



RESOURCES ON RACIAL JUSTICE AND EQUITY

Online Resources: *We invite you to review and use these links for your ongoing learning and awareness. We also ask that you continue to add to these resources if you find something meaningful that is not on this list.*

- USCCB: Brothers and Sisters to US: Initial response of the USCCB to one of the major concerns which emerged during the consultation on social justice entitled "a Call to Action," which was part of the US Catholic participation in the national bicentennial. The Bishops agree that the dialogue must continue among the Catholics of our country and there must be no turning back along the road of justice, no sighing for bygone times of privilege, no nostalgia for simple solutions from another age.
<https://www.usccb.org/committees/african-american-affairs/brothers-and-sisters-us>
- Resources available on NACC website: <https://www.nacc.org/resources/antiracism-resources/>
- Catholic Health Association's Board of Trustees unanimously adopted a resolution endorsing the Catholic health ministry's Confronting Racism by Achieving Health Equity initiative. This initiative urges all those in the Catholic health ministry to take immediate action to achieve and work for systemic change for health equity by putting our own house in order, building right and just relationships with our communities and advocating for change to end health disparities and systemic racism.
<https://www.chausa.org/we-are-called/overview>
- [To dismantle racism, we must heal the human spirit:](#) In this article Father Bryan Massingale talks about how "racism is soul-sickness" and while changes to laws and social practices are necessary, we also need to turn to faith and spirituality so we can tend to the human spirit.
- [How Catholics can work for racial justice:](#) This article talks about why we need to stand up against systemic racism and how our faith and humanity can lead us to have "courage to be uncomfortable in order to seek justice for Black people."
- Take personal self-assessment to understand your bias (i.e. [Anti-Defamation League's Personal Self-Assessment of Anti-Bias Behavior](#);
- Harvard Implicit Bias Test: <https://implicit.harvard.edu/implicit/takeatest.html> Select the Race IAT (You may choose to do others).
- Ted Talk videos to learn about the detrimental (and even deadly) impact racism has on our minds and bodies — and what society can do to heal and support the wellbeing of all - [https://www.ted.com/playlists/567/the link between health and racism](https://www.ted.com/playlists/567/the_link_between_health_and_racism)

- [How racism is bad for our bodies](#): This article discusses the impact of stress induced by discrimination and racism that ultimately impact the physical and mental well-being of minorities.
- [Interview with Samuel L. Ross, MD - Community Engagement Addresses Health Disparities](#): In this article, our Chief Community Health Officer, Dr. Sam Ross, discusses what BSMH is doing to address health disparities and the importance of health organizations coming together and building trusting relationships with the communities so we can address these issues.
- [Why racial profiling is so dangerous](#): This article discusses how racial profiling is dangerous because not only does it hurt the victims but it have a ripple effect on society, including business, health and public safety.
- [Minorities who 'whiten' job resume get more interviews](#): This article discusses bias in the workplace and is backed by research which shows that minorities who mask their race on resumes seem to have better success getting job interviews.
- [The impact of structural racism in employment and wages on minority women's health](#): This article discusses the disadvantages (disparities in employment, wage, healthcare access and outcome) that minority women face over the years as a result of structural racism.
- [Racial disparities exist today](#): This article contains charts and data that supports the harsh reality that racial disparities exist today.
- [Racial impact on health](#): This article describes the role that race plays in increased health and health care disparities.
- [Talking about race: Being anti-racist](#): This piece from the Smithsonian National Museum of African American History & Culture provides an overview of what it means to be antiracist, what is racism and how it relates to implicit bias and how we can educate ourselves around the topic of race.
- [An anti-racist's dictionary](#): 16 words on race, gender and diversity you should know. This piece is written by a reporter who covers diversity and inclusion and through speaking with sources uncover most common words and phrases we should know from “allyship” and “intersectionality” to “white fragility.”
- [Racial microaggression experiences and coping strategies of Black women in corporate leadership](#): This article describe coping strategies/resources for those who have felt they've been treated differently in the workplace because of their race through participation in support networks, mentoring programs and exploring spirituality/religion.
- [How to be a better ally to your Black colleagues](#): In this article, the author shares insights on Diversity, Equity and Inclusion initiatives, Black employees' experiences and the LEAP framework to propose how company leaders, particularly people managers, who are well-positioned to support Black employees can become better allies.

- **Being Anti-Racist:** "Anti-racism is the **active process** of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably." - NAC International Perspectives: Women and Global Solidarity: <http://www.aclrc.com/antiracism-defined>
- **Speak Up:** talk to friends and family, share your knowledge and engage in informative conversations. Be committed and able to rebut problematic remarks. It may be uncomfortable but acknowledge the discomfort. Source: <https://www.cnn.com/2020/06/04/health/how-to-be-an-anti-racist-wellness/index.html>
- "No one is born racist or antiracist; these result from the choices we make. Being antiracist results from a conscious decision to make frequent, consistent, equitable choices daily. These choices require ongoing self-awareness and self-reflection as we move through life. In the absence of making antiracist choices, we (un)consciously uphold aspects of white supremacy, white-dominant culture, and unequal institutions and society. Being racist or antiracist is not about who you are; it is about what you do.": <https://nmaahc.si.edu/learn/talking-about-race/topics/being-antiracist>
- **Understanding Racism:** <https://youtu.be/caarVAS40jQ>
<https://nmaahc.si.edu/learn/talking-about-race/topics/being-antiracist>

