



Arlington-Mansfield Area YMCA

Equity & Anti-Racism Resources

The Y is an organization focused on addressing the most critical needs of our community and dedicated to advancing diversity, equity and inclusion *for all*. As such, we must begin to address how to undo racism and become “anti-racists” at an individual, organizational, and societal level.

As community tensions and social unrest across the nation rise in the wake of multiple acts of police violence, the veil of how racism is embedded in our society is removed.

Not sure where to start your journey? We believe the resources we’ve provided are a good start!

- [I’m an adult.](#)
- [I’m a parent and/or caregiver.](#)
- [I’m a student.](#)
- [I’m an educator, district administrator, or I work in the school system.](#)
- [I’m a YMCA Employee.](#)

Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

— Definition by Ferris State University

Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

— Definition by ProInspire

Inclusion refers to how diversity is leveraged to create a fair, equitable, healthy, and high-performing organization or community where all individuals are respected, feel engaged and motivated, and their contributions toward meeting organizational and societal goals are valued.

— Definition by Global Diversity and Inclusion Benchmarks:
Standards for Organizations Around the World

Anti-racism is the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts.

— Definition by Race Forward

ADULT RESOURCES

VIDEOS TO WATCH:

- [Black Feminism & the Movement for Black Lives: Barbara Smith, Reina Gossett, Charlene Carruthers \(50:48\)](#)
- [Dr. Robin DiAngelo discusses 'White Fragility' \(1:23:30\)](#)
- ["How Studying Privilege Systems Can Strengthen Compassion" | Peggy McIntosh at TEDxTimberlaneSchools \(18:26\)](#)
- [The Danger of a Single Story by Chimamanda Ngozi Adichie](#)

ORGANIZATIONS TO FOLLOW & ADDITIONAL RESOURCES:

- [Anguish and Action – Obama Foundation](#)
- [People's Institute for Survival and Beyond](#)
- [Race Forward](#)
- [Talking About Race – National Museum of African American History & Culture](#)
- [Teaching Tolerance](#)
- [White Awake Resources](#)

PODCASTS TO SUBSCRIBE TO:

- [Seeing White](#)
- [1619 \(New York Times\)](#)
- [About Race](#)
- [Intersectionality Matters! hosted by Kimberlé Crenshaw](#)
- [Momentum: A Race Forward Podcast](#)
- [Pod For The Cause \(from The Leadership Conference on Civil & Human Rights\)](#)

BOOKS:

- [An Indigenous Peoples' History of the United States \(For Young People\)](#)
- [Antiracist Baby](#)
- [Between the World and Me](#)
- [Latinx – The New Force in American Politics and Culture](#)
- [Phillis Wheatley, Complete Writings](#)
- [Savage Inequalities: Children in America's Schools](#)
- [So You Want to Talk About Race](#)

- [Stamped from the Beginning: The Definitive History of Racist Ideas in America](#)
- [Tears We Cannot Stop: A Sermon to White America](#)
- [The 1619 Book List](#)
- [The Autobiography of Malcolm X](#)
- [The Color of Law](#)
- [The Fire Next Time](#)
- [We Were Eight Years in Power](#)
- [White Fragility: Why It's So Hard for White People to Talk About Racism](#)
- [Why Are All the Black Kids Sitting Together in the Cafeteria?](#)

PARENTS AND CAREGIVERS RESOURCES

QUICK TIPS FOR PARENTS AND CAREGIVERS:

- [Report incidents of hate speech to your local law enforcement and the Anti-Defamation League.](#)
- Attend School Board Meetings to raise concerns about incidents of inequity, bias, and racism in your school community.
- Start conversations with your children about events and incidents related to bias and racism.
- Hold a community meeting with local leaders (teachers, parents, school administrators, and law enforcement) to address incidents of inequity, bias, and racism.

