



Resources for Diversity, Equity, and Inclusion: Black Lives Matter

The past few months have been extremely painful for our entire country, but especially for Black people and People of Color. The recent killing of George Floyd by a police officer following those of Breonna Taylor, Ahmaud Arbery, Tony McDade, and Elijah McClain joins [a list of](#) Black people whose deaths compound a long and consistent history of systemic abuse, oppression, and intolerance.

People are facing frustration, exhaustion, disillusionment, and a sense of helplessness. We are also aware that action is overdue both in our country and our community. As a school community, we are compelled to provide resources to take action, to care for vulnerable members, and to promote an antiracist community. **This is work we must commit to, and do together, now and in the years to come.**

Every single one of us must act to dismantle systemic racism. We must challenge the racism embedded in our culture by engaging in conversations with each other, our students, and our families. These conversations may be challenging and uncomfortable to initiate or respond to. The feelings of discomfort and outrage are necessary to incite social change. It is our hope that the resources we have compiled will guide you in your growth, self-care, and allyship.

The Bennett Day Diversity Equity and Inclusion (DEI) Task Force wants to provide support and resources with hopes to bring *understanding, healing, and recovery*. This resource guide is meant to act as a resource for all members of our community--for educators, and parents; for those learning about the plight of racist structures in our society and those with firsthand experience. This will be a living document where Bennett Day staff, faculty, and families can come find tools for self-care, reflection, and learning. The list is not exhaustive but it is a beginning. If you have questions or have additional resources to share on this document please email DEITaskForce@BennettDay.org.

Yours in solidarity,
The DEI Task Force

Contents:

- Become an Ally: What You Can Do Now
- Resources for Educators
- Resources for Families
- Social Emotional Strategies for Processing Events
- Definitions & Terms



BECOME AN ALLY: WHAT YOU CAN DO NOW

Action Items	<ul style="list-style-type: none"> ● Speak Out! Use your networks and social media to raise awareness. ● Educate Yourself. Read more. Reflect more. ● Engage in conversations about race. Racism is bred in silence. ● Donate to organizations that support issues in BlackLivesMatter. ● Petition for policy changes. Find your Rep. ● Watch the footage of brutality. Stay abreast of threats to equity. ● Vote
Articles	<ul style="list-style-type: none"> ● “Where do I donate? Why is the uprising violent? Should I go protest?” ● “The Enduring Solidarity of Whiteness” by Ta Nehisi Coates ● The Intersectionality War ● 75 Things White People can do for Racial Justice ● White Privilege: Unpacking the Invisible Knapsack ● Racial Microaggressions in Everyday Life
Books	<ul style="list-style-type: none"> ● Me and White Supremacy: Combat Racism, change the world, and become a good ancestor by Layla F. Saad ● Between the World and Me by Ta-Nehisi Coates ● Tears We Cannot Stop by Michael Eric Dyson ● White Fragility: Why It’s So Hard for White People to Talk about Racism by Robin DiAngelo ● Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do by Jennifer Eberhardt ● Blind Spot by Mahzarin Banaji and Anthony Greenwald ● The Color of Law: A Forgotten History of How Our Government Segregated America by Richard Rothstein ● Slavery By Another Name by Douglass A. Blackmon ● The New Jim Crow by Michelle Alexander ● Whistling Vivaldi: How Stereotypes affect us and what we can do by Claude Steele ● Just Mercy by Brian Stevenson ● Black Lives Matter Virtual Library ● So You Want to Talk About Race by Ijeoma Oluo ● Why Are All the Black Kids Sitting Together in the Cafeteria? by Beverly Daniel Tatum



Videos/Films	<ul style="list-style-type: none">● 13th directed by Ava DuVernay● 5 Tips For Being An Ally by Franchesca Ramsey● What Matters produced by Black Lives Matter● Just Mercy● King in the Wilderness● The Urgency of Intersectionality by Kimberlé Crenshaw● The Hate You Give● America To Me● Black Feminism & the Movement for Black Lives: Barbara Smith, Reina Gossett, Charlene Carruthers (50:48)● "How Studying Privilege Systems Can Strengthen Compassion" Peggy McIntosh at TEDxTimberlaneSchools (18:26)● Systemic Racism Explained
Petitions	<ul style="list-style-type: none">● #DefundThePolice● I Run With Maud● Reclaim the Block● Georgia Hate Crime Bill● Hands Up Act● Raise the Degree● #JusticeforBre● National Action Against Police Brutality● Campaign Zero's Solutions — 10-step policy solution guide



