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## Introduction to this Document

Housing and Homeless Providers,

The Equity and Accessibility Committee, on behalf of Metro Denver Homeless Initiative (MDHI), have put this resource document together to help support leadership, program managers and frontline staff throughout the Metro Denver CoC in implementing and understanding racially equitable practices and policies with the intention of ending homelessness.

While the guide does not include any 'how to documents', it is a place of collected ideas and resources to help an organization's interested parties begin to do the work of racial equity analysis and evaluation of existing policies.

The guide is separated by resource type, ranging from local training resources, to podcasts, movies and educational books and articles. These resources are linked in this document and may serve as catalysts to other ideas and innovative ways to implement new organizational practices. The lists of articles, books and documentaries included in this guide are not comprehensive but were meticulously selected by community members within the Denver Metro CoC because they played an integral role in advancing personal knowledge and understanding of the intersection of race and housing.

Some of the ways the Equity and Accessibility Committee envisioned use of this resource guide include but are not limited to the development of:

- Book clubs
- Work groups (designed to address and specific program/organizational areas of opportunity)
  - o To reevaluate job requirements
  - o To reevaluate policies
  - o To reevaluate program eligibility requirements
- Organizational EDI (Equity, Diversity & Inclusion) Committee
- Personal or professional growth

In addition to the listed resources in this guide, the Equity and Accessibility Committee is a virtual public meeting held quarterly. This task-oriented committee is focused on addressing challenges in our homeless crisis response system by evaluating available data through a racial equity lens. For more information about how to participate in the Equity and Accessibility Committee, please email [megan.morales@mdhi.org](mailto:megan.morales@mdhi.org)

## Level Setting Guide

For users of this guide document with little experience with racial equity training or in-depth conversations about race and the intersection of race and access to housing, the following links may be useful in navigating the resources in this document. The glossary is a list of terms and commonly understood definitions frequently used in racial equity spaces. The 4 Types of Racism Summary is exactly what it sounds like- a summary of the 4 types of racism discussed in many of the articles, podcasts and videos throughout this resource guide.

### Link to Racial Equity Glossary

[https://www.racialequitytools.org/resourcefiles/RET\\_Glossary\\_Updated\\_October\\_2019\\_.pdf](https://www.racialequitytools.org/resourcefiles/RET_Glossary_Updated_October_2019_.pdf)

### 4 Types Of Racism Summary

<https://www.cacgrants.org/assets/ce/Documents/2019/FourLevelsOfRacism.pdf>

## Denver Metro Racial Equity Trainings

### **1. Colorado Non-Profit Association**

[https://www.coloradononprofits.org/events/training-and-events?mc\\_cid=4919f8af81&mc\\_eid=6199376927](https://www.coloradononprofits.org/events/training-and-events?mc_cid=4919f8af81&mc_eid=6199376927)

Upcoming Events:

- [White Individuals Affinity Session: Uprooting White Supremacy in Personal and Professional Contexts](https://www.coloradononprofits.org/civCRM/event/info%3Fid%3D1379%26reset%3D1) | September 22<sup>nd</sup> 10am.  
<https://www.coloradononprofits.org/civCRM/event/info%3Fid%3D1379%26reset%3D1>
- [BIPOC SESSION: Racial Equity Battle Fatigue](https://www.coloradononprofits.org/civCRM/event/info%3Fid%3D1380%26reset%3D1) September 22<sup>nd</sup> 10am.  
<https://www.coloradononprofits.org/civCRM/event/info%3Fid%3D1380%26reset%3D1>
- [DEI Communicating Consciously](https://www.coloradononprofits.org/civCRM/event/info%3Fid%3D1384%26reset%3D1) September 23<sup>rd</sup> 10am  
<https://www.coloradononprofits.org/civCRM/event/info%3Fid%3D1384%26reset%3D1>

### **2. Showing Up for Racial Justice**

<http://www.surjdenver.org/>

### **3. Building Racial Equity: Foundations - Denver, CO**

by Race Forward: The Center for Racial Justice Innovation

When: **Thu, September 17, 2020, 9:00 AM - 4:30 PM MDT**

<https://www.eventbrite.com/e/building-racial-equity-foundations-denver-co-tickets-79289489999>