RESOURCES FOR PARENTS AND CAREGIVERS:

- The National Child Traumatic Stress Network: Talking to Children about Hate Crimes and Anti-Semitism
socialwork.pitt.edu/sites/default/files/publicationimages/talking_to_kids_about_hate_crimes_and_antisemitism.pdf
- Anti-Defamation League: Talking to Young Children about Bias and Prejudice
adl.org/education/resources/tools-and-strategies/talking-to-young-children-about-prejudice
- Talking about Race from the National African American Museum
<https://nmaahc.si.edu/learn/talking-about-race/audiences/parent-caregiver>
- 10 tips to talk about race from Embrace Race:
<https://www.embracerace.org/resources/teaching-and-talking-to-kids>
- Talking with children after racial incidents:
<https://www.gse.upenn.edu/news/talking-children-after-racial-incidents>

RESOURCES FOR DISCUSSING RACISM AND VIOLENCE WITH CHILDREN:

- [Racism and Violence: How to Help Kids Handle the News](#), Child Mind Institute
- [Video: A Clinical Perspective on Talking to Kids About Racism](#), Child Mind Institute
 - [Transcript: A Clinical Perspective on Talking to Kids About Racism](#), Child Mind Institute

- [Talking to Children About Race, Policing and Violence](#), The New York Times
- [Addressing Race and Trauma in the Classroom: A Resource for Educators](#), The National Child Traumatic Stress Network
- [Resources for Talking about Race, Racism and Racialized Violence with Kids](#), Center for Racial Justice in Education
- [Anti-Racism for Kids: An Age-by-Age Guide to Fighting Hate](#), Parents.com
- [‘Raising White Kids’ Author On How White Parents Can Talk About Race](#), NPR
- [George Floyd. Ahmaud Arbery. Breonna Taylor. What do we tell our children?](#), USA Today
- [They’re not too young to talk about race!](#), The Children’s Community School
- [Talking to Children About Racial Bias](#), HealthyChildren
- [Video: “How do I make sure I’m not raising the next Amy Cooper?” with Jennifer Harvey](#), Embrace Race
- [Talking Race with Young Children](#), NPR
- [How to Talk to Kids about Race and Racism](#), Parent Toolkit
- [10 tips for teaching and talking to kids about race](#), Embrace Race
- [How to Talk with Kids About Racism and Racial Violence](#), Common Sense Media
- [Resources for Talking About Race, Racism and Racialized Violence with Kids](#), Center for Racial Justice in Education
- [How to Talk to Your Children About the Protests](#), The Wall Street Journal
- [Talking about Race with Kids and Teens](#), Carnegie Library of Pittsburgh
- [Talking with Children About Racism, Police Brutality and Protests](#), Aha! Parenting
- [How To Talk To Your Kids About Race, Racism And Police Violence](#), WBUR
- [How to talk to kids about racism, explained by a psychologist](#), Vox
- [21 Anti-Racism Videos to Share With Kids](#), We are Teachers
- [Experts answer your kids’ tough questions about race and racism](#), The Hechinger Report
- [Talking to Children Authentically about Race and Racism](#), PBS Kids
- [How To Talk About Race And Protests With Your Kids, Explained By A Child Psychologist](#), WBUR

RECOMMENDED BOOKS FOR CHILDREN AND TEENS:

- Before reading with your child about diversity and race, check out these 10 tips for reading picturebooks with children through a race conscious lens:

<https://www.embracerace.org/resources/10-tipsfor-reading-picture-books-with-children-through-a-race-conscious-lens>

- 30 Books to Help You Talk With Your Children About Race (ages 5-13):
https://www.todaysparent.com/family/books/kids-books-that-talk-about-racism/?fbclid=IwAR2j5HxLLDmilp_0rGrG_ryX2Ud_7ZdAeIZ5xVV3HJdGHYDQm4KrUL7H_Q#gallery/books-that-talk-about-racism/slide-30

UP TO AGE 10:

The Big Umbrella by Amy June Bates and Juniper Bates

The Courage to be Kind by Jenny Levin & Rena Rosen

I Am Human: A Book of Empathy by Susan Verde

The Same but Different Too by Karl Newson

We're All Wonders by R.J. Palacio

Chocolate Milk, Por Favor: Celebrating Diversity and Empathy by Maria Dismondy

The Invisible Boy by Trudy Ludwig

Wishtree by Katherine Applegate

Lovely by Jess Hong

The Name Jar by Yangsook Choi

The Sandwich Swap by Her Majesty Queen Rai Al Abdullah

What Should Danny Do? by Ganit and Adir Levy

I Too Am America by Langston Hughes, ages 5+

Baby Blessings: A Prayer For The Day You Were Born by Deloris Jordan, ages 0-6

Lullaby, A Poem by Langston Hughes, ages 0-6

Welcome, Precious by Nikki Grimes, ages 0-5

Malcolm Little: The Boy Who Grow Up to Become Malcolm X *by Iiyasha Shabazz*, ages 6+