RESOURCES FOR EDUCATORS

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Self-Care	<ul style="list-style-type: none"> ● Self-Care Tips for Black People Struggling With This Very Painful Week ● Surviving and Resisting Hate: A Toolkit for People of Color ● Talking About Race - Self Care
Books/How to choose books for your class	<ul style="list-style-type: none"> ● Addressing Race and Trauma in the Classroom: A resource for Educators ● TFK Curated Book List - Upper Elementary ● 31 Children's Books to Support Conversations on Race, Racism, and Resistance ● 22 Diverse Book Choices - All Grade Levels ● Black Feminist Thought by Patricia Hill Collins ● The Unapologetic Guide to Black Mental Health by Rheeda Walker ● Pedagogy of the Oppressed by Paulo Freire ● Rock My Soul: Black People and Self Esteem by Bell Hooks ● Semicolon Bookstore and Gallery (Chicago's only Black woman-owned bookstore and gallery) ● A guide for white women who teach black boys by Eddie Moore, Ali Micheal, Marguerite W. Penick-Parks
Articles	<ul style="list-style-type: none"> ● 10 Tips For Teaching and Talking to Kids About Race ● Teaching About Race, Racism, and Police Violence ● Race Biases Teachers Expectations for Students ● How to be an Anti-Racist Educator ● Ending Curriculum Violence ● Back to School: A survival Guide for Teachers of Color ● Development Sustains Black Teachers ● Resources En Español ● The Black Teacher Project: How Racial Affinity Professional ● The Burden of Being a Black Teacher
Podcasts	<ul style="list-style-type: none"> ● Code Switch - NPR ● Monique Melton - Educator. Author. Speaker ● The Nod ● The Stoop ● Identity Politics ● 1619 - Audio Series from NYT



Current Bennett Day Support Systems	<ul style="list-style-type: none">● EAP: Employee Assistance Program via Human Resources● Conversations with Dr. Nneka Onyezia for faculty who identify as People of Color● DEI Council● Feedback Surveys● Evaluation/Hiring of DEI Consultant
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RESOURCES FOR FAMILIES

Books	<ul style="list-style-type: none">● Beyond the Golden Rule - A Parent's Guide to Preventing and Responding to Prejudice● Find books in the Black Lives Matter Virtual Library● 22 Diverse Book Choices - All Grade Levels● 31 Children's Books to Support Conversations on Race, Racism, and Resistance● Time For Kids Curated Book List - Upper Elementary● A Kids Book About Racism● All Are Welcome by Alexandra Penfold and Suzanne Kaufman● The Day You Begin by Jacqueline Woodson and Rafael López● Alma by Juana Martinez-Neal● Where Are You From by Yamile Saied Méndez and Jaime Kim
Articles	<ul style="list-style-type: none">● We Must Talk Diversity With Our Kids. Here's Where to Start● Your 5 Year-Old is Already Racially Biased● Talking about Tough Topics● Talking to Kids About Discrimination● Your Kids Aren't Too Young to Talk About Race: Resource● PBS's Teaching Your Child About Black History Month● 10 Ways Youth Can Engage in Activism (Anti-Defamation League)
Videos	<ul style="list-style-type: none">● Systemic Racism Explained● Talking to Kids About Racism, Episode 1, Dr. Kira Banks● TED Talk: Social Justice Parenting, Traci Baxley● Talking Race with Young Children [Podcast]
Current Bennett Day Support Systems	<ul style="list-style-type: none">● Conversations with Dr. Nneka Onyezia for families who identify as People of Color● Parent/Guardian DEI Council



SOCIAL EMOTIONAL STRATEGIES FOR PROCESSING EVENTS

There is no right way to feel after learning about and/or witnessing traumatic, racially motivated events. Below are a few strategies to help yourself process, and to model SEL competencies for yourself and students.

