Annotated Resource List

Building Background Knowledge on Systemic Racism

- [Cracking the Codes: Unconscious Bias](#) – short video on how racism is systemic (not something that bad individuals do) and often invisible to those in positions of privilege.
- [Cracking the Codes: The System of Racial Inequity](#) Joy DeGruy “A Trip to the Grocery Store” – short video of how privilege can be used to stand up to systemic inequity
- [Privilege, Power, Difference, and Us](#) (see attached) – short article on how systems influence our actions in ways that are often invisible to us, and which lead us unintentionally to contribute to inequitable societal outcomes for different groups of people

National Context of Black Student Protests

- [From Mizzou to Yale: The Resurgence of Black Student Protest](#) – provides an overview on the broader context unfolding nationally.

Resources for Creating Inclusive Classrooms & Responding to Hate Speech

- [Responding to Hate & Bias at School](#) – comprehensive overview of how we can respond to hate and bias within and outside of the classroom in our school communities.
- [Freedom of Hate Speech?](#) – a blog from the NY times on freedom of speech as it relates to hate speech
- [Lesson Plan: Free Speech or Hate Speech?](#) – a lesson designed to look at what happens when free speech dissolves into hate speech.
- [Creating Inclusive Classrooms: Resources for Leveraging Diversity in the Classroom](#) – This site includes numerous resources to support you in creating a more inclusive classroom.
- [Diversity in the Classroom Booklet](#) – this document discusses the benefits of diversity in the classroom & provides specific ideas & supports for engaging in discussions about diversity in the classroom
- [Discussing Racial Violence in the US: Resources for Discussing Current Events](#) – core articles & resources from UW’s website

Healing Racism in Community

- [Yes! Magazine](#) Summer 2015 issue entitled: [Make It Right: Why Healing History Begins with Truth](#) – several articles included in this issue:
  - 1) the story of how a white man and a black woman work to heal the effects of racism through their one-on-one interactions,
  - 2) a piece detailing how building our nation on the back of slavery and racism impacts us currently,
3) a piece on the Black Lives Matter’s movement
4) **how white people can be real allies**, and
5) Desmond Tutu on forgiveness and how we can collectively work to create racial peace and on **truth and reconciliation**

**WWU Equity & Inclusion Forum** –
Institutions who have faced similar challenges have had to show evidence of their appropriate level of response by building professional development curricula like these workshops. Western has proactively built one in the Equity & Inclusion Forum. Many of these topics are directly on point with the systemic issues that have led to issues of trust that affect our culture and climate during this challenge, namely:

- Micro-Aggressions
- Incorporating equity and diversity into curricula where it has been historically neglected or marginalized
- Getting past laws and policies to impact the informal culture that sets the bar for cultural behavior
- Empathy in the classroom

**The Campus Equity and Inclusion Forum** has the following 9 workshops between 11/30-12/11/15:

- Beyond the Wheelchair Symbol: Welcoming Disability Culture in the Workplace by Anna Blick
- Micro-Affirmations and Eliminating Subtle Discrimination by Nick Sanchez
- Infusing Social Justice in all classrooms: Towards Inclusive Content and Pedagogy by Hope Corbin and Trula Nicholas
- Caring for One’s Spirit and Health For the Long Haul by Molly Ware
- Understanding Diversity Through Perceptions and Language by Tara Perry
- Communicating Connectedness: Expediting the Growth of Healthy Learning Communities by Heather Davidson
- A Conversation For Majority Culture Professionals: Impacting Informal Culture by Eileen Coughlin
- Understanding Social Constructions and their Manifestations in the Workplace by Joy Wiggins
- Serving Up Empathetic Education in a Diverse Society by Heather Davidson