### **4. ForeverWriot, LLC.** Contact info: [foreverwriot@gmail.com](mailto:foreverwriot@gmail.com)

ForeverWriot, LLC was established and co-founded in 2019 by primary consultants Ozy Aloziem MSW, Patrice Greene, MA and Kahlea Hunt-Khabir, MA. ForeverWriot, LLC was designed with the focus of creating racially equitable spaces, learning and community building through research, assessment, community engagement, theories and praxis. Our work centers Critical Race Theory, Black Feminist Thought, interdisciplinary and global perspectives to critically engage in transformative practices. ForeverWriot, LLC consultants' qualifications include both qualitative and quantitative methods, creating social justice curriculum, project and program analysis and evaluations, and organizational/departmental assessments. Our racial equity approaches are catered to the unique needs and goals of the partners we collaborate with.

# The Equity and Accessibility Committee Racial Equity Resources

## 5. Institute for Racial Equity and Excellence

<https://ireeinc.com/professional-development/professional-development-activities-and-services.html>

Contact Info: [allenrosemarie@gmail.com](mailto:allenrosemarie@gmail.com)

## 6. Regan Byrd Consulting - Local Consultant

Regan's Anti-Oppression Trainings weave together history, science, media, philosophy, and best practices to crystallize core concepts and assist individuals, communities, and organizations in achieving their anti-oppressive goals. Regan answers questions that people have been too afraid to ask, offering new ways to think about familiar concepts. Regan is also trained in facilitation and conflict resolution, and employs these skills in many of her trainings or as a separate offering. After working with Regan, you will feel informed, empowered, engaged, and ready to journey deeper into anti-oppressive practice, for yourself and/or your organization. <https://www.reganbyrdconsulting.com/>

## 7. Celestial Alegria: Celeste Martinez- Local Consultant

When you sign up to participate in a training program this includes a set number of sessions so your staff and community can benefit from this recurring investment. I tailor the program to my clients needs and priorities, while keeping the heart of the content there. Training Programs include: racial equity, characteristics of white supremacy, organizing skills and political education.

Website: <https://www.celestialalegria.com/about> Contact Info: [celeste@celestialalegria.com](mailto:celeste@celestialalegria.com)

## Meetings and Support for Racial Equity

### 1. Equity and Accessibility Committee

The MDHI Equity and Accessibility Committee is a regional quarterly convening tasked with improving the equity of client outcomes and to actively reverse racial inequality present throughout the homeless crisis response system.

Email: [Megan.Morales@mdhi.org](mailto:Megan.Morales@mdhi.org)

### 2. Black Lives Matter 5280 <http://www.blacklivesmatter5280.com/> (Local BLM Chapter)

#BlackLivesMatter was founded in 2013 in response to the acquittal of Trayvon Martin's murderer. Black Lives Matter Foundation, Inc is a global organization in the US, UK, and Canada, whose mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes. By combating and countering acts of violence, creating space for Black imagination and innovation, and centering Black joy, we are winning immediate improvements in our lives.

### 3. The Root Cause Network <https://crcamerica.org/programs/root-causes-network/program-overview/>

CRC is committed to building an inclusive Network which prioritizes organizations rooted within and serving communities of color and led by people of color, and strives to build a movement that is reflective of Colorado's diversity. CRC is also committed to building a Network that is grounded in principals of social justice and believes in advancing systems-change using an equity lens. Now, more than ever, it is important for our networks to connect and activate in a spirit of allyship and mutual support

### 4. Soul 2 Soul Sisters <https://soul2soulsisters.org/>

Soul 2 Soul Sisters is unique. We are one of the few organizations in the U.S.A. that unapologetically intersects Black faith/spiritualities, radical reproductive justice, increasing the power of Black voters, and reparations. Providing a Black Womxn-led, faith-based response to the anti-Black violence in the U.S., S2SS engaged groups of white interfaith participants in anti-racism programming called Facing Racism, as well as groups of Black Womxn in self-healing work. Providing a Black Womxn-led, faith-based