Journal: Journaling brings awareness to the current moment, our emotions, even our breath. Here are a few prompts you can utilize:

- What am I observing in the news?
- How are these events making me feel?
- How are these events impacting my family, friends, and community?

Discuss: A great way to organize your thoughts to gain perspective on a subject is to discuss the topic at hand with educators, caregivers, family members, and friends.

Here are a few discussion prompts:

- Why are these events occurring?
- How are these events impacting my family, friends, and community?
- How will these events affect the future?

Art Activity: Creating art can be a powerful way to target our emotions and feelings.

Here are a few prompts you can utilize:

- What am I feeling?
- What message do I want others to see through my art or drawings?

Talk About Emotions: No matter what age, managing your emotions are very important.

Remember to use positive self talk!

- How do I feel?
- How am I managing my emotions?
- Do I think that this is the most healthy way to manage my emotions?

Break Time: Sometimes, to practice mindfulness, it's important to periodically distance yourself from the conversation—both in-person and online. News coverage of recent events shows up all over television news, internet websites, and on social media platforms. Take some time to turn off your devices and step back from social media accounts to regain clarity.



DEFINITIONS & TERMS

Ally - Someone who makes the commitment and effort to recognize their privilege (based on race, gender, class, sexual identity, etc.) and work in solidarity with oppressed groups to fight for justice.

Anti-Racist - Someone who is supporting an anti-racist policy through their actions or expressing anti-racist ideas.

BIPOC - An acronym that stands for Black, Indigenous, and People of Color.

Black Lives Matter - A movement to address systemic and state violence against African Americans. Per the Black Lives Matter organizers: "In 2013, three radical Black organizers - Alicia Garza, Patrisse Cullors, and Opal Tometi - created a Black-centered political will and movement building project called #BlackLivesMatter. It was in response to the acquittal of Trayvon Martin's murderer George Zimmerman. The project is now a member-led global network of more than 40 chapters. Black Lives Matter members organize and build local power to intervene in the violence inflicted on Black communities by the state vigilantes."

Colorism - Prejudice or discrimination against people with a dark skin tone, typically among people of the same ethnic or racial group.

Culture - A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors, and styles of communication.

Diversity - The concept of diversity embraces the wide range of human characteristics used to mark or identify individual and group identities. These characteristics include, but are not limited to, ethnicity, race, national origin, age, personality, sexual orientation, gender, class, religion, ability, and linguistic preferences. Diversity is a term used as shorthand for visible and quantifiable statuses, but diversity of thought and ways of knowing, being, and doing are also understood as natural, valued, and desired states, the presence of which benefit organizations, workplaces, and society.

Equity - A set of policies and practices that offer access, acknowledge diversity, equalize ability to thrive, and address institutional biases and discrimination.

Ethnicity - A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language,



political and economic interests, history and ancestral geographical base. Some examples of different ethnic groups are: Cape Verdean, Haitian, African American (Black); Chinese, Korean, Vietnamese (Asian); Cherokee, Mohawk, Navaho (Native American); Cuban, Mexican, Puerto Rican (Latino); Polish, Irish, and Swedish (White).

Implicit Bias - Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves.

Inclusion - Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

Intersectionality - the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

Microaggression - The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

Oppression - The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group.

People of Color - Often the preferred collective term for referring to non-White racial groups.

Power - Power is unequally distributed globally and in U.S. society; some individuals or groups wield greater power than others, thereby allowing them greater access and control over resources. Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates.

Prejudice - A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.

Privilege - Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually



invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.

Race - A social construct that divides people into groups based on factors such as physical appearance, ancestry, culture, history, etc.; a social, historical and political classification system which enables oppression.

Racism - A system of oppression involving systematic subordination of members of targeted racial groups by those who have relatively more social power. This subordination occurs at the individual, cultural and institutional levels.

White Fragility - White fragility is “a state in which even a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.”

White Privilege - Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.

White Supremacy - The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions.

Sources for Definitions & Terms:

Leiderman, Sally, et al. "Racial Equity Tools." *Glossary • Racial Equity Tools*, 18 June 2020, www.racialequitytools.org/glossary.