



EMORY
UNIVERSITY

Office of Diversity,
Equity, and Inclusion

LIVING AND LEARNING ABOUT RACE RESOURCE GUIDE

Emory Community,

We see you, we hear you, and we are inspired and encouraged by your activism, your passion and your commitment to ending racism, systemic oppression, social injustice and violence in all forms against Black, Latinx, Asian and Indigenous communities. Many of you have asked for facilitators to help lead discussions around race, provide assistance in developing transformative action plans that address systemic barriers to student success, among other initiatives. Some have asked how best can they support their colleagues from Black and Latinx communities (faculty and staff) during this unprecedented time where not only the violence we continue to witness and experience, but the global pandemic COVID-19 exacerbates the systemic inequities in healthcare and other social systems and networks. We empathize and share in this sense of urgency to address this need. And yet we also realize that this learning—our continuous actions—cannot be accomplished overnight. What we seek to unlearn and dismantle took decades—centuries to build so we must pace ourselves in the work we are currently undertaking so that this change movement is collaborative and sustainable. In order to realize a more equitable, diverse, and inclusive community, we must engage this work in meaningful and intentional—and sometimes challenging and courageous ways—that aid us in realizing a more humane and just society.

As we continue to build out our educational and professional development opportunities for DEI, we want to share the following resource guide as a starting point for action and self-learning. This guide is by no means an exhaustive one, but a living document that we will continue to build upon in the weeks—months ahead. We are also very fortunate

at Emory to have some of the most premiere scholars in the world who speak, teach, and cultivate knowledge on these issues. I would encourage you to think about enrolling in their courses this fall as learning and self-education is a life-long sojourn. We want to thank all of our network partners who helped to contribute to this guide, but particular thanks goes to Nicole Ingram, Director of Programs and Special Initiatives for the Office of Diversity, Equity, and Inclusion for her work here.

As you take this pilgrimage of self-discovery, reflection, and healing to develop salient ways to support the work of communal advocacy at Emory, may you be reassured that you do not take this journey alone—we are in this together—One Emory, Our Emory. We encourage you to develop networks in your school or academic unit, connect to and support the DEI committees in your respective spaces, or develop tangible goals that will allow you to support this work in your current professional roles at Emory. We appreciate your willingness to engage. Emory will be all the better for your willingness “to create, preserve, teach, and apply knowledge in the service to humanity.”

Be well.

--Dr. Carol E. Henderson
Vice Provost for Diversity and Inclusion
Chief Diversity Officer
Adviser to the President

MESSAGES FROM LEADERSHIP

[Emory University President Claire E. Sterk](#)
[Emory University President-Elect Gregory L. Fenves](#)
[Emory University Interim Provost Jan Love](#)
[Emory Healthcare CEO Johnathan S. Lewin](#)
[Emory University CDO Carol E. Henderson](#)
[Emory University Chief of Police Rus Drew](#)
[Emory University SVP Advancement and Alumni Engagement Joshua R. Newton](#)
[Emory University Dean of Campus Life Enku Gelaye](#)

RESOURCES

The Office of Diversity Equity & Inclusion has curated a list of resources that will foster education, self-awareness, relationships, engagement, and communication throughout the Emory community. As we continue to align with the One Emory Strategic Plan, ODEI works to create a sense of belonging and community spaces that encourage courageous dialogues for all.

EMORY CAMPUS PARTNERS

[Faculty Staff Assistance Program \(FSAP\)](#)
[Center for Faculty Development and Excellence](#)
[Ombuds Office](#)
[Office for Racial and Cultural Engagement \(RACE\)](#)
[Social Justice Education](#)

BOOKS

White Fragility - Robin DiAngelo

In this “vital, necessary, and beautiful book” (Michael Eric Dyson), antiracist educator Robin DiAngelo deftly illuminates the phenomenon of white fragility and “allows us to understand racism as a practice not restricted to ‘bad people’ (Claudia Rankine). Referring to the defensive moves that white people make when challenged racially, white fragility is characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence. These behaviors, in turn, function to reinstate white racial equilibrium and prevent any meaningful cross-racial dialogue. In this in-depth exploration, DiAngelo examines how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively.

