

# DIVERSITY, EQUITY AND INCLUSION

In January, we honor Rev. Martin Luther King, Jr.'s, incredible civil rights work by celebrating his birthday, which was January 15, 1929. Four days after his assassination on April 4, 1968, there was a push to make his birthday a federal holiday. Thanks for the combined work of Coretta Scott King, musician Stevie Wonder, and the Congressional Black Caucus, that was finally achieved on November 2, 1983, when President Reagan signed the holiday into law. It was first observed 3 years later. Several states, including Virginia, originally refused to honor it as a separate holiday and combined it with the birthday of Confederate General Robert E. Lee whose birthday was January 19. All states finally recognized the federal holiday in 2000. Alabama and Mississippi, though, still combine the 3<sup>rd</sup> Monday in January as Martin Luther King and Robert E. Lee Day. To honor Dr. King's life of service, the late Congressman John Lewis (D-GA) and the late Senator Harris Wofford (D-PA), proposed legislation to make the King Holiday a day of service, a "day on, not a day off." President Clinton signed the King Holiday and Service Act into law on August 23, 1994.

(<https://nmaahc.si.edu/explore/stories/15-year-battle-martin-luther-king-jr-day>)

February is recognized as Black History Month, a time to recognize and honor the achievements and accomplishments of Black Americans, most of whom aren't in our history books. The theme for this year is "African Americans and the Arts." It will focus on the experiences of African, Caribbean and Black Americans. Carter G. Woodson, Ph.D. developed the idea of Negro History Week in 1926. He selected February as the month to coincide with the birthdays of President Lincoln and Frederick Douglass. Dr. Woodson stated:

*"Those who have no record of what their forebears have accomplished lose the inspiration which comes from the teaching of biography and history."*

While not immediately supported, the holiday gained support especially during the 1960's Civil Rights movement. It was changed to Black History Month 50 years later.

(<https://nmaahc.si.edu/explore/initiatives/black-history-month-2024>)

To celebrate Women's History Month in March, the DEI committee will sponsor a speaker from George Mason University's Center for Women and Gender Studies.

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## RESOURCES

### Articles

"I Wanted to Know What White Men Thought About Their Privilege. So I Asked." By Claudia Rankine. From the New York Times Magazine,

<https://NYtimes.com/2019/07/17/magazine/white-men-privilege.html>

'The Personal Librarian': Why Belle da Costa Greene Chose To Pass As White : Code Switch

<https://www.npr.org/sections/codeswitch/2021/08/31/1031802246/the-story-of-j-p-morgans-personal-librarian-and-why-she-chose-to-pass-as-white>

## Apps

Guide to Indigenous DC: <https://gwtoday.gwu.edu/gw-develops-%E2%80%98guide-indigenous-dc%E2%80%99>

## Books

***Americanah*** by Chimamanda Ngozi Adichie  
Social Critique—Love Story

***Begin Again: James Baldwin's America and Its Urgent Lessons for Our Own*** by Eddie S. Glaude, Jr.

***Between the World and Me*** by Ta-Nehisi Coates  
An attempt to explain the realities of life ahead to his son: It's a stark eye-opener to racial injustice.

***Biased*** by Jennifer L. Eberhardt, PhD  
Uncovering hidden prejudices that shape what we see, think, and do. There was a seven-minute podcast on NPR 3/28/2019.

***Born a Crime: Stories from a South African Childhood*** by Trevor Noah, 2016. Shows the searing complexities of racial interactions with modest humor – Maggie Wrobel  
An excellent explanation of the apartheid system. A fast and fascinating read and even better in an audio book where Trevor Noah relates stories and speaks snippets of native African languages.

***Caste*** by Isabel Wilkerson

***The Color of Law*** by Richard Rothstein  
How federal housing policies of the 1940's and 1950's mandated segregation and undermined Black families ability to build wealth to pass on to future generations.

***Cracking the Healer's Code*** by Milagros Phillips  
***Creating a World That Works for All*** by Sharif Abdullah  
Stop blaming; become menders.

***Do Better: Spiritual Activism for Fighting and Healing from White Supremacy*** by Rachel Ricketts  
Curated meditations and breath work to promote change from inside out.

\*\*\****Grant*** by Ron Chernow, 2017. (Yes, this is the historian who wrote the book Hamilton that inspired Lin Manuel to write the musical by the same name. This exhaustive biography gave me a better understanding of how fractured this country was over the course of the Civil War and reconstruction than any other that I had read before.) [Maggie Wrobel]

***How the Word Is Passed: A Reckoning with the History of Slavery Across America*** by Clint Smith, 2021.

***How to Be an Antiracist*** by Ibram X. Kendi Uses his own experiences from personal to systemic to explain antiracism.