# The Equity and Accessibility Committee Racial Equity Resources

response to the violent preservation of anti-Blackness in the U.S.A., S2SS engaged groups of white interfaith participants in anti-racism programming called Facing Racism, as well as groups of Black Womxn in healing self-liberation work. Through this synchronous racial justice approach, S2SS promotes holistic processes of self and communal health toward engaging in authentic discourse and egalitarian relationship-building. Ultimately, the organizational aim is for people of all racial/ethnic groups to work together to dismantle personal and systemic racism toward developing healthy, just and liberative communities.

**5. The Movement For Black Lives** <https://m4bl.org/> (not local)

The Movement for Black Lives (M4BL) seeks to reach millions, mobilize hundreds of thousands, and organize tens of thousands, so that Black political power is a force able to influence national and local agendas in the direction of our shared Vision for Black Lives.

**6. The 21-Day Racial Equity Habit-Building Challenge:** While the “official” twenty-one days of the [Challenge](#) wrapped up in April, we invite you or, even better, your business or organization to **make use of the [twenty-one days of learning material](#) on any schedule that works for you.** There is also a rich [racial equity resources page](#) organized thematically. If you or your organization find yourself in the position of wanting to take action and learn more, **there is never a wrong time to get educated about the history and legacy of racism** in our country and in our food system.

**7. Racial Equity Tools** is designed to support individuals and groups working to achieve [racial equity](#). This site offers tools, research, tips, curricula and ideas for people who want to increase their own understanding and to help those working toward justice at every level - in systems, organizations, communities and the culture at large. <https://www.racialequitytools.org/home>

## Booklist

**Local Black Owned Bookstore:** <https://www.shopatmatter.com/product-category/books/>

1. **Me and White Supremacy** - Layla F. Saad - 2020 <https://www.meandwhitesupremacybook.com/>
2. **How to Be An Anti-Racist** - Ibram Kendi- 2019 <https://www.ibramxkendi.com/how-to-be-an-antiracist-1>
3. **Segregation by Design: Local Politics and Inequality in American Cities** - Jessica Trounstone -2018 <https://newbooksnetwork.com/jessica-trounstone-segregation-by-design-local-politics-and-inequality-in-american-cities-cambridge-up-2018/>
4. **White Fragility** - Robin Diangelo - 2018 - <https://robindiangelo.com/publications/>
5. **The Color of Law** - Richard Rothstein - 2017 <https://www.epi.org/publication/the-color-of-law-a-forgotten-history-of-how-our-government-segregated-america/>
6. **How to Kill a City: Gentrification, Inequality and the Fight for the Neighborhood** - P. E. Moskowitz- 2017 <https://moskowitz.xyz/book>
7. **Race Talk and the Conspiracy of Silence** - Derald Wing Sue - 2016 - <https://www.wiley.com/en-us/Race+Talk+and+the+Conspiracy+of+Silence%3A+Understanding+and+Facilitating+Difficult+Dialogues+on+Race-p-9781119241980>

# The Equity and Accessibility Committee Racial Equity Resources

8. **Evicted: Poverty and Profit in the American City** - Matthew Desmond - 2016  
<http://www.evictedbook.com/books/evicted-tr>
9. **Stuck in Place: Urban Neighborhoods and the End of Progress toward Racial Equality** - Patrick Sharkey - 2013 <https://www.press.uchicago.edu/ucp/books/book/chicago/S/bo14365260.html>
10. **Three Worlds of Relief: Race, Immigration and the American Welfare State from the Progressive Era to the New Deal** - Cybelle Fox - 2012  
<https://press.princeton.edu/books/paperback/9780691152240/three-worlds-of-relief>
11. **The New Jim Crow: Mass Incarceration in the Age of Colorblindness** Michelle Alexander - 2012  
<https://newjimcrow.com/>
12. **Faces At The Bottom Of The Well** - Derrick Bell - 1993 (Fiction)  
[https://www.goodreads.com/book/show/466460.Faces\\_at\\_the\\_Bottom\\_of\\_the\\_Well](https://www.goodreads.com/book/show/466460.Faces_at_the_Bottom_of_the_Well)

