

A ROADMAP & RESOURCE GUIDE: STANDING WITH BLACK LIVES

CONTENT INCLUDES:

A 5-STEP ROADMAP
QUOTES
PODCASTS, TED TALKS & VIDEOS
BOOKS, FILMS & DOCUMENTARIES
STATISTICS
ARTICLES
TERMS & DEFINITIONS
QUESTIONS FOR CONSIDERATION
SOURCES

Created by a white person for fellow white people who
want to be a part of a culture shift towards equity.
Feedback welcome & encouraged: hello@culturex.com

5-STEP ROADMAP

A suggestion for how White Americans can begin and/or continue the personal journey of standing with Black Americans.

1

SELF-REFLECTION

Reflect on core principles of love and empathy and how vital they are for the well-being of our common humanity.

Reflect on your own relationship to race & the ways in which you have understood race through your life at a personal & a societal level.

Reflect on what you hope & aspire to achieve in your own personal journey with race & racial equity.

Educate yourself on the modern black experience by listening to black voices through personal conversation, reading articles & books, watching films & more.

Educate yourself on modern-day systemic racism & racial injustice including mass incarceration, media representation, economic disparities, redlining & more.

Educate yourself on the history of the black experience in the U.S. from the oppression of slavery & Jim Crow, to the achievements of Civil Rights, & cultural contributions.

2

SELF-EDUCATION

Be aware that we live in a highly racialized society where white people don't bear the burden of race, but POC (people of color) do.

Be aware of and understand the meaning of whiteness, white privilege, white fragility, unconscious bias and how they relate to you.

Be aware of the strength that listening holds. Listen more, talk less and be open to hearing feedback about racial inequity.

3

SELF-AWARENESS

Act in collaboration whenever possible by amplifying black voices, asking black individuals how you can best support, etc.

Act to stand up against racism, bigotry, discrimination, oppression, collusion, marginalization - even when it's uncomfortable, unpopular or risky.

Act to organize yourself & other white Americans to take action in your home, community & business. Understand that it's not the responsibility of black Americans to teach us how to act.

4

SELF-ACTION

Accept that you will have blindspots and that you will make mistakes - don't give up.

Find ways to hold yourself and your community accountable for ongoing practice - day after day, year after year.

Always remember that the love & liberation of all marginalized humans is vital to the strength & resilience of our common humanity.

5

LIFESTYLE CHANGE

“ The truth is, no one of us can be free until everybody is free. - Maya Angelou

VOICES

A sampling of individuals who have publicly shared their voices on their experience and/or perspective. These quotes are intended to inspire further inquiry into these individuals and the continued discovery of more black voices.



MELLODY HOBSON

"It's time we become comfortable with the uncomfortable conversations about race...instead of being color blind, we need to be color brave."



TA-NEHISI COATES

"I propose to take our countrymen's claims of American exceptionalism seriously, which is to say I propose subjecting our country to an exceptional moral standard."



AMANDLA STENBERG

"What would America be like if we loved black people as much as we loved black culture?"



JESSIE WILLIAMS

"We're done watching and waiting while this invention called whiteness uses and abuses us."



BRYAN STEVENSON

"We can embrace our humanness, which means embracing our broken natures and the compassion that remains our best hope for healing."



**ALICIA GARZA,
PATRISSE CULLORS,
OPAL TOMETI**

#Blacklivesmatter



CORY BOOKER

"...good people are being ground into a bad system, often because the system preys disproportionately on the most vulnerable people —poor folks, mentally ill folks, addicted folks, and minorities."



LAVERNE COX

"I want to encourage each and every one of us to interrogate how we might be an oppressor, and how we might be able to become liberators for ourselves and each other."



DERAY MCKESSON

"We can disagree without attacking each other. Our ideas can be in conflict without us being in conflict. Everything isn't war."



MICHELLE ALEXANDER

"No other country in the world imprisons so many of its racial or ethnic minorities. The United States imprisons a larger percentage of its black population than South Africa did at the height of apartheid."



JOHN LEGEND

"We can't wait for gradual and incremental change. Our government is a democracy, by the people and for the people. It is time for the people to wake up, stand up and demand change."



