

Anti-Racism Resources

Articles/websites.

- [Maintaining Professionalism In The Age of Black Death Is....A Lot](#) (Medium)
- [Check in on Your Black Employees, Now](#) (NY Times)
- [21-Day Racial Equity Habit Building Challenge](#) (Debby Irving)
- [Facing the future: This I believe](#) (Angela Duckworth)
- [Destructive Power of Despair](#) (NY Times)
- [COVID-19's effect on minority-owned small businesses in the United States](#) (McKinsey)
- [Cobalt Weekly Offering](#) (Cobalt)
- [Responding to current tensions on Cobalt](#) (Cobalt)
- [The Four Bodies: A Holistic Toolkit for Coping With Racial Trauma](#) (Medium)
- [Why Is This Happening?](#)
- [The 1619 Project](#) (New York Times)
- [Talking About Race](#) (National Museum of African American History & Culture)
- [26 Ways to Be in the Struggle Beyond the Streets](#)
- [75 Things White People Can Do for Racial Justice](#)
- [Resources for White People to Learn and Talk About Race and Racism](#) (Nicola Carpenter)
- [Anti-Racism Resources](#) (Rachel Ricketts)
- [The Great Unlearn](#) (Rachel Cargle)
- [12 books, movies, and podcasts you should consume to become a better ally to the Black community](#) (Well and good)
- [Confronting Racism at Work: A Reading List](#) (HBR)

Books.

- [White Fragility: Why It's So Hard for White People to Talk About Racism](#) (Robin DiAngelo)
- [Ta-Nehisi Coates: Between the World and Me](#) (Ta-Nehisi Coates)
- [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) (Michelle Alexander)
- [Americanah](#) (Chimamanda Ngozi Adichie)
- [To Kill A Mockingbird](#) (Harper Lee)
- [Roll of Thunder, Hear My Cry](#) (Mildred D. Taylor)
- [Me and White Supremacy](#) (Layla F. Saad)
- [I Know Why the Caged Bird Sings](#) (Maya Angelou)
- [So You Want to Talk About Race](#) (Ijeoma Oluo)
- [How to Be an Antiracist](#) (Ibram X. Kendi)
- [Anti-racist reading list](#) (NY times)

Podcasts/Webinars.

- [Uncomfortable Conversations with a Black Man](#), Part 1: Questions answered with NFL Eagles/ESPN Emmanuel Ancho (9 min)
- [Physicians Act Now: Opportunities for Physician Action in Violence Prevention and Criminal Justice Reform](#) (The Physician Anti-Racism Network)
- [Brené with Ibram X. Kendi on How to Be an Antiracist from Unlocking Us with Brené Brown](#) (Brené Brown)

- [Code Switch \(NPR\)](#)
- [1619 \(New York Times\)](#)
- [Intersectionality Matters! with Kimberle Crenshaw](#)
- [Seeing White](#) (Scene on Radio)
- [Small Doses with Amanda Seales](#)

Documentaries/Movies.

- [13th](#) : Combining archival footage with testimony from activists and scholars, director Ava DuVernay's examination of the U.S. prison system looks at how the country's history of racial inequality drives the high rate of incarceration in America. This piercing, Oscar-nominated film won Best Documentary at the Emmys, the BAFTAs and the NAACP Image Awards.
- [When They See Us](#): Five teens from Harlem become trapped in a nightmare when they're falsely accused of a brutal attack in Central Park. Based on the true story.
- [The Emmitt Til Documentary](#): To understand the black community's rage about the recent Central Park situation, you must learn about Emmitt Til.
- [Eyes on the Prize](#): Eyes on the Prize is an American television series and 14-part documentary about the Civil Rights Movement in the United States. The documentary originally aired on the PBS network and also aired in the United Kingdom on BBC2. The series uses archival footage, stills and interviews of participants and opponents of the movement. The title of the series is derived from the folk song "Keep Your Eyes on the Prize," which is used in each episode as the opening theme music.
- [Explained: Racial Wealth Gap](#) Cory Booker and others discuss how slavery, housing discrimination and centuries of inequality have compounded to create a racial wealth gap.
- [Racial Wealth Gap](#) (Netflix | 16 min)
- *If Beale Street Could Talk* (Hulu | Romantic drama | 117 mins.)
- *Blindspotting* (HBO Max or rent on YouTube | Comedy/drama | 95 mins.)
- *Dear White People* (Netflix | Comedy/drama | 108 mins.)

e-Learning.