CROWN: An Ode To A Fresh Cut *by Derrick Barnes*, ages 3-10

A Child's Introduction To AA History *by Jabari Asim*, ages 5+

ABOVE AGE 10:

The Insignificant Events in the Life of A Cactus *by Dusti Bowling*

Inside Out and Back Again *by Thanhha Lai*

Wonder *by R.J. Palacio*

Brown Girl Dreaming *by Jacqueline Woodson*

The House on Mango Street *by Sandra Cisneros*

Bud, Not Buddy *by Christopher Paul Curtis*

Something Happened in Our Town: A Child's Story About Racial Injustice *by Marianne Celano,*

Marietta Collins and Ann Hazzard

Turning 15 On The Road To Freedom: My Story of 1965 Selma Voting Right March *by Lynda Blackmon*, ages 12+

ADDITIONAL RESOURCES FOR CHILDREN'S BOOKS:

- [10 Children's Books About Racism And Activism To Help Parents Educate Their Kids](#), HuffPost
- [31 Children's books to support conversations on race, racism and resistance](#), Embrace Race
- [These Books Can Help You Explain Racism and Protest to Your Kids](#), The New York Times
- [Books About Racism and Social Justice](#), Common Sense Media
- [Books on race and racism, by age, recommended by Carnegie Library of Pittsburgh](#), Kidsburgh

RECOMMENDED FILMS WITH THEMES OF EMPATHY AND ACTIVISM:

The BFG (PG) Tells the story of sweet orphan Sophie and the kind giant who befriends her.

Inside Out (PG) Beautiful original story about handling big feelings.

Wonder (PG) Earnest emotional book adaptation that has strong messages about acceptance.

Bully (no rating) Powerful documentary that addressed critically important issues for kids.

Freedom Summer (PG) Documentary which narrates the events of the 1964 Mississippi Freedom Summer.

Selma (PG-13) Chronicles Dr. Martin Luther King, Jr.'s campaign to secure equal voting rights via an epic march from Selma to Montgomery, Alabama, in 1965.

Marshall (PG-13) Biographical film about Thurgood Marshall, the first African American Supreme Court Justice.

Harriet (PG-13) American biographical film about abolitionist Harriet Tubman.

Just Mercy (PG-13) Tells the true story of Walter McMillian, who, with the help of young defense attorney Bryan Stevenson, appeals his wrongful murder conviction.

Quest (NR) An intimate documentary film that captures ten years in the life of an African American family living in Philadelphia.

Birth of a Movement (13+) Documentary about the African American battle to ban the racist and pro Klan film Birth of a Nation, America's first blockbuster movie.

Tell Them We Are Rising: The Story of Black College and Universities (18+) Examines the powerful story of the rise, influence, and evolution of Historically Black Colleges and Universities (HBCUs)

STUDENT RESOURCES

QUICK TIPS FOR STUDENTS:

- Report incidents of hate speech to your parents, teachers, and administration.
- Start an open dialogue with your parents, friends, teachers, and administrators about bias and racism.
- Start a club at school that embraces civic engagement, equity, diversity, and inclusion.
- Get engaged in your community. Look for volunteer opportunities that help expand your perspective.
- Write letters to elected local, state, and national leaders so they are aware of what is happening in your community. Identify an issue that is important to you and ask them to make the changes you want to see.

