



**OLL**  
DIVERSITY, INCLUSION &  
UNDERSTANDING TASK FORCE

## Self-Guided Resources About Race

As we are all on a journey of continued education, the following resources may be helpful as we continue to educate ourselves about systemic racism and discrimination and also reflect on how each of us can create a more equitable future and a culture of belonging. Although not an exhaustive list, we hope this list helps as a starting place on your journey.

### Read:

- [Caste: The Origins of Our Discontents](#) by Isabel Wilkerson
- [White Fragility: Why It's So Hard for White People to Talk About Racism](#) by Robin DiAngelo
- [Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor](#) by Layla F Saad
- [How to Be an Antiracist](#) by Ibram X. Kendi
- [Four Days to Change: 12 Radical Habits to Overcome Bias and Thrive in a Diverse World](#) by Michael Welp PhD
- [Between the World and Me](#) by Ta-Nehisi Coates
- [Together, You Can Redeem the Soul of Our Nation](#) by John Lewis
- [Why Are All the Black Kids Sitting Together in the Cafeteria?: And Other Conversations About Race](#) by Beverly Tatum
- [The Person You Mean to Be: How Good People Fight Bias](#) by Dolly Chugh
- [Waking Up White: And Finding Myself in the Story of Race](#) by Debby Irving
- [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) by Michelle Alexander
- [U.S. Businesses Must Take Meaningful Action Against Racism](#) – Harvard Business Review
- [Yes, You Must Talk About Race At Work: 3 Ways To Get Started](#) - Forbes
- [How to Be a Better Ally to Your Black Colleagues](#) - Harvard Business Review
- [How To Not Raise a Racist White Kid](#) By Jennifer Harvey
- [Don't Talk about Implicit Bias Without Talking about Structural Racism](#) - by Kathleen Osta and Hugh Vasquest, National Equity Project
- [The Racist History of Portland, the Whitest City in America](#) by Alana Semuels
- [When Portland banned blacks: Oregon's shameful history as an 'all-white' state](#) by DeNeen L. Brown

### Watch:

- [Ted Talk: How Racism makes us Sick](#) – David R. Williams

- [TED Talk: How To Deconstruct Racism. One Headline at a Time](#) - Baratunde Thurston
- [Does Racism Play a Role in Health Inequities?](#) - David R. Williams, Professor of Public Health, Harvard T.H. Chan School of Public Health
- [TEDx RVA Women – The power of privilege](#) – Tiffany Jana
- [TEDx Pasadena Women – Understanding My Privilege](#) – Sue Borrego
- **13th** (available on Netflix and available on [YouTube](#) for free)
- [The Look and The Talk](#)
- [Why “I’m not racist” is only half the story](#) -Robin DiAngelo
- [Authors Robin DiAngelo and Ibram X. Kendi on how to become aware of privilege](#)
- [What is Systemic Racism? video series](#)
- [We Must Talk About Race to Fix Economic Inequality](#)
- [7 Ways We Know Systemic Racism is Real](#)
- [Diversity, Inclusion, and Belonging for All](#) -LinkedIn training

#### Act:

- Get involved in Lake Oswego Respond To Racism Group
- Continue to educate yourself
- Reach out to your friends, family and community members. Listen more while talking less. Listen without ego and defensiveness of people of color
- Identify and work with/support local community organizations that align with social justice initiatives
- Keep the conversation going. Talk about race with your friends and family even (and especially) if it’s uncomfortable
- Vote, encourage and help others to register to vote
- Confront racial injustice when you see it (even when it is uncomfortable)

#### Other Resources:

- USCCB Bishop’s Committee on Racism: <https://www.usccb.org/committees/ad-hoc-committee-against-racism>
- National Black Catholic Congress <https://www.nbccongress.org>

#### GLOSSARY:

- **Anti-racist:** Anti-racism is the practice of identifying, challenging and changing the values, structures and behaviors that perpetuate systemic racism
- **BIPOC:** Acronym that stands for Black, Indigenous, and People of Color. *Black* can refer to dark-skinned peoples of Africa, Oceania, and Australia or their descendants without regard for the lightness or darkness of skin tone, and who were enslaved by white people. *Indigenous*, here, refers to ethnic groups native to the Americas, and who were killed en masse by white people. *People of color* is an umbrella term for non-white people, especially as they face racism and discrimination in a white dominant culture.
- **Definition of race:** It is crucial to understand and convey the important differences between misconceptions based on "biological" assumption and more accurate "social" definitions of "race." Two key points are:

- There is no biological foundation to "race." Physical differences between individuals and groups of individuals are genetically/scientifically so minute that they are meaningless.
  - What matters are the social meanings that are attached to perceived physical differences, be these skin color, hair color, height, etc., and the political and economic forces that support (reinforce, and enforce) these perceptions. In other words, "race" is a social construction.
- **Individual racism:** Refers to an individual's racist assumptions, beliefs or behaviors and is a form of racial discrimination that stems from conscious and unconscious, personal prejudice.
  - **Intersectionality:** The interconnected nature of social categorizations such as race, class and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage; a theoretical approach based on such a premise.
  - **Micro-aggressions:** Microaggressions are the everyday slights, indignities, put-downs and insults that members of marginalized groups experience in their day-to-day interactions with individuals who are often unaware that they have engaged in an offensive or demeaning way.
  - **Racial Justice:** Racial justice is the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all.
  - **Racialization:** The term racialization can be used to understand how the history of the idea of "race" is still with us and impacts us all, though differentially. The term emphasizes the ideological and systemic, often unconscious processes at work. It also emphasizes how racial categories are socially constructed, including whiteness, but are socially and culturally very real.
  - **Social Justice:** Social justice means equal rights, opportunity and treatment for all.
  - **Systemic racism:** Systemic racism includes the policies and practices entrenched in established institutions, which result in the exclusion or promotion of designated groups. It differs from overt discrimination in that no individual intent is necessary.
  - **Unconscious bias:** Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness.

**Sources:** Alberta Civil Liberties Research Centre, The New York Times, NEA EdJustice, The San Diego Foundation