- [Inclusion, Diversity and Cultural Humility](#) (Knowledge Link)
- [Center for Health Equity Advancement](#) (Knowledge Link)
- [Courses to Help You Become a Stronger Ally and Have Inclusive Conversations](#) (LinkedIn Learning)

Resources for Children.

Books

- [I Got the Rhythm](#) (Connie Schofield-Morrison)
- [Last Stop on Market Street](#) by Matt de la Peña
- [Lola at the Library](#) (Anna McQuinn and Rosalind Beardshaw)
- [Baby Says Board Book](#) (John Steptoe)
- [I Will Be Fierce](#) (Bea Birdsong and Nidhi Chanani)
- [17 New Authors of Color Writing Much-Needed Stories for Kids](#)
- [Looking for Excellent "Diverse" Books for Children? Start Here!](#)

Articles

- [Talking to Children About Tragedies & Other News Events](#)

Social Media

10 Important Topics in Digestible IG Posts

- [Structural Racism vs. Individual Racism](#) (@theconsciouskid)
- [Systemic Racism Facts & Figures](#) (@cheskatanglao)
- [Helpful Key Terms for Your Google Search Bar](#) (@musocore)
- [So You Want to Talk About Microaggressions](#) (@soyouwanttotalkabout)
- [9 Mistakes White People Make When Fighting for Racial Justice](#) (@jenerous)
- [How to Respond to Common Racist Statements](#) (@wastefreemarie)
- [Breakdowns of the history of policing, calls to defund/abolish the police, etc.](#) (@theslacktivists)
- [Here Are Ways Non-Black People Can Socially Transition into a Long-term Movement](#) (@lily.someson)
- [How to Rest & Recover While You Fight for Social Change](#) (@tammyarias_)
- [Black-Owned Small Businesses You Can Support from Anywhere](#) (@roohiamber)

Organizations You Can Donate To

- [Massive list of BLM-related petitions, donations, resources, etc. \(updated every 5 minutes\)](#)
- [6 Anti-Racist Organizations You Can Donate To Right Now](#) (MSN)
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5 Philadelphia Organizations Taking Donations

- [Black Lives Matter Philly](#)
- [Amistad Law Project](#)
- [Bread & Roses Community Fund](#)
- [Philadelphia Community Bail Fund](#)
- [Youth Art & Self-Empowerment Project](#)

5 National Organizations Taking Donations

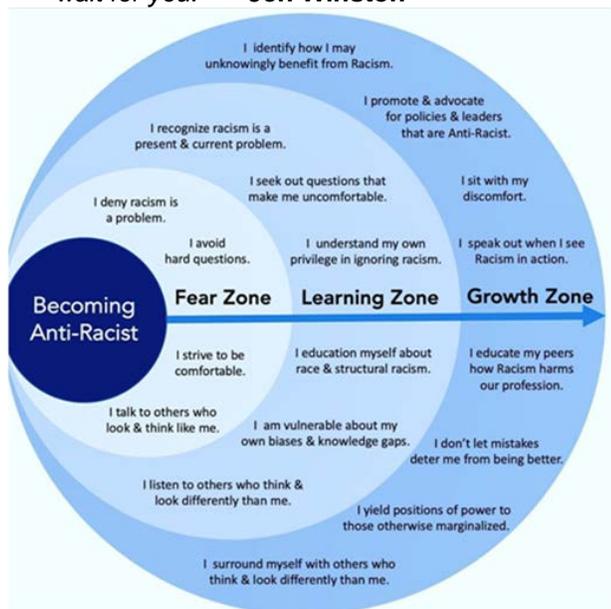
- [Color for Change](#)
- [The Okra Project](#)
- [Equal Justice Initiative](#)
- [The Marshall Project](#)
- [Reclaim the Block](#)

5 (Multi-part) Questions to Consider

- How do I talk about Black people and people of color behind closed doors and in white spaces? How do I allow others to talk about non-white people around me?
- Do I only value Black individuals and culture when it's convenient or relevant to my interests (ex: when it comes to sports, fashion, music)?
- When was the first time I had a Black teacher? When was the first time I read a book by a Black author? When was the first time I worked with a Black person in a leadership position? How have these experiences (or lack thereof) shaped my perspective of Black people?
- Do I find myself wishing that these protests were happening in a different way or at a different time? Why do I feel this way? How does this perspective support or undermine the needs of the Black community?
- What can I do every day to uplift Black voices and better understand the experiences of Black individuals? What systems can I put in place to keep myself accountable?