HEBEN NIGATU

#CarefreeBlackKids2k16

PODCASTS



ANOTHER ROUND

<http://bzfd.it/2bRxfmFW>



AFROPOP

<http://n.pr/2bmCf3Q>



SNAP JUDGEMENT

<http://bit.ly/2cOoJTI>

- 23 Black Podcasts You Should Add to Your Playlist: <http://huff.to/29ESIM4>

- 13 Awesome Podcasts Bringing Black Voices to the Mic: <http://bzfd.it/2as04Sh>

TED TALKS



WE NEED TO TALK ABOUT AN INJUSTICE BRYAN STEVENSON

<http://bit.ly/2bmConZ>



COLOR BLIND OR COLOR BRAVE? MELLODY HOBSON

<http://bit.ly/2bknr6T>



3 WAYS TO SPEAK ENGLISH JAMILA LYISCOTT

<http://bit.ly/2bsRx43>

- 26 TED talks on the topic of race: <http://bit.ly/2bks1Sw>

VIDEOS



HEATHER MCGHEE ON RACIAL PREJUDICE

<http://wapo.st/2bEdTOT>



JESSIE WILLIAMS BET ACCEPTANCE SPEECH

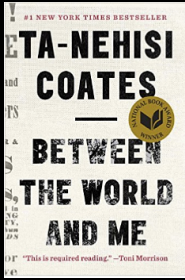
<http://bet.us/2bKHARV>



2016 ESPY AWARDS OPENING STATEMENT

<http://bit.ly/2bTvS5C>

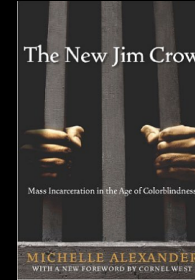
BOOKS



BETWEEN THE WORLD AND ME
BY TA-NEHISI COATES



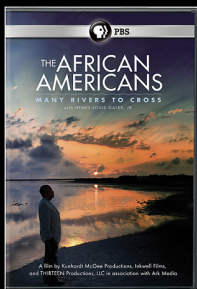
CITIZEN
BY CLAUDIA RANKINE



THE NEW JIM CROW
BY MICHELLE ALEXANDER

- 25 Books By Black Authors From 2015 You Need To Read: <http://huff.to/29ESIM4>
- 16 Books About Race That Every White Person Should Read: <http://huff.to/29ESy7s>
- 18 Books Every White Ally Should Read: <http://bit.ly/29ZXyls>
- 75 Books On How Racism Is Learned & Unlearned: <http://bit.ly/29Ru91a>

FILMS & DOCUMENTARIES



**THE AFRICAN AMERICANS:
MANY RIVERS TO CROSS SERIES**



**FRUITVALE
STATION**



DARK GIRLS

- 25 Movies on Netflix with Black Leads That You Must See: <http://bit.ly/29MKbJ2>
- Now on Netflix: 13 Movies about the African American Experience: <http://bit.ly/2a29oyw>
- Ranker: The Most Powerful Movies on Racism: <http://bit.ly/29GmPSy>
- 10 Must Watch Black History Documentaries: <http://to.pbs.org/2a7aP1s>
- 10 Black Directors to Watch in 2016: <http://bit.ly/2aHPeNY>

STATISTICS

A sampling of statistics that give a glimpse of the systemic racial divide. See last page for sources.



EDUCATION

- Black students are suspended & expelled at roughly 3x the rate of their white counterparts
- White students are roughly 2x more likely than black students to graduate highschool



ECONOMIC STATUS

- Black Americans make an average \$23,000 annual salary compared to the U.S. national average of \$53,000 annual salary
- The median black American household has just 6% of the total wealth (\$7,113) that the median white household has (\$111,146)
- Black American's unemployment rate is 8.8%, more than double the rate for white Americans at 4.3%

HEALTH

- Infant mortality for black Americans is 11.5 for every 1,000 births & is only 5.2 for white Americans
- Black Americans can expect to live a full four years less on average than white Americans



INCARCERATION

- 1 in 3 black males will go to prison at some point in their life, compared to 1 in 17 white males
- Black women are incarcerated at 2x the rate of white women
- Black Americans make up 14% of the national population, but are 38% of the total prison population
- An estimated 49% of white Americans & 42.9% of black Americans age twelve or older have used illicit drugs in their lifetimes; yet, black kids are 10 times more likely to be arrested for drug crimes than white kids
- Blacks Americans make up 50% of the state & local prisoners incarcerated for drug crimes



VIOLENCE

- Black Americans homicide rate is 19.4 deaths per 100,000 people, compared to white Americans rate of 2.5 per 100,000
- Young black males in America are 21 times more likely to be shot and killed by a police officer than young white males

MEDIA / ENTERTAINMENT

- In 2015, only 8% of children's books published were about black people
- While only 63% of the US population is white, white people make up 80% of television newsrooms and 92% of radio newsrooms
- In 2012, researchers found 76.3% of all speaking characters in studied movies were white; according to the Motion Picture Assn. of America, 56% of movie ticket buyers are white



PERCEPTION

- Approximately 88% of white Americans have implicit racial bias against black people and 48% of African Americans also have implicit racial bias against black people
- An overwhelming majority of black Americans (88%) say the country needs to continue making changes for black people to have equal rights; a much lower share of white Americans (53%) say the country still has work to do

ARTICLES

A sampling of articles with a variety of perspectives and insight into how to support racial justice.