ACTIONS FOR STUDENTS:

- Start your own student vigil with Together We Remember. Transform remembrance of the past into a powerful movement for peace in the present. <https://togetherweremember.org/>
- Learn from testimonies and explore the IWitness by the USC Shoah Foundation's Stronger than Hate: Help Make Black Voices Heard program
<https://iwitness.usc.edu/sfi/information/?id=080fdef7-b533-4158-85ca-a5c74408f4c7>
- Explore the Anti-Defamation League's Table Talks
<https://www.adl.org/education/resources/tools-and-strategies/table-talk>

RESOURCES:

- This List Of Books, Films And Podcasts About Racism Is A Start, Not A Panacea:
<https://www.npr.org/sections/codeswitch/2020/06/06/871023438/this-list-of-books-films-and-podcasts-about-racism-is-a-start-not-a-panacea>
- Large Curated Selection of Articles from JSTOR on Institutionalized Racism:
<https://daily.jstor.org/institutionalized-racism-a-syllabus/?fbclid=IwAR>

[3KpLYjV8ZYMEz2HVwvzwn8_k9GZw0V1LY-C5N-nxN7L5UyDmsPKPfoeD8](https://www.smithsonianmag.com/history/158-resources-understanding-systemic-racism-america-180975029/)

- 158 Resources to Understand Racism in America (Smithsonian Magazine):
<https://www.smithsonianmag.com/history/158-resources-understanding-systemic-racism-america-180975029/>
- Talking About Race Portal (National Museum of African American History and Culture, NMAAHC):
<https://nmaahc.si.edu/learn/talking-about-race>
- Blog on Race Relations, various topics (NMAAHC):
<https://nmaahc.si.edu/blog/tag/race-relations>
- White allyship:
<https://www.racialequitytools.org/resourcefiles/kivel3.pdf>
- Systemic racism:
<https://www.aspeninstitute.org/blog-posts/structural-racism-definition/> and <https://www.thoughtco.com/systemic-racism-3026565>
- Normalizing a racial equity lens in government:
<https://www.youtube.com/watch?v=VSQQQI0pHb0&feature=youtu.be>
- History of police violence:
<https://www.vox.com/2020/6/6/21280643/police-brutality-violence-protests-racism-khalil-muhammad>
- Ways to show up for black friends/colleagues:
<https://www.colorlines.com/articles/dear-white-people10-ways-you-can-show-your-black-friends-and-colleagues>

EDUCATOR RESOURCES

QUICK TIPS FOR EDUCATORS:

- Report incidents of hate speech to your administration.
- Support students in creating a club at school that embraces social emotional learning, diversity, and inclusion.
- Create classroom environments where students feel comfortable discussing incidents of bias or racism and current events.
- Attend social emotional learning and cultural diversity professional development to expand your knowledge and access to resources.

RESOURCES FOR EDUCATORS:

- Dallas Holocaust and Human Rights Museum Resources for Teachers
dhhrm.org/educators/outreach-programs-online-lessons/
- E-Learning Lesson on Civil Rights in Dallas
https://dhhrm.formstack.com/forms/lesson_activity_request
- Virtual Classroom Outreach Programs: What are Human Rights?, Being an Upstander in Holocaust and American History, and Understanding Bias.
<https://www.dhhrm.org/wp-content/uploads/2020/04/Outreach-Programs-Flyer-final.pdf>
- Online Resource Library: Human Rights Resources and American Upstanders Resources
<https://drive.google.com/drive/u/0/folders/1yto-C1MSI5O6f4vMhjclH2N1X2CMqQg5>
- IWitness by USC Shoah Foundation – Stronger than Hate Challenge
<https://www.teachingwithtestimony.com/challenge>
- United States Holocaust Memorial Museum Teaching Materials on Antisemitism and Racism
<https://www.ushmm.org/teach/teaching-materials/antisemitism-racism>
- Echoes and Reflections – Lesson Plan: Contemporary Antisemitism
<https://echoesandreflections.org/unit-11/>
- Facing History and Ourselves – Topics for Educators: Democracy and Civic Engagement, Race in U.S. History, Justice and Human Rights
<https://www.facinghistory.org/topics>

- Anti-Defamation League – Resources for Educators
<https://www.adl.org/education-and-resources/resources-for-educators-parents-families>
- The Learning Network: 10 Ways to Talk to Students about Sensitive Issues in the News
<https://learning.blogs.nytimes.com/2012/03/23/10-ways-to-talk-to-students-about-sensitive-issues-in-the-news/>
- The Learning Network: Lesson Plans:
<https://www.nytimes.com/section/learning/lesson-plans>
- Confronting Implicit Bias: Through Exemplary Educator Preparation
<https://www.nea.org/assets/docs/23840%20Confronting%20Implicit%20Bias%20Thru%20Exemp%20Teacher%20Prep-v2.pdf>
- Teaching for Change: “Teaching Young Children About Race”
<https://www.teachingforchange.org/teaching-about-race>
- Video Toolbox: Inclusion and Empowerment Story Time, What is an Upstander?, What are Human Rights? and Teaching Young Children.
<https://drive.google.com/drive/u/0/folders/1Homn1MKbNaJUpM1ngLCaTI2MQ4Leh0jX>