***I Take My Coffee Black*** by Tyler Merritt

***An Indigenous Peoples' History of the United States*** by Roxanne Dunbar-Ortiz

***The Inner Work of Racial Justice*** by Rhonda V. Magee

***Just Mercy: A Story of Justice & Redemption*** by Brian Stevenson, 2014 (also a movie)

\*\*\****The Little Book of Racial Healing*** by Thomas Norman DeWolf and Jodie Geddes

***The Making of Asian America: A History*** by Erika Lee

***Me and White Supremacy*** by Layla F. Saad  
Clear guidance to confront systemic racism.

***My Grandmother's Hands*** by Resmaa Menakem

***On the Other Side of Freedom: The Case for Hope*** by DeRay Mckesson

***Race Matters*** by Cornell West, Ph.D.

***Raising White Kids*** by Jennifer Harvey

***Say the Wrong Thing: Stories and Strategies for Racial Justice*** by Amanda Kemp, Ph.D.

***See No Stranger*** by Valarie Kaur

***Slavery by Another Name: The Re-Enslavement of Black Americans from the Civil War to World War II*** by Douglass A. Blackmon. This book influenced Ken Burns' documentary on African Americans.

***Solitary*** by Albert Woodfox

\*\*\****So You Want to Talk About Race*** by Ijeoma Oluo

***Speaking of Race: Why Everybody Needs to Talk About Racism—and How to Do It*** by Celeste Headlee

***Stamped from the Beginning*** by Ibram X. Kendi, Ph.D.

\*\*\****Stamped: Racism, Antiracism, and You*** by Ibram X. Kendi, Ph.D. and Jason Reynolds (shorter and easier read than the one above)

***Stolen: Five Free Boys Kidnapped into Slavery & Their Astonishing Odyssey Home***, by Richard Bell, 2019. (About the reverse underground railroad that went on due to the Fugitive Slave Act; a riveting story that reads like a novel – Maggie Wrobel)

***Uncomfortable Conversations with a Black Man*** by Emmanuel Acho

***Waking Up White and Finding Myself in the Story of Race*** by Debby Irving

***What White People Can Do Next: From Allyship to Coalition*** by Emma Dabiri

***White Fragility*** by Robin DiAngelo

A seminal read to introduce the implicit and explicit racism that so many do not recognize. She has a great video on YouTube.

***White Too Long: The Legacy of White Supremacy in American Christianity*** by Robert P. Jones

\*\*\*\*Revisionist History—Malcolm Gladwell

## *Incarceration*

Innocence Project: [www.innocenceproject.org](http://www.innocenceproject.org)

Story of a Black man on death row for 30 years for a murder the police and judicial system knew he didn't commit:

[https://www.facebook.com/watch/?v=1190630954792068&extid=SMS-UNK-UNK-UNK-AN\\_GK0T-GK1C&ref=sharing](https://www.facebook.com/watch/?v=1190630954792068&extid=SMS-UNK-UNK-UNK-AN_GK0T-GK1C&ref=sharing)

## *Information Resources*

2020 Census data show US becoming POC majority: <https://apnews.com/article/census-2020-house-elections-4ee80e72846c151aa41a808b06d975ea>

2020 Census Findings on Race and Ethnicity: <https://www.census.gov/newsroom/press-releases/2021/population-changes-nations-diversity.html>

Ethno-Racial Census of the World: <https://www.youtube.com/watch?v=gMilu0BVrOE>

100 Greatest African Americans:

[https://en.wikipedia.org/wiki/100\\_Greatest\\_African\\_Americans](https://en.wikipedia.org/wiki/100_Greatest_African_Americans)

[Fascinating collection of stories about extraordinary people whose stories have been lost to history.](#)

106 Things White People Can Do for Racial Justice: <https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234>

\*\*\*Indigenous people had horses before the Spanish arrived:

[https://indiancountrytoday.com/news/yes-world-there-were-horses-in-native-culture-before-the-settlers-came?redir=1&fbclid=IwAR2VjYvnVWT-HW8LsAVGTxj2G0JvKalgu24m3wzoajV\\_6h0KqYUgqI2OrdQ](https://indiancountrytoday.com/news/yes-world-there-were-horses-in-native-culture-before-the-settlers-came?redir=1&fbclid=IwAR2VjYvnVWT-HW8LsAVGTxj2G0JvKalgu24m3wzoajV_6h0KqYUgqI2OrdQ)

## *Movies*

13<sup>th</sup>—[Netflix clip 1:16 min/ some interesting footage](#)

The Education of Little Tree

The Only Good Indian

## *Organizations*

American Civil Liberties Union (ACLU): [www.aclu.org](http://www.aclu.org)

American Indian Movement (AIM): [www.aimovement.org](http://www.aimovement.org)

Amnesty International: [www.amnestyusa.org](http://www.amnestyusa.org)

The AntiRacism Institute: [www.theantiracisminstitute.org](http://www.theantiracisminstitute.org)

