls
- Black girls are the fastest growing segment of the juvenile justice system, **1.2x** more likely to be detained and **20%** more likely to be charged than white girls

[A short history of black women and police violence](#)

The Conversation | June 12, 2020

- Breonna Taylor's killing and the misconception of women and police violence
- "[Mothers of the Movement](#)," a group of black mothers whose children have been killed while in police custody

[Hidden trauma of police killings](#)

Harvard Kennedy School | June 11, 2020

- Urban county in the Southwest, students who live within ½ mile of a police killing will miss school the next day, experience significant GPA decrease for several semesters, and **15%** more likely to be classified with a chronic learning disability associated with PTSD
- White and Asian students are unaffected by exposure to police killings, black and Hispanic students are strongly impacted, particularly when they involve unarmed minorities
- These students are **2.5% less** likely to graduate from high school, **2% less** likely to enroll in college

[Historic crossroads for systemic racism and policing in America](#)

Harvard Kennedy School | June 8, 2020

- After 400 years of systemic discrimination against black people in America, will the reaction to George Floyd's killing bring change that is transformative or incremental?

[Deaths in police custody in the United States: Research review](#)

Harvard Kennedy School | June 7, 2020

- Death in Custody Reporting Act 2013 requires the Attorney General to collect from each state agency information regarding the death of any person who is detained/under arrest/in the process of being arrested
- Federal officials have delayed data collection until September 30, 2020
- In the absence of data, several organizations chart their own:
 - o 2019, estimated that black men have **1 in 1,000** chance of being killed by police, **2.5 times** more than non-Hispanic white men.
 - o 2015, 424 deaths in police custody were tracked over July-Aug, **89%** of deaths were from the news media, and only **11%** reported by law enforcement agencies.

['500 years' worth of history](#)

Harvard Chan School of Public Health | June 4, 2020

- Longstanding structural racism has fueled protests and made COVID-19 particularly lethal for people of color:

- Pay attention to essential workers who don't have adequate sick leave or personal protective equipment (PPE) and live in crowded housing – hot spots for COVID-19
- Focus on primary prevention and reducing exposure for communities of color, and among low-income workers
- Redesign police responsibilities --- mental health and drug issues should be handled by public health and social work professionals trained to deal with those issues

[Community Conversations: Two Pandemics \[VIDEO\]](#)

Harvard School of Engineering and Applied Sciences + FAS Division of Science | June 4, 2020

- Virtual panel on racial injustice, dealing with racial trauma, and strategies for change
- Recommended books:
 - *White Fragility* by Robin DiAngelo
 - *Too Much Schooling, Too Little Education: A Paradox of Black Life in White Societies* by Mwalimu Shujaa
 - *Evidence of Things Not Seen* by James Baldwin
 - *Pedagogy of the Oppressed* by Paulo Freire

[The Lack of Attention for Violence Against Black Trans People \[RADIO\]](#)

WGBH Studios | June 4, 2020

- Tony McDade's killing and lack of national attention on violence against transgender people
 - 2013, 222 "legal intervention" deaths occurred at a rate higher among non-Hispanic blacks (0.6 per 100,000 population) and Hispanics (0.3 per 100,000) than non-Hispanic whites (0.1 per 100,000)

[Racism is a public health crisis](#)

Harvard Chan School of Public Health | June 4, 2020

- Racism is killing black Americans---through police violence and adverse socioeconomic conditions that contribute to serious health issues:
 - Police violence kills black Americans at **three times** the rate of white Americans
 - Black Americans are **75%** more likely to live near a polluting facility
 - Black children had a **500%** higher death rate from asthma than white children

[Police killings can harm mental health of entire African American community](#)

Harvard Chan School of Public Health | June 1, 2020

- **Nationally** there are about **60** police shootings of unarmed Black Americans, mostly male
- Police violence kills black Americans at **five times** the rate of white Americans when unarmed
- Average unarmed police shooting is linked to the worsening of mental health for not just the victim's family, but the entire African American community in the state which it occurred

[A Decade Of Watching Black People Die \[PODCAST\]](#)

NPR | May 31, 2020

- [Eric Garner](#) had just broken up a fight, according to witness testimony
- [Ezell Ford](#) was walking in his neighborhood
- [Michelle Cusseaux](#) was changing the lock on her home's door when police arrived to take her to a mental health facility
- [Tanisha Anderson](#) was having a bad mental health episode, and her brother called 911