Just Mercy – Bryan Stevenson

Bryan Stevenson was a young lawyer when he founded the Equal Justice Initiative, a legal practice dedicated to defending those most desperate and in need: the poor, the wrongly condemned, and women and children trapped in the farthest reaches of our criminal justice system. One of his first cases was that of Walter McMillian, a young man who was sentenced to die for a notorious murder he insisted he didn’t commit. The case drew Bryan into a tangle of conspiracy, political machination, and legal brinksmanship—and transformed his understanding of mercy and justice forever.

How to be an Antiracist - Ibram X. Kendi

Antiracism is a transformative concept that reorients and reenergizes the conversation about racism—and, even more fundamentally, points us toward liberating new ways of thinking about ourselves and each other. At its core, racism is a powerful system that creates false hierarchies of human value; its warped logic extends beyond race, from the way we regard people of different ethnicities or skin colors to the way we treat people of different sexes, gender identities, and body types. Racism intersects with class and culture and geography and even changes the way we see and value ourselves. In *How to Be an Antiracist*, Kendi takes readers through a widening circle of antiracist ideas—from the most basic concepts to visionary possibilities—that will help readers see all forms of racism clearly, understand their poisonous consequences, and work to oppose them in our systems and in ourselves.

So You Want to Talk About Race - Ijeoma Oluo

Widespread reporting on aspects of white supremacy—from police brutality to the mass incarceration of Black Americans—has put a media spotlight on racism in our society. Still, it is a difficult subject to talk about. How do you tell your roommate her jokes are racist? Why did your sister-in-law take umbrage when you asked to touch her hair—and how do you make it right? How do you explain white privilege to your white, privileged friend?

In *So You Want to Talk About Race*, Ijeoma Oluo 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.

Blindspot - Mahzarin R. Banaji & Anthony G. Greenwald

These self-perceptions are challenged by leading psychologists Mahzarin R. Banaji and Anthony G. Greenwald as they explore the hidden biases we all carry from a lifetime of exposure to cultural attitudes about age, gender, race, ethnicity, religion, social class, sexuality, disability status, and nationality. “Blindspot” is the authors’ metaphor for the portion of the mind that houses hidden biases. Writing with simplicity and verve, Banaji and Greenwald question the extent to which our perceptions of social groups—without our awareness or conscious control—shape our likes and dislikes and our judgments about people’s character, abilities, and potential.

Whistling Vivaldi – Claude M. Steele

Claude M. Steele, who has been called “one of the few great social psychologists,” offers a vivid first-person account of the research that supports his groundbreaking conclusions on stereotypes and identity. He sheds new light on American social phenomena from racial and gender gaps in test scores to the belief in the superior athletic prowess of black men, and lays out a plan for mitigating these “stereotype threats” and reshaping American identities.

Fearless Dialogue: A New Movement For Justice – Gregory C. Ellison II*

Drawing on all the community’s collective voices—from “doctors to drug dealers”—*Fearless Dialogues* is

a groundbreaking program that seeks real solutions to problems of chronic unemployment, violence, and hopelessness. In cities around the United States and now the world, the program's founder, Gregory C. Ellison, and his team create conversations among community members who have never spoken to one another, the goal of which are real, implementable, and lasting changes to the life of the community.

The New Jim Crow – Michelle Alexander

Seldom does a book have the impact of Michelle Alexander's *The New Jim Crow*. Since it was first published in 2010, it has been cited in judicial decisions and has been adopted in campus-wide and community-wide reads; it helped inspire the creation of the Marshall Project and the new \$100 million Art for Justice Fund; it has been the winner of numerous prizes, including the prestigious NAACP Image Award; and it has spent nearly 250 weeks on the New York Times bestseller list.

Back Lash: What happens When We talk honestly about Racism in America – George Yancy*

The resulting blowback played out in the national media, with critics attacking Yancy in every form possible—including death threats—and supporters rallying to his side. Despite the rhetoric of a “post-race” America, Yancy quickly discovered that racism is still alive, crude, and vicious in its expression. In *Backlash*, Yancy expands upon the original article and chronicles the ensuing controversy as he seeks to understand what it was about the op-ed that created so much rage among so many white readers. He challenges white Americans to rise above the vitriol and to develop a new empathy for the African American experience.

