

YWCA Charleston Racial Equity & Inclusion Resource List

Studies and Toolkits

Charleston Redlining Map

[Mapping Inequality \(richmond.edu\)](https://richmond.edu/mapping-inequality)

Harvard Implicit Associations Test

<https://implicit.harvard.edu/implicit/takeatest.html>

The Implicit Association Test (IAT) measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude that you did not know about.

Breaking the School Rules: A Statewide Study of How School Discipline Relates to Students' Success and Juvenile Justice Involvement

https://csgjusticecenter.org/wp-content/uploads/2012/08/Breaking_Schools_Rules_Report_Final.pdf

This report describes the results of an extraordinary analysis of millions of school and juvenile justice records in Texas. It was conducted to improve policy makers' understanding of who is suspended and expelled from public secondary schools, and the impact of those removals on students' academic performance and juvenile justice system involvement

Racial Equity Tools

<https://www.racialequitytools.org/home>

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.

Teaching Tolerance

<https://www.tolerance.org>

Teaching Tolerance provides free resources to educators—teachers, administrators, counselors and other practitioners—who work with children from kindergarten through high school. Educators use our materials to supplement the curriculum, to inform their practices, and to create civil and inclusive school communities where children are respected, valued and welcome participants.

Tools for Thought: Using Racial Equity Impact Assessments for Effective Policymaking

<https://www.aecf.org/resources/tools-for-thought-a-race-for-results-case-study/>

This case study takes a look at assessment tools that measure the impact of proposed legislation on populations of color. The assessment tools have been effective in shaping policy in Seattle and Minneapolis

Implicit Bias Module Series

<http://kirwaninstitute.osu.edu/implicit-bias-training/>.

Articles

How to Prevent Racism in the Workplace

<https://smallbusiness.chron.com/prevent-racism-workplace-10258.html>

Any action that rates people differently because of their skin color, mother tongue or racial characteristics is classified as racism, which means the list of racist behaviors is potentially very broad. Here are some examples of racism in the workplace and how you can combat it.

5 Ways to Become an Inclusive Leader by Tracy Lawrence

<https://www.business.com/articles/becoming-an-inclusive-leader/>

Being an inclusive leader isn't simply a matter of hiring people from diverse ethnic backgrounds and a range of genders. It's more about mindset: being someone who genuinely cares about inclusion – someone who recognizes that disconnection hurts your people and your company.

White Allyship 101: Resources to Get to Work

<https://www.dismantlecollective.org/resources/>

White supremacy and racism are serious problems in our society that affect us all. In addition to providing a space for conversation, The Dismantle Collective desires to be a starting point for white allies to do the work and engage in analysis, education, and action on anti-racism. The following documents may be used as tools to educate yourself, your peers, employees, committees, etc.

Books

***Stamped from the Beginning* by Ibram X. Kendi**

<https://www.ibramxkendi.com/stamped-from-the-beginning>

In this deeply researched and fast-moving narrative, Kendi chronicles the entire story of anti-Black racist ideas and their staggering power over the course of American history. *Stamped from the Beginning* uses the life stories of five major American intellectuals to offer a window into the contentious debates between assimilationists and segregationists and between racists and antiracists.

***How to be an Antiracist* by Ibram X. Kendi**

<https://www.ibramxkendi.com/how-to-be-an-antiracist>

Never has a book systemically trained people on how to be an antiracist. *HOW TO BE AN ANTIRACIST* will arrive on bookshelves right on time as the first of its kind. This primer and manifesto will reshape the racial discourse and guide readers on how to participate in building an antiracist society. *HOW TO BE AN ANTIRACIST* will feature a unique blend of memoir, history, social commentary, humor, philosophy, and imaginative fiction.

***Racism Without Racists: Color-Blind Racism and the Persistence of Race Inequality in America* by Eduardo Bonilla-Silva**

<https://www.amazon.com/Racism-without-Racists-Color-Blind-Persistence/dp/1442202181>

Racism without Racists is a book about color-blind racism in the United States by Eduardo Bonilla-Silva, a sociology professor at Duke University. It was originally published by Rowman & Littlefield in 2003, and has since been re-published four times, most recently in June 2017.

***The Color of Law: A Forgotten History of How Our Government Segregated America* by Richard Rothstein**

<https://www.epi.org/publication/the-color-of-law-a-forgotten-history-of-how-our-government-segregated-america/>

Rothstein argues with exacting precision and fascinating insight how segregation in America—the incessant kind that continues to dog our major cities and has contributed to so much recent social strife—is the byproduct of explicit government policies at the local, state, and federal levels.

***Just Mercy* by Bryan Stevenson**

<https://eji.org/just-mercy>

A powerful, bold true story about the potential for mercy to redeem us, and a clarion call to fix America's broken system of justice - from one of the most brilliant and influential lawyers of our time. The US has the highest rate of incarceration in the world.

The Half Has Never Been Told: Slavery and the Making of American Capitalism

<https://www.amazon.com/Half-Has-Never-Been-Told/dp/0465049664>

As historian Edward E. Baptist reveals in the prizewinning *The Half Has Never Been Told*, the expansion of slavery in the first eight decades after American independence drove the evolution and modernization of the United States. In the span of a single lifetime, the South grew from a narrow coastal strip of worn-out tobacco plantations to a continental cotton empire, and the United States grew into a modern, industrial, and capitalist economy.

***So You Want to Talk About Race* by Ijeoma Oluo**

<https://www.amazon.com/You-Want-Talk-About-Race/dp/1580056776>

Widespread reporting on aspects of white supremacy--from police brutality to the mass incarceration of African Americans--have made it impossible to ignore the issue of race. Still, it is a difficult subject to talk about. How do you tell your roommate her jokes are racist? Why did your sister-in-law take umbrage when you asked to touch her hair--and how do you make it right? How do you explain white privilege to your white, privileged friend?

***White Fragility* by Robin DiAngelo**

<https://robindiangelo.com/publications/>

White Fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium. This book explicates the dynamics of White Fragility and how we might build our capacity in the on-going work towards racial justice.

Dr. Robin DiAngelo discusses 'White Fragility'

<https://www.youtube.com/watch?v=45ey4jgoxeU>

University of Washington professor Dr. Robin DiAngelo reads from her book "White Fragility: Why It's So Hard for White People to Talk About Racism," explains the phenomenon, and discusses how white people can develop their capacity to engage more constructively across races.

***Biased* by Jennifer Eberhardt**

<https://www.penguinrandomhouse.com/books/557462/biased-by-jennifer-l-eberhardt-phd/9780735224933/>

Unblinking about the tragic consequences of prejudice, Eberhardt addresses how racial bias is not the fault of nor restricted to a few "bad apples" but is present at all levels of society in media, education, and business. The good news is that we are not hopelessly doomed by our innate prejudices. In *Biased*, Eberhardt reminds us that racial bias is a human problem—one all people can play a role in solving.