- [Tamir Rice](#) was playing in a park
- [Natasha McKenna](#) was having a schizophrenic episode when she was tazed
- [Walter Scott](#) was going to an auto-parts store
- [Bettie Jones](#) answered the door to let Chicago police officers in to help her upstairs neighbor, who had called 911 to resolve a domestic dispute
- [Philando Castile](#) was driving home from dinner with his girlfriend
- [Botham Jean](#) was eating ice cream in his living room
- [Atatiana Jefferson](#) was babysitting her nephew at home
- [Eric Reason](#) was pulling into a parking spot at a local chicken and fish shop
- [Dominique Clayton](#) was sleeping in her bed
- [Breonna Taylor](#) was also asleep in her bed
- And [George Floyd](#) was at the grocery store

[Invisible No More: Resisting Police Violence Against Black Women and Women of Color in Troubled Times](#)

Barnard College | November 3-4, 2017

- 6-part video of conference on women of color's experiences with policing: intensified immigration enforcement, drug war tactics, expansion of "broken windows" policing, Islamophobia, and attacks on gender and reproductive freedom

[Police Brutality and Why It's an LGBT Issue \[PDF\]](#)

Kent State University | 2017

- Gay rights movement got their training from the civil rights movement
- Both share sociopolitical issues: discrimination and family rejection lead to poverty, and impoverished people may live in heavily policed areas or work in illegal economies to survive
- **48%** of LGBTQ victims of violence experience police misconduct
- **58%** who interacted with police who knew they were transgender experienced mistreatment: verbal harassment, misgendering, physical/sexual assault, forced sexual acts to avoid arrest
- **1/2** of transgender respondents feel uncomfortable seeking police assistance

Articles, Reading Lists, and Resource Guides on Anti-black Racism

[A Reading List on Issues of Race](#)

Harvard Gazette

[AAAS Faculty Reading Recommendations](#)

Harvard Department of African and African American Studies

[Anti-Racist Resource Guide](#)

Harvard Law School Library

[COVID-19 and Black America](#)

Harvard Graduate School of Education + Harvard Library + Harvard ODIB

[DEIB Personalized Learning Tool](#)

Harvard Graduate School of Education

- [Race Play List for Beginners](#)
- [Race Play List Advanced](#)

[FAS Dean of Science Reading List](#)

Faculty of Arts and Sciences Division of Science

[Fighting Anti-Blackness Resource List](#)

Harvard Women In Tech + Allies

[How to deconstruct racism, one headline at a time \[VIDEO\]](#)

Baratunde Thurston

[Hutchins Center Racial Justice Resources](#)

Harvard Faculty of Arts & Sciences

[Institutional Anti-Racism and Accountability Project](#)

Harvard Kennedy School Shorenstein Center

[Race Forward: What is Systemic Racism? \[VIDEO\]](#)

Race Forward

[ShutDown STEM Resource List](#)

ShutDown STEM

[Urgency of Intersectionality \[VIDEO\]](#)

Kimberlé Crenshaw

[Apple Podcasts App Offers a Curated list of Podcasts:](#)

iTunes

Black Lives Matter

[Code Switch](#)

[Intersectionality Matters](#)

[Natal](#)

[It's Been a Minute](#)

Black History Matters

[1619 Project](#)

[Floodlines](#)

[Witness Black History](#)

[Lynching In America: Confronting the Legacy of Racial Terror](#)

Anti-Racism Resources for White People and Non-Black People of Color

[Anti-Racism Resources for White People](#)

Google Doc

- Books, media, and resources for white people and parents

[Anti-Racist Resources for Asian Americans](#)

Harvard Kennedy School

- Events, organizations, and history on anti-Blackness and Asian American experience

[Letters for Black Lives](#)

Medium

- An open letter project on anti-blackness and culturally aware resources from 30+ languages

[Non-black people of color need to start having conversations about the anti-blackness in our communities: A Guide to starting anti-racist conversations with friends and family](#)

Do Something

- How to prepare, have the conversation, and take action

[Understanding and Dismantling Racism: Booklist for White Readers](#)

