

Dismantling Anti-Blackness Culture

Anti-Racist Resources for Academia

TIPS^{1,2,3}

Please use words such as, “killings or murders or death of an unarmed Black person.” To use words such as, “incident, event, or misunderstanding,” can come across as victim blaming.

Be explicit about what community you are referring to when talking or writing. Currently, using words such as, “underserved,” “marginalized,” or “vulnerable” misses the opportunity to center and uplift the Black community.

It is okay if you have a different position than your colleagues, students, or professors. However, it is also the job of each of us on this campus to live out the mission of the university and contribute to an “inclusive and collaborative environment” by **giving members of our community space to talk while we intentionally listen.**

Please be informed on the facts of all of the cases, so you are prepared if your colleague, student, or professor does want to talk.

Our silence is violence. **It is our duty to convey care and concern for all members of our community, but especially the Black community.**

Please try and listen and avoid defensive reactions when our worldview, positions, or power are questioned or challenged. Remember that comments on systemic inequities are not personal attacks.

Please honor individual experiences and do not overgeneralize sentiments for groups of people. Think about how you can allow your colleagues, students, and professors to discuss what is happening without highlighting them or asking them to speak for their community.

Realize and appreciate the importance of empathy. If starting a conversation amongst a group of people with differing perspectives, **ask everyone to remember a time when they have felt like an outsider and what impact that had on them.**

When having conversations about race and racism, ensure you **find a balance that centers and uplifts Black, Indigenous, and people of color (BIPOC), but also does not exploit or take ownership of their experiences.**

¹ Veterans Affairs, *Discussing Community Trauma in Response to Killings and Mistreatment of Black and Brown Americans* (2020)

² Roberts LM, Washington EF., *U.S. Businesses Must Take Meaningful Action Against Racism* (2020)

³ Ammerman C, Kinias Z, Hsieh N, *Tackling Diversity in Case Discussions* (2020)

ACTIONS	
Sign petition for justice for George Floyd	Appeals that protesters be protected and law enforcement engagement with protesters be focused on safety and guarding constitutional rights
Sign the Black Lives Matter (BLM) Network petition to defund the police	Appeals to cut the police force's budgets at the city-level and reallocate those funds to support and uplift other social services
Join Campaign Zero	A police reform campaign associated with BLM
Help Massachusetts protesters make bail	MA Bail Fund posts bails of up to \$2,000 in Essex & Suffolk Counties
Support mutual aid fund for delivering groceries and supplies in Boston	Donations to help ensure that those most underserved are able to receive weekly groceries
Support Black-owned businesses in the Boston area	Lists of certified MA BIPOC-owned firms by category
75 things White people can do for racial justice	Encourages White folks to engage in various readings and actions
4 ways BIPOC can practice restorative healing	Encourages BIPOC to practice community care with each other
4 ways that scientists and academics can effectively combat racism	Presents stats to educate and encourages actions from leadership

BOOKS	
How to Be an Antiracist (2019)	Essential for anyone who wants to go beyond awareness of racism to contribute to formation of a truly just and equitable society
These Truths: A History of the United States (2019)	Details five centuries of American politics, the legacy of slavery, persistence of inequities, and innovation
So You Want to Talk About Race (2018)	Addresses issues of white privilege, police brutality, intersectionality, microaggressions, BLM, and the "N" word

<u>White Fragility: Why It's So Hard for White People to Talk About Racism (2018)</u>	Explores the reactions White people have when their assumptions about race are challenged
<u>White Rage: The Unspoken Truth of Our Racial Divide (2016)</u>	Reframes race conversations by centering "White rage" shown in the actions made in the name of protecting democracy and fiscal responsibility
<u>Between the World and Me (2015)</u>	Illuminates the past, confronts present, and offers a transcendent vision for the future in author's letter to his adolescent son
<u>The New Jim Crow: Mass Incarceration in the Age of Colorblindness (2010)</u>	Argues that we have not ended racial caste in America , but simply redesigned it through the U.S. criminal justice system
<u>A People's History of the United States (2005)</u>	History of the American people from the point of view of those whose plight has been largely omitted from history textbooks
<u>"Why Are All The Black Kids Sitting Together in the Cafeteria?": A Psychologist Explains the Development of Racial Identity (2003)</u>	Argues that "straight talk" about racial identities is crucial if we want to enable communication across racial and ethnic divides

