

# LET'S GET TO WORK

## -RESOURCES FOR DIGGING UP THE ROOTS OF RACISM-

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### **Podcasts:**

[1619](#), [Code Switch](#), [Existential](#), [Momentum](#), [Pass the Mic](#), [Profane Faith](#), [Speaking of Racism](#), [About Race](#), [Hope & Hard Pills](#), [Pod Save the People](#), and [White Homework](#).

### **Books:**

My favorites include: [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#), [Just Mercy](#), [How to be an Anti-Racist](#), [Divided by Faith](#), and [Stamped from the Beginning](#).

You should read everything by [Ta-Nehisi Coates](#), including: [Between the World and Me](#), [We Were Eight Years in Power](#), [The Case for Reparations](#), [The Beautiful Struggle](#), and [The Water Dancer](#).

[The Cross and the Lynchburg Tree](#) and [God of the Oppressed](#) by James Cone are essential. As is [The Fire Next Time](#) by James Baldwin.

[The Warmth of Other Suns](#), [Slavery by Another Name](#), [The Color of Law](#), [I'm Still Here: Black Dignity in a World Made for Whiteness](#), [Tears We Cannot Stop](#), [Antiracist Baby](#), [Stamped: Racism, Antiracism and You](#), [Rethinking Incarceration](#), [Disunity in Christ](#), [Me and White Supremacy](#), and [Trouble I've Seen](#). These are all incredible resources.

For those of you who are white, I specifically recommend: [White Fragility](#), [White Like Me](#), [Waking up White](#), [White Awake](#), [Raising White Kids](#), [Redisciplining the White Church](#), and the article, [White Privilege: Unpacking the Invisible Knapsack](#).

### **Films & Documentaries:**

[Thirteenth](#), [When They See Us](#), [The Central Park Five](#), [Selma](#), [Just Mercy](#), [I am Not Your Negro](#), [James Baldwin's Black Lives Matter Speech](#).

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## -Helpful Introductory Definitions-

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### **Anti-Racist:**

An anti-racist is someone supporting an antiracist policy through their actions or expressing antiracist ideas. As defined in Ibram X Kendi's, *How to be an Antiracist* (Random House, 2019).

### **Anti-Racist Ideas:**

Any idea that suggests racial groups are equal in all of their apparent differences and that there is nothing wrong with any racial group. Antiracists argue that racist policies are the cause of racial injustices. As defined in Ibram X Kendi's, *How to be an Antiracist* (Random House, 2019).

### **Implicit Bias:**

An unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. The Implicit Association Test (IAT) is often used to measure implicit biases with regard to race, gender, sexual orientation, age, religion, and other topics.

### **Microaggression:**

The everyday verbal, nonverbal, and environmental slights or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

### **Racism:**

Racism = racial prejudice + social and institutional power. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society thus shaping the cultural beliefs and values that support those racist policies and practices.

### **Racist Ideas:**

An idea that suggests one racial group is inferior or superior to another racial group in any way. As defined in Ibram X Kendi's, *How to be an Antiracist* (Random House, 2019).

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## **Racist:**

One who is supporting a racist policy through their actions or interaction or expressing a racist idea. As defined in Ibram X Kendi's, *How to be an Antiracist* (Random House, 2019).

## **Reparations:**

Reparations is a political justice concept that argues that reparations should be paid to the descendants of slaves who were trafficked to and enslaved in America.

## **Restorative Justice:**

Restorative Justice is a theory of justice that emphasizes repairing the harm caused by criminal behavior.

## **White Privilege:**

The unquestioned, unearned, and often unrecognized set of advantages, entitlements, benefits and choices bestowed on people solely because they are white.

## **Systemic Racism (Institutional Racism):**

Systemic racism (also known as institutional racism) is a form of racism expressed in the practice of social and political institutions. It is reflected in disparities regarding wealth, income, criminal justice, employment, housing, health care, political power and education, among other factors.

## **White Fragility:**

"A state in which even a minimum amount of racial stress becomes intolerable [for white people], 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." As defined by Robin DiAngelo in *White Fragility* (Beacon Press, 2018).

## **White Supremacy:**

The idea that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions. Often associated with extremist groups, like the KKK or neo-Nazis, white supremacy is present in institutional and culture assumptions.