White Rage – Carol Anderson*

As Ferguson, Missouri, erupted in August 2014, and media commentators across the ideological spectrum referred to the angry response of African Americans as “black rage,” historian Carol Anderson wrote a remarkable op-ed in *The Washington Post* suggesting that this was, instead, “white rage at work. With so much attention on the flames,” she argued, “everyone had ignored the kindling.” Since 1865 and the passage of the Thirteenth Amendment, every time African Americans have made advances towards full participation in our democracy, white reaction has fueled a deliberate and relentless rollback of their gains. The end of the Civil War and Reconstruction was greeted with the Black Codes and Jim Crow; the Supreme Court's landmark 1954 *Brown v. Board of Education* decision was met with the shutting down of public schools throughout the South while taxpayer dollars financed segregated white private schools; the Civil Rights Act of 1964 and Voting Rights Act of 1965 triggered a coded but powerful response, the so-called Southern Strategy and the War on Drugs that disenfranchised millions of African Americans while propelling presidents Nixon and Reagan into the White House, and then the election of America's first black President, led to the expression of white rage that has been as relentless as it has been brutal. Carefully linking these and other historical flashpoints when social progress for African Americans was countered by deliberate and cleverly crafted opposition, Anderson pulls back the veil that has long covered actions made in the name of protecting democracy, fiscal responsibility, or protection against fraud, rendering visible the long lineage of white rage. Compelling and dramatic in the unimpeachable history it relates, *White Rage* will add an important new dimension to the national conversation about race in America.

An American Marriage - Tayari Jones*

Newlyweds, *Celestial* and *Roy*, are the embodiment of both the American Dream and the New South. He is a young executive and she is artist on the brink of an exciting career. They are settling into the routine of their life together, when they are ripped apart by circumstances neither could have imagined. Roy is arrested and sentenced to twelve years for a crime Celestial knows he didn't commit. Though fiercely independent, Celestial finds herself bereft and unmoored, taking comfort in Andre, her childhood friend, and best man at their wedding. As Roy's time in prison passes, she is unable to hold on to the love that has been her center. After five years, Roy's conviction is suddenly overturned, and he returns to Atlanta ready to resume their life together. This stirring love story is a deeply insightful look into the hearts and minds of three people who are at once bound and separated by forces beyond their control. *An American Marriage* is a masterpiece of storytelling, an intimate look into the souls of people who must reckon with the past while moving forward- with hope and pain- into the future.

The Tradition - Jericho Brown*

Jericho Brown's daring new book *The Tradition* details the normalization of evil and its history at the intersection of the past and the personal. Brown's poetic concerns are both broad and intimate, and at their very core a distillation of the incredibly human: What is safety? Who is this nation? Where does freedom truly lie? Brown makes mythical pastorals to question the terrors to which we've become accustomed, and to celebrate how we survive. Poems of fatherhood, legacy, blackness, queerness, worship, and trauma are propelled into stunning clarity by Brown's mastery, and his invention of the duplex—a combination of the sonnet, the ghazal, and the blues—is testament to his formal skill. *The Tradition* is a cutting and necessary collection, relentless in its quest for survival while reveling in a celebration of contradiction.

Between the World and Me - Ta-Nehesi Coates

In a profound work that pivots from the biggest questions about American history and ideals to the most intimate concerns of a father for his son, Ta-Nehesi Coates offers a powerful new framework for understanding our nation's history and current crisis. Americans have built an empire on the idea of "race," a falsehood that damages us all but falls most heavily on the bodies of black women and men—bodies exploited through slavery and segregation, and, today, threatened, locked up, and murdered out of all proportion. What is it like to inhabit a black body and find a way to live within it? And how can we all honestly reckon with this fraught history and free ourselves from its burden?

