



Resources for Further Study & Reflection on Racial Equity, Anti-Racism, Anti-Oppression, and Liberation

The resources below were compiled as part of a collaborative project around racial equity within environmental organizations by Janvieve Williams Comrie, Luz Rodriguez, Simran Noor, Aaron Handelsman, and Anthony Giancatarino. These resources are a collection of readings, reflections, and tools to support continued learning on how to dismantle racism within self, institution, or policy. These are just a sampling of available tools and encourage readers to use this as supplement to other resources and work out there.

RECOMMENDED BOOKS & MONOGRAPHS:

[An Indigenous People's History of the United States](#) — Roxanne Dunbar Ortiz's masterful telling of a critical American History through an indigenous perspective.

[Awake to Woke to Work: Building a Race Equity Culture](#) - A guide on senior leadership's role in building a race equity culture, "To build an organizational culture that embraces racial equity, senior leaders need to set the tone and drive progress of the work." -Kerrien Suarez, Director of [Equity in the Center](#).

[Black Faces, White Spaces: Reimagining the Relationship of African Americans to the Great Outdoors](#) — Finney reveals the perceived and real ways in which nature and the environment are racialized in America. Looking toward the future, she also highlights the work of African Americans who are opening doors to greater participation in environmental and conservation concerns.

[Braiding Sweetgrass](#) — Robin Wall Kimmerer (Hard Sciences/Ecology + Indigenous ways of knowing, perceiving, and relating — how they can work together to create a society that actually works).

[The Color of Law: The Forgotten History of How Our Government Segregated America](#)

Richard Rothstein argues with exacting precision and fascinating insight how segregation in America—the incessant kind that continues to dog our major cities and has contributed to so much recent social strife—is the byproduct of explicit government policies at the local, state, and federal levels.

[From Safe Spaces to Brave Spaces](#) — Brian Arao and Kristi Clemens — A New Way to Frame Dialogue around Diversity and Social Justice

[Mapping the Margins: Intersectionality, Identity Politics, and Violence Against Women of Color](#) — Dr. Kimberlé Williams Crenshaw (where the concept of “intersectionality” as it's used today was first articulated)

[My Grandmother's Hands](#) — Resmaa Menakem (dealing with racialized trauma — very powerful exercises, focusing especially on white & black folks, but with activities that can be used broadly, especially related to somatics and healing from trauma.)



[Stamped from the Beginning](#) -- Ibram X Kendi. A comprehensive overview of racist thought and anti-racist response in the 500 years on the continent.

[How to be An Anti-Racist](#) -- Ibram X Kendi. A follow-up to *Stamped from the Beginning*, this book offers some reflections, insights, and steps people can take to move towards anti-racism.

[Uncovering Talent: A new model of inclusion](#) - An adaptation by Kenji Yoshino of his book from a decade ago, this paper is written for a corporate audience. The paper offers another way to think and write about grappling with dominant culture.

MULTIMEDIA

[Race: The Power of an Illusion](#) — Excellent 3-Part PBS series unpacking race in the US.

[What is Intersectionality](#) — Dr. Kimberlé Williams Crenshaw

[White Fragility](#) — Robin DiAngelo

[Race and Racist Institutions](#) — Dr. Eduardo Mendieta

ACTIVITIES, WORKSHOPS, TOOLS USED OR REFERENCED IN THE PROJECT

[Jemez Principles Tools — Pivoting to Principled Practice Worksheet](#)

[Toolkit for Interrupting Oppression](#)

[NRDC Equity Tool](#)

[Generative Somatics](#)

[Focusing](#) “Insight Meditation Timer” phone app with guided meditations (your phone’s app store)

ARTICLES AND REFLECTIONS FOR DEEPENING LEARNING AND UNDERSTANDING

Questions to ask on moving towards anti-racism

- <https://medium.com/@agiancatarino/12-questions-for-white-folks-striving-for-anti-racism-in-our-work-5b640fa16f5b>

Individual/Bias

- Implicit Bias: <https://www.tolerance.org/professional-development/test-yourself-for-hidden-bias>
Take the Implicit Association Tests (<https://implicit.harvard.edu/implicit/takeatest.html>) and see what comes up. Be kind to yourself, no matter the results - it just shows how we have been socialized in society and creates an awareness to pause when we have a bias.
- Kirwan findings on implicit bias <http://kirwaninstitute.osu.edu/wp-content/uploads/2015/05/2015-kirwan-implicit-bias.pdf>