How to be a white ally: Fighting racism is your responsibility - start now

<http://bit.ly/2a6jf7S>

Becoming trustworthy white allies

<http://bit.ly/2aBgCJr>

Becoming an Anti-Racist White Ally: How a White Affinity Group Can Help

<http://bit.ly/29QHvMf>

One Brutal Truth Every White Ally Needs to Hear About Racism and White Privilege

<http://bit.ly/2a61PsA>

12 Ways to Be a White Ally to Black People

<http://bit.ly/29TTEvF>

11 Things White People Can Do to Be Real Anti-Racist Allies

<http://bit.ly/29Z3spC>

12 Things White People Can Do Now Because of Ferguson

<http://bit.ly/2afRRVo>

Tim Wise on White Privilege Discussion Guide

<http://bit.ly/2aHgTeF>

More Than a Theory, More Than a Trend: Making Your White Anti-Racism a Lifestyle Commitment

<http://bit.ly/2ahltmN>

11 Ways White America Avoids Taking Responsibility for its Racism

<http://bit.ly/29ZCaDL>

White Fragility: Why It's So Hard to Talk to White People About Racism

<http://bit.ly/2a3IKF8>

So You Call Yourself an Ally: 10 Things All 'Allies' Need to Know

<http://bit.ly/29U2bi2>

How To Be A Better Ally: An Open Letter To White Folks

<http://bzfd.it/2aEICgl>

White Privilege: Unpacking the Invisible Knapsack

<http://bit.ly/2aw5AVp>

What is Whiteness?

<http://bit.ly/2aw5AVp>

Explaining White Privilege to a Broke White Person

<http://huff.to/2bUUU39>

TERMS & DEFINITIONS

A sampling of racial justice terms aggregated from a variety of sources (cited on last page).

CULTURE

A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication.

CULTURAL PLURALISM

Recognition of the contribution of each group to a common civilization. It encourages the maintenance and development of different life styles, languages and convictions. It strives to create the conditions of harmony and respect within a culturally diverse society.

DIVERSITY

The wide range of national, ethnic, racial and other backgrounds of U.S. residents and immigrants as social groupings, co-existing in American culture. The term is often used to include aspects of race, ethnicity, gender, sexual orientation, class and much more.

EMPOWERMENT

When target group members refuse to accept the dominant ideology and their subordinate status and take actions to redistribute social power more equitably.

INCLUSION

Inclusion authentically brings traditionally excluded individuals and/or groups into processes, activities and decision/policy making.

RACIAL EQUITY

Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

SOCIAL JUSTICE

Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole.

INTERSECTIONALITY

The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

RACE

A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly color), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic and political needs of a society at a given period of time.

TERMS & DEFINITIONS

A sampling of racial justice terms aggregated from a variety of sources (cited on last page).

RACISM

The belief that all members of each race possess characteristics or abilities specific to that race, especially so as to distinguish it as inferior or superior to another race or races.

INDIVIDUAL/INSTITUTIONAL RACISM

The beliefs, attitudes and actions of individuals that support or perpetuate racism. Individual racism can occur at both a conscious and unconscious level and can be both active and passive; Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups.

BIGOTRY

Intolerant prejudice which glorifies one's own group and denigrates members of other groups.

OPPRESSION

The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness.

COLLUSION

When people act to perpetuate oppression or prevent others from working to eliminate oppression.

DISCRIMINATION

The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.

PREJUDICE

A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members.

WHITE PRIVILEGE

Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.

WHITE FRAGILITY

White Fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves.

UNCONSCIOUS BIAS

Social stereotypes about certain groups of people that individuals form outside of one's own conscious awareness. Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values.

MARGINALIZATION

When social structures and social institutions are used to disadvantage those who are not perceived as part of the dominant group.

ORGANIZATIONAL RESOURCES

A sampling of organizations that offer a range of resources from toolkits, articles, events and more.

Racial Equity Resource Guide: racialequityresourceguide.org

Race Forward: The Center For Racial Justice Innovation: raceforward.org

Racial Equity Tools: racialequitytools.org

Showing Up for Racial Justice: showingupforracialjustice.org

Catalyst Project: collectiveliberation.org

Undoing Racism: The People's Institute for Survival & Beyond: pisab.org

Fierce Allies: fierceallies.com

Training for Change: trainingforchange.org

The White Privilege Conference: whiteprivilegeconference.com

Advancement Project: advancementproject.org

Opportunity Agenda: opportunityagenda.org

Funders for Justice: fundersforjustice.org

Crossroads Antiracism Organizing & Training: crossroadsantiracism.org

Civil Rights Project: civilrightsproject.ucla.edu

Color of Change: colorofchange.org

Alliance for Justice: afj.org

Startguide: startguide.org

American Civil Liberties Union: aclu.org

Breakthrough: us.breakthrough.tv

US Human Rights Network: ushrnetwork.org

Colorlines: colorlines.com

Antiracist Alliance: antiracistalliance.com

Forward Together: forwardtogether.org

The Leadership Conference: civilrights.org

Those People: thsppl.com

QUESTIONS FOR CONSIDERATION:

A sampling of prompts/questions inspired by a variety of topics discussed in the articles listed on articles page.