Books/Print Media:

- ***Racial Justice and the Catholic Church* by Bryan N. Massingale:** Racial Justice and the Catholic Church examines the presence of racism in America from its early history through the Civil Rights Movement and the election of Barack Obama. It also explores how Catholic social teaching has been used--and not used--to promote reconciliation and justice.
- ***White Fragility* by Robin DiAngelo:** The New York Times best-selling book exploring the counterproductive reactions white people have when their assumptions about race are challenged, and how these reactions maintain racial inequality.
- ***How to Be Anti-Racist* by Ibram Kendi:** American author and historian Ibram X. Kendi discusses concepts of racism and Kendi's proposals for anti-racist individual actions and systemic changes.
- ***Understanding White Privilege* by Frances Kendall:** This book discusses the complex interplay between race, power, and privilege in both organizations and private life. It offers an unflinching look at how ignorance can perpetuate privilege, and offers practical and thoughtful insights into how people of all races can work to break this cycle.
- ***...But I'm not Racist* by Kathy Obear:** This book provides insights and tools to deepen your resolve to live your values every day as a change agent for racial justice.
- ***Why Are All the Black Kids Sitting Together in the Cafeteria* by Beverly Daniel Tatum:** Walk into any racially mixed high school and you will see Black, White, and Latino youth clustered in their own groups. Is this self-segregation a problem to address or a coping strategy? Beverly Daniel Tatum, a renowned authority on the psychology of racism,

argues that straight talk about our racial identities is essential if we are serious about enabling communication across racial and ethnic divides.

- ***A Race is a Nice Thing to Have* by Janet Helms:** This classic book on race and racism, published by Microtraining Associates, is designed to help white people assume responsibility for ending racism, understand how racism impacts whites as well as others, analyze racism, and discover positive alternatives for living in a multicultural society. Many self-analysis exercises and instruments enrich the text.
- ***So You Want to Talk about Race* by Ijeoma Oluo:** In this book the author guides readers of all races through subjects ranging from intersectionality and affirmative action to "model minorities" in an attempt to make the seemingly impossible possible: honest conversations about race and racism, and how they infect almost every aspect of American life.
- ***Medical Apartheid - The Dark History of Medical Experimentation on Black Americans from Colonial Times to the Present* by Harriet A. Washington:** This book talks about the issues of public health and racial justice as it details the shocking mistreatment of Black Americans, who were unwilling and unwitting experimental subjects, at the hands of the medical establishments.
- ***Between the World and Me* by Ta-Nehisi Coates:** The book is written as a letter to the author's teenage son about the feelings, symbolism, and realities associated with being Black in the United States.
- ***The Leader's Guide to Unconscious Bias: How to Reframe Bias, Cultivate Connection, and Create High-Performing Teams* by Pamela Fuller, Mark Murphy and Anne Chow.** This guide gives readers the tools to create the best environment for their team members and to mitigate the possible negative impacts of bias at work. Left unchecked, unconscious bias can impair our decision making and limit the performance, innovation, and opportunities of those we manage—sometimes in contrast to our most deeply held values. Great resource for leaders.

INSPIRATIONAL MUSIC: Music have taught us about history and kindle our hope for peace, liberty, equity, justice and inclusion. This list of song recommendations inspires hope and unity as we go on this journey to seek peace and equality for all. Take a listen!

- [A Change is Going to Come](#)- Sam Cooke
- [Choice of Colors](#)- Jerry Butler
- [Church](#)- Lyle Lovett
- [Greatest Love of All](#)- Whitney Houston
- [I Don't Feel No Ways Tired](#)- Rev. James Cleveland

- [If We Ever Needed the Lord Before \(We Sure Do Need Him Now\)](#) – take 6
- [Lean on Me](#)- Bill Withers
- [Lift Every Voice and Sing](#)- Kim Weston
- [Reach Out and Touch Somebody's Hand](#)- Diana Ross
- [That's the Way of the World](#)- Earth, Wind & Fire

- [Trouble of The World](#)- Mahalia Jackson
- [We Are The World](#)- U.S.A. For Africa
- [We Shall Overcome](#)- Morehouse College
- [What's Going On](#)- Marvin Gaye
- [Where is the Love?](#) – The Black Eyed Peas

MOVIES AND DOCUMENTARIES

- [13th](#): This documentary combines archival footage with testimony from activists and scholars, director Ava DuVernay's examination of the U.S. prison system looks at how the country's history of racial inequality drives the high rate of incarceration in America.
- [Just Mercy](#): “Just Mercy” is based on the powerful and thought-provoking true story of young lawyer Bryan Stevenson and his history-making battle for justice.
- [Fruitvale Station](#): This movie is based on the true story of Oscar Grant, a 22-year-old Bay Area resident, who was killed in the early morning hours of New Year’s day 2009 by police officers at the Fruitvale BART station that would shake the Bay Area to its very core.
- **Milwaukee 53206**: chronicles the lives of those living in the ZIP code that incarcerates the highest percentage of black men in America, up to 62%. Through the intimate stories of three 53206 residents, we witness the high toll that mass incarceration takes on individuals and families that make up the community. The film examines Milwaukee’s ZIP code 53206 to illuminate the story of people from across the United States who live with the daily affects of mass incarceration (<https://www.milwaukee53206.com/>).