Individual/Societal

- Understanding Assumptions & Core Concepts re Dominant Culture + History
<http://www.dismantlingracism.org/>
- "From White Racist to White Anti-Racist: A Life-Long Journey" by Tema Okun
[Link to .pdf of the Document](#)
- What is white privilege? <http://whitesforracialequity.org/wp-content/uploads/2017/07/Undoing-Racism-Understanding-White-Privilege-Kendall.pdf>
- Values of White Supremacy (aka Dominant) Culture by Tema Okun and Kenneth Jones
<https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html>
- Even Briefer article on White Fragility by Robin DiAngelo https://www.uua.org/sites/live-new.uua.org/files/diangelo-white_fragility_and_the_rules_of_engagement.pdf
- [White Privilege: Unpacking the Invisible Knapsack](#) - by Peggy McIntosh, who states "I was taught to see racism only in individual acts of meanness, not in invisible systems conferring dominance on my group"

Institutional and Environmental Racism

- Environmentalism's Racist history <https://www.newyorker.com/news/news-desk/environmentalisms-racist-history>
- 'Bees, not refugees': the environmentalist roots of anti-immigrant bigotry
https://www.theguardian.com/environment/2019/aug/15/anti?CMP=share_btn_link



- Environmental Racism is real <https://www.theatlantic.com/politics/archive/2018/02/the-trump-administration-finds-that-environmental-racism-is-real/554315/>
- How Big Greens are failing to show up for racial justice in the age of Trump <https://medium.com/@ARDubbs108/big-green-drops-racial-justice-ball-again-b628137c7781>

Structural Racism

- A 2006 series by PRAAC and some good foundational readings <http://www.racialequitytools.org/resourcefiles/kubisch.pdf>
- Archived site from Center for Social Inclusion on race and energy democracy that has case studies, concepts, articles, and reports. <https://www.centerforsocialinclusion.org/our-work/our-programs/energy-democracy/>
- Ta-Nahesi Coates — Case for Reparations <https://www.theatlantic.com/magazine/archive/2014/06/the-case-for-reparations/361631/>
- Ta-Nahesi Coates — Case for Reparations (Audio Version) <https://soundcloud.com/user-154380542/the-case-for-reparations-the-atlantic-ta-nehisi-coates>

Race, Environmental Justice and Energy Systems

- EJ Principles and EJ Organizing Principles
 - <https://www.ejnet.org/ej/principles.html>
 - <https://www.ejnet.org/ej/jemez.pdf>
- Energy Democracy and Just Transition Principles and Works
 - CJA Energy Democracy [Principles](#)
 - CJA Just Transition [Principles](#)
 - [“What can the Abolitionist Teach us about Climate Change”](#) by Denise Fairchild
 - [The Energy Democracy Flipbook](#)
 - [The Energy Democracy Matrix](#)
 - [Towards a Climate Justice Energy System](#)
- Environmental Justice: Moving Equity from Margins to Mainstream
 - <https://nonprofitquarterly.org/environmental-justice-moving-equity-from-margins-to-mainstream/>



- Examples of rethinking ownership of renewables
 - <https://www.solarpowerworldonline.com/2018/11/uprose-partners-contracted-for-new-yorks-first-cooperatively-owned-community-solar-array/>
 - <https://caleja.org/wp-content/uploads/2015/09/GREENZONES.2015.30MB.pdf>

Collaborative Science with Indigenous Knowledge for Climate Solutions:

- Rising Voices Conference, April, 2017
 - <https://www.culturalsurvival.org/publications/cultural-survival-quarterly/rising-voices-collaborative-science-indigenous-knowledge>
- [*On the Forefront of the Struggle*](#)— Andrea Carmen
- [*The Connection Between Climate Change, the Environment, and Language*](#)—Kaimana Barcarse
- [*Protecting Knowledge*](#)—Tui Shortland
- [*We Communicate Earth*](#)—Jannie Staffansson
- [*We Create Our Indigenous Knowledge to Adapt*](#)—Hindou Oumarou Ibrahim
- [*Collaboration Is Key*](#)— Mathew Stiller-Reeve
- [*Impacts of Climate Change on Our Communities*](#)—Edgardo Benítez Maclin