Why Are All the Black Kids Sitting Together in the Cafeteria?: And Other Conversations About Race – 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. These topics have only become more urgent as the national conversation about race is increasingly acrimonious. This fully revised edition is essential reading for anyone seeking to understand the dynamics of race in America.

Citizen: An American Lyric – Claudine Rankine

Claudia Rankine's bold new book recounts mounting racial aggressions in ongoing encounters in twenty-first-century daily life and in the media. Some of these encounters are slights, seeming slips of the tongue, and some are intentional offensives in the classroom, at the supermarket, at home, on the tennis court with Serena Williams and the soccer field with Zinedine Zidane, online, on TV—everywhere, all the time. The accumulative stresses come to bear on a person's ability to speak, perform, and stay alive. Our addressability is tied to the state of our belonging, Rankine argues, as are our assumptions and expectations of citizenship. In essay, image, and poetry, *Citizen* is a powerful testament to the individual and collective effects of racism in our contemporary, often named "post-race" society.

Stamped from the Beginning - Ibram X. Kendi

Some Americans insist that we're living in a post-racial society. But racist thought is not just alive and well in America—it is more sophisticated and more insidious than ever. And as award-winning historian Ibram X. Kendi argues, racist ideas have a long and lingering history, one in which nearly every great American thinker is complicit. In this deeply researched and fast-moving narrative, Kendi chronicles the entire story of anti-black racist ideas and their staggering power over the course of American history. He uses the life stories of five major American intellectuals to drive this history: Puritan minister Cotton Mather, Thomas Jefferson, abolitionist William Lloyd Garrison, W.E.B. Du Bois, and legendary activist Angela Davis.

Critical Race Theory: The Key Writings that Formed the Movement - Kimberle Crenshaw, Neil Gotanda, Gary Peller, & Kendall Thomas

In the past few years, a new generation of progressive intellectuals has dramatically transformed how law, race, and racial power are understood and discussed in America. Questioning the old assumptions of both liberals and conservatives with respect to the goals and the means of traditional civil rights reform, critical race theorists have presented new paradigms for understanding racial injustice and new ways of seeing the links between race, gender, sexual orientation, and class. This reader, edited by the principal founders and leading theoreticians of the critical race theory movement, gathers together for the first time the movement's most important essays.

Seeing Race Again: Countering Colorblindness across the Disciplines - Kimberle Crenshaw

Every academic discipline has an origin story complicit with white supremacy. Racial hierarchy and colonialism structured the very foundations of most disciplines' research and teaching paradigms. In the early twentieth century, the academy faced rising opposition and correction, evident in the intervention of scholars including W. E. B. Du Bois, Zora Neale Hurston, Carter G. Woodson, and others. By the mid-twentieth century, education itself became a center in the struggle for social justice. Scholars mounted insurgent efforts to discredit some of the most odious intellectual defenses of white supremacy in academia, but the disciplines and their keepers remained unwilling to interrogate many of the racist foundations of their fields, instead embracing a framework of racial colorblindness as their default position.

Men We Reaped: A Memoir - Jesmyn Ward

In five years, Jesmyn Ward lost five young men in her life—to drugs, accidents, suicide, and the bad luck that can follow people who live in poverty, particularly black men. Dealing with these losses, one after another, made Jesmyn ask the question: Why? And as she began to write about the experience of living through all the dying, she realized the truth—and it took her breath away. Her brother and her friends all died because of who they were and where they were from, because they lived with a history of racism and economic struggle that fostered drug addiction and the dissolution of family and relationships. Jesmyn says the answer was so obvious she felt stupid for not seeing it. But it nagged at her until she knew she had to write about her community, to write their stories and her own.

The Racial Healing Handbook: Practical Activities to Help You - Anneliese Singh

The Racial Healing Handbook offers practical tools to help you navigate daily and past experiences of racism, challenge internalized negative messages and privileges, and handle feelings of stress and shame. You'll also learn to develop a profound racial consciousness and conscientiousness, and heal from grief and trauma. Most importantly, you'll discover the building blocks to creating a community of healing in a world still filled with racial microaggressions and discrimination.