What is race? Do you believe race is biologically assigned or learned in society? Why?

Do you believe that cross-racial relationships are valuable? Why or why not?

Do you have cross-racial relationships? Why or why not?

Do you listen to diverse perspectives on the topic of race and racism? Why or why not?

Do you feel uncomfortable talking about race in America with other white Americans? Why or why not?

Do you feel uncomfortable talking about race with Americans that are not white? Why or why not?

Do you believe that being white has afforded you certain privileges in life? If so, can you list those privileges?

Do you believe that staying silent when you witness racism, oppression, discrimination, bigotry or marginalization is the same as supporting those actions? Why or why not?

Do you believe that there are negative consequences of silence? What are they?

Are you mindful of the language that you use? Are you aware of ways in which media uses different language for different groups of people (terrorist vs mentally ill, etc)?

Are you willing to take personal risks (risking relationships, a job, the safety of your body, etc) on behalf of the liberation of people of color? Why or why not?

Do you believe yourself to be - consciously or unconsciously - a racist? Why or why not?

Do you believe the United States is a racist society? Why or why not?

Do you understand the difference between individual racism and institutional racism?

Do you believe institutional racism exists? If so, can you list the ways?

Do you think that white Americans are conditioned to consider themselves as individuals or as a members of a racial group? What about Black Americans?

Do you believe U.S. society is conditioned - through our institutions, media, social structures - to understand "whiteness" as the dominant race?

Do you believe it's the responsibility of white people to fight racial injustice? Why or why not?

TERMS SOURCES

racialequitytools.org
diversity.ucsf.edu/
sja.sdes.ucf.edu/docs/social-justice-terminology.pdf
libjournal.uncg.edu/ijcp/article/viewFile/249/116

PHOTO CREDITS

Melody Hobson: Leanin.org
 Ta-Nehisi Coates: John D. & Catherine T. MacArthur Foundation
 Amandla Stenberg: Mark Davis, Getty Images
 Jessie Williams: FayesVision/WENN.com
 Nate Parker: Maarten de Boer--2016/Getty Images
 Alicia Garza, Patrisse Cullors, Opal Tometi: Ben Baker for Politico Magazine/Redux Pictures
 Cory Booker: Politico.com
 Laverne Cox: Lavernecox.com / Luke Fontana
 DeCray McKesson: Andre Chung for the Washington Post via Getty Images
 Michelle Alexander: Brad Barket/Getty Images
 John Legend: telegraph.co.uk
 Heben Nigatu: Blavity.com / Forbes
 Another Round: <http://theeverygirl.com/>
 Snap Judgement: Snapjudgement.com
 AfroPop: Peabodyawards.com

STATISTIC SOURCES

Bremmer, Ian. "These 5 Facts Explain America's Enduring Racial Divide" TIME. June 29 2015. Accessed July 16 2016.
 Quigley, Bill. "Fourteen Examples of Racism in Criminal Justice System." The Huffington Post. July 26, 2010. Accessed July 16 2016.
 Sledge, Matt. "The Drug War And Mass Incarceration By The Numbers" The Huffington Post. April 8, 2011. Accessed July 16 2016.
 Fellner, Jamie. "Race, Drugs, and Law Enforcement in the United States" Human Rights Watch. June 19, 2009. Accessed July 16 2016.
 Glinton, Sonari. "Unemployment May Be Dropping, But It's Still Twice As High For Blacks" NPR. February 5, 2016. Accessed July 16 2016.
 Horning, Kathleen. "Publishing Statistics on Children's Books about People of Color" CCBC. Accessed July 16 2016.
 "News Accuracy Report." Colorlines. March 2015. Accessed July 16 2016.
 Savali, Kirsten. "Throw Away the Script: How Media Bias Is Killing Black America." The Root. June 2, 2015. Accessed July 16 2016.
 Keegan, Rebecca. "USC study: Minorities still under-represented in popular films" LA Times. October 30, 2013. Accessed July 16 2016.
 "On Views of Race and Inequality, Blacks and Whites Are Worlds Apart" Pew Research Center. June 27, 2016. Accessed July 16 2016.