Charis Books

- Local bookstore:
 - o *Uprooting Racism: How White People Can Work for Racial Justice* by Paul Kivel
 - o *The Charleston Syllabus: Readings on Race, Racism, and Racial Violence* edited by Chad Williams, Kidada Williams, and Keisha Blain
 - o *How I Shed My Skin: Unlearning the Racist Lessons of a Southern Childhood* by Jim Grimsley
 - o *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* by Michelle Alexander and Cornel West
 - o *White Like Me: Reflections on Race from a Privileged Son* by Tim Wise

[Meet the Asian Americans helping to uproot the racism in their communities](#)

CNN | June 13, 2020

- Young Asian Americans increasingly engage in difficult conversations with their parents

[75 Ways Asian Americans and Pacific Islanders are speaking out for Black lives](#)

NBC | June 12, 2020

- Black Americans fought for civil rights that Asian Americans and Pacific Islanders benefit from today

[Latinos must confront 'ingrained' anti-black racism amid George Floyd protests, some urge](#)

NBC | June 5, 2020

- How Latinos survived by proximity to Eurocentricity and whiteness

[10 Books About Race to Read Instead of Asking a Person of Color to Explain Things to You](#)

Bustle | June 1, 2020

- If you are not sure about how to talk about race:
 - o *So You Want to Talk About Race* by Ijeoma Oluo

- *When They Call You a Terrorist: A Black Lives Matter Memoir* by Patrisse Khan-Cullors and Asha Bandele
- *Eloquent Rage: A Black Feminist Discovers Her Superpower* by Brittney Cooper
- *An African American and LatinX History of the United States* by Paul Ortiz
- *Waking Up White, and Finding Myself in the Story of Race* by Debby Irving

[20+ Allyship Actions for Asians to Show Up for the Black Community Right Now](#)

Awaken | May 8, 2020

- Asian Americans assimilated to adopt the language/beliefs of anti-blackness:
 - Don't call the cops
 - Unearth your internalized anti-blackness
 - Challenge the model minority myth, rooted in anti-blackness
 - Educate your family and friends on injustice black people face
 - Donate
 - Demand justice

[Black and Asian-American Feminist Solidarities: A Reading List](#)

Black Women Radicals | April 30, 2020

- Books, journals, and resources that teach cross-racial history and movement for feminists:
 - "Mountains That Take Wing: Angela Davis & Yuri Kochiyama: A Conversation on Life, Struggles, and Liberation" [documentary]
 - The Organization of Women of African and Asian Descent
 - The Blasian Project

[White women in the struggle for racial equity \[PODCAST\]](#)

The Diversity Gap | August 23, 2019

- A conversation with Karen Fleshman, Founder of Racy Conversations

Religious Resources

[Radical Dharma](#)

Rev. angel Kyodo Williams, Lama Rod Owens,
with Jasmine Syedullah

[Ruth King Publications](#)

Ruth King

[The Color of Compromise](#)

Jemar Tisby

[Disunity in Christ](#)

Christena Cleveland

[The Cross & the Lynching](#)

James H. Cone

[Jewish Racial Justice Resources](#)

Jewish Social Justice Roundtable

[Anti-Racism Resources](#)

T'ruah: Rabbinic Call for Human Rights

[Anti-Racism Guide for White Muslims](#)

Muslim Anti-Racism Collaborative

[Race & Racism](#)

Muslims for Progressive Values

Talking to Children about Race and Racism: Resources for Parents



[21 Anti-Racism Videos To Share With Kids](#)

We are Teachers

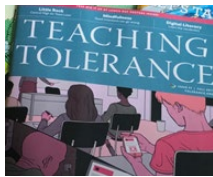
- For parents and educators to feel confident and prepared to lead discussion on anti-racism



[Raising Race Conscious Children](#)

Race Conscious

- Supports parents who are trying to talk about race and diversity with young children and prepare young people to work toward racial justice



[Teaching Tolerance | Diversity, Equity and Justice](#)

Teaching Tolerance

- Free grade K-12 curriculum resources for teachers, admin, counselors, and practitioners to create schools where children are respected, valued and welcome.