## Podcasts Centering Racial Equity

### **Opportunity Starts at Home - Episode 24: Racial Equity & Housing w/ Amanda Andere**

<https://soundcloud.com/user-551236523/episode-24-racial-equity-housing-w-amanda-andere>

This episode discusses the intersections between racial equity and housing with Amanda Andere, CEO of Funders Together to End Homelessness. Ms. Andere discusses the work of her organization, how racial inequities manifest in housing and homelessness, the history of housing discrimination, what it takes to achieve large-scale policy change, the common mistakes that organizations make in pursuing racial equity work, the importance of distinguishing between intent and impact, how the philanthropic community is increasingly committed to addressing structural and racial inequities, and why centering racial equity becomes even more important in crises such as the ongoing coronavirus pandemic.

### **Code Switch - NPR -** <https://www.npr.org/podcasts/510312/codeswitch>

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. Come mix it up with us.

### **The Stoop** <http://www.thestoop.org/>

The Stoop podcast digs into stories that are not always shared out in the open. Hosts Leila Day and Hana Baba start conversations about what it means to be black and how we talk about blackness. It's a celebration of black joy with a mission to dig deeper into stories that we don't hear enough about.

## Reports & Articles

### Popular Racial Equity Reports

1. **An Equitable System Transformation Framework for COVID-19 - 2020** National Innovation Service  
<https://www.nis.us/blog>
2. **Race Equity Framework - 2019** Connecticut  
<https://d155kunxf1aozz.cloudfront.net/wp-content/uploads/2019/11/Race-Equity-Framework-Report.pdf>
3. **C4 Innovations: Coordinated Entry Systems - Racial Equity Analysis in Assessments - 2019**  
[https://c4innovates.com/wp-content/uploads/2019/10/CES\\_Racial\\_Equity-Analysis\\_Oct112019.pdf](https://c4innovates.com/wp-content/uploads/2019/10/CES_Racial_Equity-Analysis_Oct112019.pdf)
4. **Report and Recommendations of the ADHOC Committee on Black People Experiencing Homelessness - 2018** Los Angeles Homeless Services Authority  
<https://www.lahsa.org/documents?id=2823-report-and-recommendations-of-the-ad-hoc-committee-on-black-people-experiencing-homelessness>
5. **SPARC Report - 2018** Center for Social Innovation  
<https://center4si.com/wp-content/uploads/2018/03/SPARC-Phase-1-Findings-March-20181.pdf>

### Popular Racial Equity Articles

6. **Where Did BIPOC Come From? - 2020** The New York Times  
<https://www.nytimes.com/article/what-is-bipoc.html>
7. **Racism's Hidden Toll - 2020** The New York Times  
<https://www.nytimes.com/interactive/2020/08/11/opinion/us-coronavirus-black-mortality.html>
8. **'Every Work of American Literature is About Race' Writers on How We Got Here - 2020** The New York Times  
<https://www.nytimes.com/article/books-race-america.html>
9. **Race and Homelessness are Inextricably Linked Here's What We're Doing About It - 2020** Community Solutions  
<http://community.solutions/stories/race-and-homelessness-are-inextricably-linked-heres-what-were-doing-about-it/>
10. **Racial Inequality - 2018 - Updated Jan 2020** National Alliance To End Homelessness  
<https://endhomelessness.org/homelessness-in-america/what-causes-homelessness/inequality/>
11. **Systemic Racism Worsens Homelessness for People of Color - 2020** Unity Care  
<https://www.unitycare.org/systemic-racism-worsens-homelessness-for-people-of-color/>
12. **The Anti-Black Roots of Vagrancy Laws in Austin - 2019** Grassroots Leadership  
<https://grassrootsleadership.org/blog/2019/06/anti-black-roots-vagrancy-laws-austin>
13. **Homelessness and Racism: Historic Roots - 2019** National Health Care for the Homeless Conference & Policy Symposium  
<https://nhchc.org/wp-content/uploads/2019/08/sonja-spears-racism-and-homelessness.pdf>
14. **Black, Homeless and Burdened by L.A.'s Legacy of Racism - 2019** The New York Times  
<https://www.nytimes.com/interactive/2019/12/22/us/los-angeles-homeless-black-residents.html?action=click&module=Top%20Stories&pgtype=Homepage>
15. **Why All Parents Should Talk With Their Kids About Social Identity - 2019** NPR  
<https://www.npr.org/2019/10/08/767205198/the-things-parents-dont-talk-about-with-their-kids-but-should>