This book is not just about ending racial harm—it is about racial liberation. This journey is one that we must take together. It promises the possibility of moving through this pain and grief to experience the hope, resilience, and freedom that helps you not only self-actualize, but also makes the world a better place.

One Person, No Vote: How Voter Suppression Is Destroying Our Democracy – Carol Anderson*

Focusing on the aftermath of Shelby, Anderson follows the astonishing story of government-dictated racial discrimination unfolding before our very eyes as more and more states adopt voter suppression laws. In gripping, enlightening detail she explains how voter suppression works, from photo ID requirements to gerrymandering to poll closures. And with vivid characters, she explores the resistance: the organizing, activism, and court battles to restore the basic right to vote to all Americans.

PROFESSIONAL DEVELOPMENT

[Linkedin Learning](#)

- Diversity, Inclusion, and Belonging
- Be an Ally
- Become an Inclusive Leader
- Managing a Diverse Team
- Skills for Inclusive Conversation

[Emory University Continuing Education](#)

- Dealing with Difficult People
- Strategic Communication in the Workplace

[Emory University Learning & Organizational Development](#)

- [Crucial Conversations](#)
 - [Crucial Accountability](#)
 - [The Change Cycle](#)
 - [Navigating Beyond Conflict](#)
 - [Strategies for Influencing Others](#)
-

PODCASTS

[The Diversity Gap](#)
[Scene on Radio | Seeing White](#)
[Codeswitch](#)
[Intersectionality Matters](#)

RADIO RECORDINGS

[How Can White People be Better Allies to People of Color](#)
[How Can We Mindfully Navigate Everyday Racism](#)
[The 'Racial Cleansing' That Drove 1,100 Black Residents Out Of Forsyth County, Ga.](#)

WATCH

[Emory University Vigil of Solidarity of Victims of Racist Violence](#)
[Emory University White Coats for Black Lives](#)
[Emory Explores: A Moderated Conversation on Race and Policing](#)
[A New Kind of Leader | The Diversity Gap](#)
[Bad White People](#)
[Color Blind or Color Brave?](#)
[How to Resolve Racially Stressful Situations](#)
[How to speak up for yourself](#)

ARTICLES

[Emory University Department of Psychology Racial Justice Resources](#)
[Emory community unites against racist violence](#) - Laura Douglas-Brown and Jen King
[White Privilege: Unpacking the Invisible Knapsack](#) - Peggy McIntosh
[Defining Racism "Can We Talk?"](#) - Beverly Daniel-Tatum
[The Power of an Illusion: Ten Things Everyone Should Know About Race](#) - California Newsreel
[For Our White Friends Desiring To Be Allies](#) - Courtney Ariel
[Your Kids Aren't Too Young to Talk About Race: Resource Roundup](#) - Katrina Michie
[The Deafening Silence of Whites](#) - Marianne DiMascio
[Maintaining Professionalism In The Age of Black Death Is...A Lot](#) - Shenequa Golding
[Dear White America](#) - George Yancy*
[An Antiracist Reading List](#) – Ibram X. Kendi
[The Racism of Good Intentions](#) – Carlos Lozada

WEBSITES

[National Museum of African American Culture & History](#)
[American Council on Education](#)
[USC Race & Equity Center](#)
[Associations of American Colleges and Universities](#)

ACTIVISM

[26 Ways To Be In The Struggle Beyond The Streets](#)
[Here is Where You Can Go Donate to Help Protests Against Police Brutality](#)
[3 ways to make your voice heard besides protesting](#)
[12 Ways You Can Be an Activist Without Going to a Protest](#)
[NAACP](#)

DONATE

[George Floyd Memorial Fund](#)
[Minnesota Freedom Fund](#)
[Black Lives Matter Fund](#)
[Run with Maud](#)
[NAACP](#)

PETITIONS

[George Floyd](#)
[Colors of Change](#)
[Justice for Ahmaud Arbery](#)
[Breonna Taylor](#)

SOCIAL MEDIA

@ohdani
@kindredleaders
@courseofchange
@blacklivesmatter
@colorofchange
@NAACP
@showingupforracialjustice

*Emory Faculty