[Resources | Embrace Race](#)

EmbraceRace

- Fights systemic racism by supporting parents to raise children who are brave, informed and thoughtful about race



[Talking to Kids about Racism, Early and Often](#)

New York Times | June 3, 2020

- Children can internalize racial bias between age 2-4, you can start talking about race from preschool



[*Talking to children after racial incidents*](#)

University of Pennsylvania | July 13, 2016

- Confronting hate speech in schools, a tool for teachers

Healing from Racial Trauma

[*Harvard Resources for Mental Health*](#)

Harvard University

[*7 Cups \(Young People of Color Support Guide\)*](#)

Young People of Color

[*National Queer and Trans Therapists of Color Network*](#)

National Queer and Trans Therapists of Color Network

[*National Alliance on Mental Illness -- Resources for African Americans*](#)

National Alliance on Mental Illness

- Find a therapist for yourself or for your loved ones, explore toolkits, and more.

[*Video Toolkit to Support the Well-Being of Students of Color*](#)

National Center for Institutional Diversity

Resources for Leadership and Management

[Universal Manager Training – Diversity Module \(University-Wide, Managers Only\)](#)

Harvard Human Resources Center for Workplace Development

- Online module and assessment on Diversity & Inclusion

[Confronting Racism at Work: A Reading List](#)

Harvard Business Review | June 15, 2020

- 15 publications for companies and business leaders to take on systemic racism

[How Higher Ed Can Fight Racism: ‘Speak Up When It’s Hard’](#)

Chronicle of Higher Education | June 1, 2020

- Recommendations for college leaders on how to respond to racial bias on and off campus

[The Role of Senior Leaders in Building a Race Equity Culture](#)

Bridgespan Group | July 23, 2018

- 4 levels of racism and how to overcome them

[People Suffer at Work When They Can’t Discuss the Racial Bias They Face Outside of It](#)

Harvard Business Review | July 10, 2017

- **38%** of black professionals feel that it is never acceptable at their companies to speak out about their experience of bias – making them **twice** as vulnerable to isolation, alienation
- Black employees who feel muzzled are **3x** more likely to have one foot out the door, **13x** as likely to be disengaged
- The response at most organizations is no response

[How Managers Can Promote Healthy Discussions About Race](#)

Harvard Business Review | January 7, 2016

- Minorities make **37%** of the U.S. population, and will climb to **57%** by 2060
- U.S. Department of Commerce projects nonwhite ethnic groups will represent **85%** of U.S. population growth between 2011-2050
- Workplaces will transform and so must conversations about race

[Leading during traumatic and triggering events](#)

Clayton Robbins, Diversity Equity Inclusiveness Consulting | 2013

- Tips for leading and managing during traumatic and triggering events

Training and Consultation

Race Forward Racial Justice Trainings

Race Forward

- Building Racial Equity series trains those who wish to sharpen skills and strategies addressing structural racism to advance racial equity

Disruptive Equity Education Project DEEP

Dig Deep For Equity

- Offers strategic long-term partnerships for individuals, teams, and organizations seeking professional and cultural changes that advance equity for all

Inclusive Excellence Academy

National Inclusive Excellence Leadership Academy

- COVID-19 DEI Strategy Center teaches leadership and professional development to equalize the pandemic's impact and deepen Diversity, Equity and Inclusion

Awaken

Awaken

- Provides virtual Diversity & Inclusion workshops and programs for employees: explore identities, unconscious bias, thoughtful allyship, modern manager training, and more

Cultural Intelligence Center

Cultural Intelligence Center

- Online training and courses for students, educators, and businesses to develop CQ, a critical part of a globalized world to relate and work effectively across cultures

Friends With Holograms

Friends With Holograms

- VR/AR technology that creates immersive, impactful soft skills training to help people understand workplace exclusion and become stronger leaders

Ready Set Allyship

The ReadySet

- ReadySet Ally Skills workshop positions people of all backgrounds to undertake allyship at work and beyond: defines stakes, tools, and training for healthy workplaces knowledge

Organizations to Support

Black Lives Matter

- Galvanizes our communities to end state-sanctioned violence against Black people

Violence in Boston

- Improves quality of life and life outcomes for individuals from disenfranchised communities by reducing prevalence of violence and the impact of associated trauma

Black Visions Collective

- Black, trans, and queer led organization committed to dismantling systems of oppression, violence, and shifting public narrative to create transformative, long-term change

National Bail Fund Network

- Works with organizers, advocates, and legal providers to use community bail funds as part of an effort to radically change local bail and incarceration systems

National Black Justice Coalition

- Civil rights organization that empowers black LGBTQ people, including the HIV community

The Okra Project - The Nina Pop and The Tony McDade Mental Health Recovery Fund

- Mental health recovery fund for black trans people