# The Equity and Accessibility Committee Racial Equity Resources

16. **Racial Inequities in Homelessness, by the Numbers - 2018** National Alliance To End Homelessness  
<https://endhomelessness.org/resource/racial-inequalities-homelessness-numbers/>
17. **Extensive Data Shows Punishing Reach of Racism for Black Boys - 2018** The New York Times  
<https://www.nytimes.com/interactive/2018/03/19/upshot/race-class-white-and-black-men.html>
18. **8 Ways People of Color Are Tokenized in Non Profits - 2017** Medium.com  
<https://medium.com/the-nonprofit-revolution/8-ways-people-of-color-are-tokenized-in-nonprofits-32138d0860c1>
19. **Why we need to end the culture of “Cultural Fit” - 2017** NonProfit AF  
<https://nonprofitaf.com/2017/07/why-we-need-to-end-the-culture-of-cultural-fit/>
20. **Who Owns Almost All the Land** Inequality.org  
<https://inequality.org/research/owns-land/>
21. **Racial Wealth Divide** Inequality.org  
<https://inequality.org/topics/racial-wealth-divide/>
22. **Paying attention to White Culture and Privilege: A Missing Link to Advancing Racial Equity**  
Racialequitytools.org  
[https://www.racialequitytools.org/resourcefiles/2\\_Gulati\\_AB3.pdf](https://www.racialequitytools.org/resourcefiles/2_Gulati_AB3.pdf)
23. **Homelessness is a Symptom of Racism: Interview with Jeff Olivet and Marc Dones - Invisible People**  
<https://invisiblepeople.tv/homelessness-is-a-symptom-of-racism-interview-with-jeff-olivet-and-marc-dones/>
24. **Racial Disparities in Homelessness** Institute for Community Alliances  
<https://icalliances.org/racial-disparities>
25. **Homeless in Their Homeland, a Modern Native American Struggle** Invisible People  
<https://invisiblepeople.tv/modern-native-american-homeless-struggle/>

## Racial Equity Documentaries, Series and Video Clips

### 1. **RACE: The Power of an Illusion**

Available on PBS [https://www.pbs.org/race/000\\_About/002\\_04-about.htm](https://www.pbs.org/race/000_About/002_04-about.htm)

Race is one topic where we all think we’re experts. Yet ask 10 people to define race or name “the races” and you’re likely to get 10 different answers. Few issues are characterized by more contradictory assumptions and myths, each voiced with absolute certainty. In producing the series, we felt it was important to go back to the first principles and ask, “What is this thing called “race?” – a question so basic it is rarely raised. What we discovered is that most of our common assumptions about race- for instance, that the world’s people can be divided biologically along racial lines- are wrong. Yet the consequences of racism are very real.

How do we make sense of these two seeming contradictions? Our hope is that this series can help us all navigate through our myths and misconceptions and scrutinize some of the assumptions we take for granted. In that sense, the real subject of the film is not so much race but the viewer, or more precisely, the notions about race we all hold. We hope this series can help clear away the biological underbrush and leave starkly visible the underlying social, economic, and political conditions that disproportionately channel advantages and opportunities to white people. Perhaps then we can shift the conversation from discussing diversity and respecting cultural difference to building a more just and equitable society.