QUICK TIPS FOR SCHOOL AND DISTRICT ADMINISTRATORS:

- Report incidents of hate speech to your local law enforcement, the [Anti-Defamation League](#), and [TEA Equal Educational Opportunity Office](#).
- Create an environment where students and teachers feel comfortable discussing concerns around bias and racism.
- Hold a community forum where parents can discuss current issues.
- Implement an anonymous online reporting system where students can safely share safety concerns.
- Form a cultural diversity or social emotional learning program and team to create a school environment that promotes equity and inclusion.

RESOURCES FOR ADMINISTRATORS:

- National Association of School Psychologists: A list of resources for school safety, crisis support, grief, and violence prevention.
nasponline.org/resources-and-publications/resources-and-podcasts/school-climate-safety-and-crisis

- ESC Region 10 Culturally Responsive Education
<https://www.region10.org/programs/culturally-responsive-education/resources/>

YMCA Staff Resources

Racism, discrimination and inequity can significantly affect a person's mental, physical and spiritual health. Because we care about our team and want to acknowledge the challenges many of our team are experiencing, here are some resources and information that may provide help and support during these trying times.

Y-USA Resources

- [Advancing Anti-Racism Strategies](#)
- [Unlearning Systemic Racism: Email and Town Hall Recordings](#)

Public Resources

- [Find Help: Asian Americans/Pacific Islanders](#)
- [Black Lives Matter: Mental Health Resources For And By People of Color](#)
- [Identity and Cultural Dimensions](#)
- [How You Should Be Talking To Employees About Racism](#)
- [How to talk thoughtfully about racial inequality at work](#)
- [44 Mental Health Resources for Black People Trying to Survive in This Country](#)
- [8 Black Therapists on Their Best Advice for Coping Right Now](#)
- [Mental Health Resources for the Black Community](#)
- [Persistent Trauma of Systemic Racial Inequities and the Perils of COVID-19](#)
- [How You Should Be Talking To Employees About Racism](#)
- [5 Points of Discussion for Conversations about Racial Injustice](#)
- [How To Respond To Microaggressions](#)
- [Dear anti-racist allies: Here's how to respond to microaggressions](#)
- [The Implicit Association Test \(IAT\) \(Project Implicit, Harvard University\)](#)

COVID-19 Resources

Although COVID-19 is a different issue that is affecting all of us across the nation, it is affecting people of color disproportionately.

- [COVID-19 in Racial and Ethnic Minority Groups](#)
- [Wellness, Mental Health, and Behavioral Resources](#)

- [Quarantine Resources](#)
- [Coronavirus \(COVID-19\) Resource Center](#)
- [Webcast: Managing Anxiety](#)

Videos:

- [Inclusion Starts with "I"](#)
- [Race in America – PhilVischer](#)
- [Sometimes You're a Caterpillar](#)
- [Teaching Tolerance Interviews Robin DiAngelo: White Fragility in the Classroom](#)
- [What Is Intersectionality? | Queer 101 | The Advocate](#)
- [Professor Kimberlé Crenshaw Defines Intersectionality](#)
- [Authors Robin DiAngelo and Ibram X. Kendi on how to become aware of privilege](#)
- [Implicit Bias — how it effects us and how we push through | Melanie Funchess | TEDxFlourCity](#)
- [Let's get to the root of racial injustice | Megan Ming Francis | TEDxRainier](#)
- [How to Outsmart Your Own Unconscious Bias | Valerie Alexander | TEDxPasadena](#)
- [It's About Time We Challenge Our Unconscious Biases | Juliette Powell | TEDxStLouisWomen](#)
- [Toni Morrison's powerful words on racism](#)
- [The Most Intense Heartfelt Description of Racism I Ever Filmed](#)
- [Verna Myers- How to overcome biases](#)
- [What I learned from my white grandchildren](#)