5 Quotes to Guide Your Work

- *"You have to act as if it were possible to radically transform the world. And you have to do it all the time."* — **Angela Davis**
- *"It is certain, in any case, that ignorance, allied with power, is the most ferocious enemy justice can have."* — **James Baldwin**
- *"Yes, racism looks like hate, but hate is just one manifestation. Privilege is another. Access is another. Ignorance is another. Apathy is another. And so on. So while I agree with people who say no one is born racist, it remains a powerful system that we're immediately born into. It's not a cold that you can get over. There is no anti-racist certification class. It's a set of socioeconomic traps and cultural values that are fired up every time we interact with the world."* — **Scott Woods**
- *"The beauty of anti-racism is that you don't have to pretend to be free of racism to be an anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it's the only way forward."* — **Ijeoma Oluo**
- *"It may take a while to comprehend your role in racist system, but keep in mind that people are dying while they wait for you."* — **Jen Winston**



5 Ways You Can Show Up

- **With your body:** Join a protest, but remember that you're there to offer support and solidarity. If you have your own agenda, stay home. It's not a photo op for you or your chance to burn down the Starbucks that gets your order wrong all the time. Use your body to physically protect Black people as much as possible since your privilege offers a level of protection. You can also assist at a medical tent or provide snacks, water, masks, and/or hand sanitizer to protesters.
- **With your wallet:** Donate to funds that are keeping protesters safe, bail funds, organizations that support racial justice and equality, GoFundMe fundraisers for victims and their families, etc. You can also put your financial support behind Black-owned businesses both in your community and online! Black-owned businesses have disproportionately had issues accessing federal aid during the COVID-19 crisis. Try downloading an app like Black Wallet.
- **With your brain:** Reflect on your privilege, ask difficult questions about your beliefs and behaviors, and sit with any discomfort or guilt that bubbles up. Use the wealth of resources at your disposal to re-learn not just about Black history and anti-racism, but also to better understand whiteness and the systems created to uphold white supremacy. Consider working with a trusted friend group; set up a book club or a group chat to hold yourselves accountable.
- **With your voice:** Contact senators, representatives, local sheriffs, etc. via email or over the phone to express your demands for justice. Share resources and amplify Black voices on your social media platforms (remember: there are always silent followers who are learning from you). Initiate conversations with your family members and friends about individual and systemic racism, white privilege, and the ways in which you can all make collective change.
- **With your ears:** Listen to Black people. Actively listen without waiting to add your opinion or to interject. In addition to reading Black voices, your perspective will continue to evolve as you listen to Black individuals who deal with racism and racist systems every day. Follow Black journalists, influencers, and individuals on social media. Listen to podcasts discussing race. Consume content made by Black creators.

5 Ways Not to “Show Up”

- **Refusing to engage with racist family/friends:** Don't cancel problematic loved ones or purge them from your social media. Sorry, but they're yours to fix □ Refusing to work on shifting their perspective lays the burden on people of color. It's going to take time, and the conversations will be exhausting, but you have to try your best (compassionately, patiently, and keeping in mind where you started on your own anti-racism journey).
- **Asking Black people for guidance/kudos:** It is not the job of Black people to educate you, give you a pat on the back, or make you feel better about yourself and the world. Doing these things centers you (big no-no) and upholds the racist idea that they are here to serve you and your needs. That being said, if a Black person does take the time to teach you something, open up that Venmo/Cashapp and compensate them!
- **Posting everything you see without investigating:** Did you know Shaun King has been accused of collecting donations for causes, then keeping the money (all while harassing Black women)? Stop retweeting him. Did you know Change.org doesn't actually use the money you donate towards the petition you signed? Share your coins elsewhere. Did you know a white person reposted a Black artist's work without crediting them, but someone called them out in the comments? Find and share the original post. Put in the work and consider the impact of your actions.
- **Viewing allyship as a to-do list:** Performative or optical allyship is surface-level “activism” that focuses not on making change, but on simply appearing to do so — either to [feel better about yourself](#), [to impress others](#), or because you know you're supposed to say something, but you haven't done the homework. Show empathy, but don't make this about you or your feelings. Forgetting to leave your ego behind is super harmful.
- **Tuning out after the headlines shift:** This is a marathon, not a sprint, and there will need to be water breaks! But this isn't [Black Lives Matter spirit week](#) — the work will remain long after the headlines shift, the protests dissipate, and quarantine ends. Make a commitment to continue the work tomorrow, next week, next year, etc.

- Created by [Penn Medicine Academy \(PMA\)](#) for Penn Medicine leaders | Visit [Lead Strong](#) site for more information -