# The Equity and Accessibility Committee Racial Equity Resources

## 2. A Matter of Place

Available on Vimeo <https://www.fairhousingjustice.org/resources/film/>

The film connects past struggles for fair housing to contemporary incidents of housing bias based on race, sexual orientation, disability, and source of income, and presents three stories of people who faced housing discrimination in present-day New York City. They poignantly describe the injuries inflicted on them during these incidents, as well as their resolve to fight for justice. Through experts, civil rights advocates, and fair housing testers, the film also recounts our nation's often overlooked history of residential segregation and introduces viewers to systemic and pervasive injustices that, despite the existence of fair housing laws, continue to inflict harm on entire communities and individuals throughout America.

## 3. 13<sup>th</sup>

Available on Netflix <https://www.netflix.com/title/80091741>

Filmmaker Ava DuVernay explores the history of racial inequality in the United States, focusing on the fact that the nation's prisons are disproportionately filled with African-Americans.

## 4. A Conversation With Native Americans on Race

Available on YouTube at: <https://www.youtube.com/watch?v=siMal6QVbIE>

This week we bring you "A Conversation With Native Americans on Race," the latest installment in our wide-ranging "Conversation on Race" series. Directed by Michèle Stephenson and Brian Young, the film grapples with the racist contradictions of a country that, many feel, would prefer it if Native Americans didn't exist.

## 5. Just One Question: Is America Possible?

Available on Youtube <https://www.youtube.com/watch?v=jabQGOx0Lc4>

Dones has worked in program and policy development for their entire career. Currently their work focuses on the development and integration of equity oriented policies and program procedures across a number of projects. In this role Marc focuses on identifying opportunities for addressing systemic health inequities through program and policy modification or development. Dones also serves as the Project Director for SPARC (Supporting Partnerships for Anti-Racist Communities) an initiative designed to transform the national conversation around homelessness to center racial equity. Prior to joining C4 Dones served as a Program Manager in the MA Executive Office of Health and Human services where he assisted in the development and implementation of Governor Deval Patrick's youth violence reduction program, the Safe and Successful Youth Initiative. The program, with a roughly \$9.5 million annual operating budget was developed and implemented in 11 cities with site-specific responses. Additionally, Marc served as the policy manager for the Massachusetts Special Commission on Unaccompanied Homeless Youth. In this capacity they advised the commission, authored its reports, and conducted research on numerous issues. Their favorite color is chartreuse but sometimes it's orange.

## 6. Racial Healing and Reconciliation Documentary Project

Available on YouTube <https://www.youtube.com/watch?v=84imro3UVig>

# The Equity and Accessibility Committee Racial Equity Resources

Produced by Boston Public Health Commission, Southern Jamaica Plain Health Center, The Kellogg Foundation and Intercultural Productions. For the last two years, we have been humbled to bear witness to an incredible youth racial healing project in Boston's Jamaica Plain neighborhood. As an approach to improving community health, the Southern Jamaica Plain Health Center brought together 16 youth, half of whom identify as white and half of whom identify as people of color, to participate in a year-long racial healing and reconciliation process. Through readings, racial affinity groups, workshops, healing circles and speak outs, the youth are challenged to move beyond purely intellectual conversations about race and racism and are supported by each other and a team of community organizers and social workers, to experience the feelings that come up when we talk about racism and understand the ways it shapes our existence. The youth invited a camera to follow some of their activities, community teachings, and an emotional speak out activity.

## 7. **Brown Eye Blue Eye, Jane Elliot**

Available on YouTube <https://www.youtube.com/watch?v=jPZEJHJPwIw>

Jane Elliott's Blue Eyes and Brown Eyes experiment was a turning point in social psychology. Immediately after the assassination of Martin Luther King Jr., Professor Jane Elliott used the minimal group paradigm to perform an experiment that would teach her students about race discrimination. The minimal group paradigm has shaped an entire methodology in social psychology. Basically, you establish differences between a set of subjects in order to divide them into separate groups. This technique allows researchers to show how many different traits are necessary to create defined groups, and then analyze the subjects' behavior within their groups.

## 8. **A Conversation on Race: A series of short films about identity in America**

Available on <https://www.nytimes.com/interactive/projects/your-stories/conversations-on-race>

In addition to the series of videos, we are featuring personal stories that reflect the breadth of experiences in the United States. Welcome to this evolving page. *Because of the often painful subject matter, some of these stories include words that may offend readers.*

## 9. **System Of Racial Inequity**

Available on <https://www.world-trust.org/cracking-the-codes>

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.