VIDEOS & PODCASTS	
<u>The 13th documentary</u>	Activists, scholars, and politicians analyze the criminalization of Black Americans and the U.S. criminal justice system
<u>"Decolonizing academia with Dr. Clelia Rodríguez" lecture</u>	Disrupts racist ways of learning and discourages the exploitation of BIPOC through scholarly practice
<u>"Losing Ground" podcast</u>	Tells the story of a Black farm couple who were racially discriminated by the federal government
<u>"The economy that slavery built" podcast</u>	Slavery turned the nation into a financial powerhouse through the cotton plantation
<u>How to overcome our biases? Walk boldly toward them TED talk</u>	Encourages listeners to embrace groups that make one uncomfortable to address own biases

What is systemic racism? videos	<i>Eight-part video series that depicts racism in various systems</i>
Kimberlé Crenshaw’s “Under the blacklight” webinar series	<i>Panel discussion with thought leaders discussing current crises and how to protect & uplift the most underserved</i>

WEBSITES	
The 1619 Project compilation	<i>Storytelling medium discussing how slavery has transformed America by connecting both past and present experiences</i>
COVID-19: Racial equity & social justice resources	<i>Information to help communities work to understand and respond to current crises within their own organizations</i>
The Opportunity Agenda messaging memos	<i>Toolkit website for great ideas about communicating your social justice messages</i>
Black Lives Matter syllabus	<i>Articles, tweets, and education resources about BLM all in one place</i>
African American Trail Project at Tufts	<i>Maps African American and African-descended public history sites across greater Boston and throughout MA</i>
The characteristics of White Supremacy Culture	<i>List of characteristics and potential cures of White Supremacy Culture found in organizations</i>
#BlackInTheIvory Twitter feed	<i>Calls on higher education to confront systemic racism and oppression within institutions</i>

ARTICLES	
“How higher ed can fight racism: ‘speak up when it’s hard’” (Chronicle)	<i>Encouragement for faculty to become accomplices in racial justice by addressing racism head on in and outside of academia</i>
“Language of appeasement” (Inside Higher Ed)	<i>Moving from diversity and inclusion to justice and equity rhetoric can expand the possibility of achieving institutional change in universities</i>

"Latinos must confront 'ingrained' anti-Black racism amid George Floyd protests, some urge" (NBC News)	<i>White-presenting Latinxs should reconcile with their privilege and acknowledge the colorism at play in society</i>
"Academic leaders must support inclusive scientific communities during COVID-19" (Nature)	<i>Within the academy, actions are required at the workplace, community, and policy levels to truly improve diversity, equity, and inclusion</i>
"In order to understand the brutality of American capitalism, you have to start on the plantation" (New York Times)	<i>Explains how American slavery is etched on the DNA of American capitalism</i>
"America's first big business? Not the railroads, but slavery" (PBS)	<i>Discusses how the US greatly profited off of the cotton trade during the first-half of the 19th century</i>
"The truth behind '40 acres and a mule'" (PBS)	<i>Black leaders were behind the idea to redistribute land to former Black slaves that was formerly owned by Confederates</i>
"College students should take mandatory course on Black history, white privilege" (USA Today)	<i>White students in particular greatly benefit from race and ethnicity courses and highlight the fact that good intentions are not enough</i>
"Calling out racial injustices with feminism" (Washington Post)	<i>Anti-racist work means White people learning more about racism, assessing their own interactions, and calling others in</i>

CROWDSOURCING PROJECTS
Anti-racism resource document
Anti-racism resources for White people
Anti-racism summer reading program curriculum materials
Anti-racist allyship starter pack
Justice in June
Resources to address racial inequality
Scaffolded anti-racist resources