Cracking the Codes supports institutions and communities to deepen and shift the framing of racial disparities. The current conversation is not only shallow, but actually harmful. We continue to primarily focus on individuals, when institutional and structural inequities are the bigger problem.

## 10. **How I Learned to Stop Worrying and Love Discussing Race by Jay Smooth**

Available on YouTube at <https://www.youtube.com/watch?v=MbdxeFcQtaU>

Jay Smooth is host of New York's longest running hip-hop radio show, the Underground Railroad on WBAI 99.5 FM in NY, and is an acclaimed commentator on politics and culture. In this talk, he discusses the sometimes thorny territory of how we discuss issues of race and racism, offering insightful and humorous suggestions for expanding our perception of the subject.

## 11. Coming Together Speaker Series: Gyasi Ross

Available on YouTube at <https://www.youtube.com/watch?v=hi4lhTdg5R8>

The Coming Together Speakers Series is a new lecture series at the Evergreen State College focused on addressing many of the problems and challenges that face the students, faculty and staff of color at the Evergreen State College. Gyasi Ross is first and foremost a father, an uncle, and a big brother. Professionally, he is an essayist and writer, poet, speaker and lawyer. Through a life of service, listening and living within Native communities, Gyasi profoundly understands the needs of his people and has dedicated his life to forging change within his communities. Whether taking a more nuanced perspective on the Redskins controversy, encouraging self-worth in the community or defending the civil rights of those who can't fight for themselves, part of Gyasi's mission is raising the profile of the reservation populace, often viewed with ignorance as a shadowy world, as well as instilling a sense of pride amongst the people.

## 12. When They See Us

Available on Netflix <https://www.netflix.com/title/80200549>

In 1989 a jogger was assaulted and raped in New York's Central Park, and five young people were subsequently charged with the crime. The quintet, labeled the Central Park Five, maintained its innocence and spent years fighting the convictions, hoping to be exonerated. This limited series spans a quarter of a century, from when the teens are first questioned about the incident in the spring of 1989, going through their exoneration in 2002 and ultimately the settlement reached with the city of New York in 2014. The cast is full of Emmy nominees and winners, including Michael K. Williams, John Leguizamo, Felicity Huffman, and Blair Underwood. Oscar nominee and Emmy winner Ava DuVernay co-wrote and directed the four episodes.

## 13. 2019 ALA Midwinter Meeting & Exhibits- Robin DiAngelo on Anti-Blackness

Available on YouTube <https://www.youtube.com/watch?v=DwpyoqJcmel>

Three-minute video clip of Robin DiAngelo discussing anti-Blackness in America.

## 14. Understanding Homelessness in the Context of Racism - Marc Dones

Available on YouTube:

<https://www.youtube.com/watch?v=c4Ci4eVwazM&list=PLS6PrD94OUEr4NHRKMFUNztygQ8dkMRY&index=6&t=0s>

Conducted by prominent anti-racist educator Marc Dones, this workshop will explore the glaring racial disparities in homelessness trends and trajectories. It will tell the story of the roots of racism that have informed the current crisis and provide participants with the historical context to understand better the people they serve and their communities. Marc Dones, Executive Director, National Innovation Service Introducer: Diane Louard Michel, Executive Director, Lantern Community Services.

## 15. Deconstructing White Privilege with Dr DiAngelo

Available on YouTube:

<https://www.youtube.com/watch?v=h7mzi0cVL0Q&list=PLS6PrD94OUEr4NHRKMFUNztygQ8dkMRY&index=3>

Dr. Robin DiAngelo is the author of "What Does it Mean to Be White? Developing White Racial Literacy" and has been an anti-racist educator, and has heard justifications of racism by white men and women in her workshops for over two decades. This justification, which she calls "white fragility," is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of

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defensive moves. These moves include outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. This video is part of the Vital Conversations 1 video series.