Black Girls Code: [www.blackgirlscode.com](http://www.blackgirlscode.com)

Black Lives Matter (BLM): [www.blacklivesmatter.com](http://www.blacklivesmatter.com)

Braver Angels: [www.braverangels.org](http://www.braverangels.org)

Center for Policing Equity: [www.policingequity.org/](http://www.policingequity.org/)

Color of Change – <https://colorofchange.org>

Coming to the Table: <https://comingtothetable.org>

Equal Justice Initiative: <https://eji.org>

Indian Law Resource Center: <https://indianlaw.org>

Innocence Project: <https://innocenceproject.org>

League of Women Voters Legal and Educational Fund: [www.lwv.org](http://www.lwv.org)

Loveland Foundation: <https://thelovelandfoundation.org>

Provides mental health therapy to Black women provided by Black women therapists

League of United Latin American Citizens (LULAC): [www.lulac.org](http://www.lulac.org)

Mosaic Project: <https://mosaicproject.org>

National Association for the Advancement of Colored People (NAACP): [www.naACP.org](http://www.naACP.org)

Albuquerque: <http://naacpabq.org>

Fairfax Chapter: <https://www.fairfaxnaacp.org>

Native American Rights Fund: <https://www.narf.org>

National Organization for Women (NOW): [www.now.org](http://www.now.org)

People for the American Way: <https://www.pfaw.org>

Southern Poverty Law Center (SPLC): <https://www.splcenter.org>

- New Mexico Center on Law and Poverty: <http://nmpoertylaw.org>

- Virginia Poverty Law Center: <https://vplc.org>

## *Quotes*

From *Trusting the Gold: Uncovering Your Natural Goodness* by Tara Brach

“This shift from guilt to sorrow and caring opened the way for loving connection with others and a deepening dedication to helping undo racism in all its forms.

As a White person, I’ve found it necessary to intentionally turn toward the suffering of racism again and again with a willingness to stay with the discomfort. A racial caste system violates the humanity of us all and our freedom requires that we see and feel this directly. My prayer is that we let our hearts be broken open so that we can tend to this great centuries-old wounds that we all suffer, and that our caring moves us to actively engage in repairing our world. This is an essential part of the spiritual path and a gateway to truly living from love.”

## *Racial Incidents*

“215 Lament.” Song by Henri Nouwen commemorating the 215 bodies of indigenous children found near a state school in Canada: <https://www.youtube.com/watch?v=G7ksfOd8yH0>

Central Park: [https://blackamericaweb.com/2021/11/01/seneca-village-central-park-alexander-hamilton-black-son/?fbclid=IwAR3MIUyYcsJFBNOsu\\_MQS4auN9S5f8W5kmAfNPn73bL15S3fu3ZjmNZpPkY](https://blackamericaweb.com/2021/11/01/seneca-village-central-park-alexander-hamilton-black-son/?fbclid=IwAR3MIUyYcsJFBNOsu_MQS4auN9S5f8W5kmAfNPn73bL15S3fu3ZjmNZpPkY)

\*\*\*Coup d’Etat in Wilmington, NC: <https://www.history.com/news/wilmington-massacre-1898-coup>

Japanese Internment Camps: <https://www.history.com/topics/world-war-ii/japanese-american-relocation#:~:text=Japanese%20internment%20camps%20were%20established,be%20incarcerated%20in%20isolated%20camps.>

Native Americans: <https://eji.org/news/history-racial-injustice-mass-killings-of-native-americans>

Ocoee Massacre: [https://en.m.wikipedia.org/wiki/Ocoee\\_massacre?fbclid=IwAR2zb8-45RUQv7G2IEwQQ-hXbge170j2Gs-a4y4uwkFKrykVtdvu\\_ql6YIY](https://en.m.wikipedia.org/wiki/Ocoee_massacre?fbclid=IwAR2zb8-45RUQv7G2IEwQQ-hXbge170j2Gs-a4y4uwkFKrykVtdvu_ql6YIY)

Rosewood Massacre: <https://www.history.com/topics/early-20th-century-us/rosewood-massacre>

Tulsa Race Massacre: <https://www.history.com/topics/roaring-twenties/tulsa-race-massacre>

\*\*\*Tuskegee Experiment: The Infamous Syphilis Experiment,  
<https://www.history.com/news/the-infamous-40-year-tuskegee-study>

And many, many more!

## Videos

Edward R. Murrow's 1960 *Harvest of Shame*:  
[https://www.youtube.com/watch?v=yJTVF\\_dya7E](https://www.youtube.com/watch?v=yJTVF_dya7E)

I had trouble finding this one.

Jane Elliott, <https://janeelliott.com>. Blue Eyes – Brown Eyes Lesson

Heineken commercial about diversity:  
<https://www.youtube.com/watch?v=etlqIn7vT4w>

How Americans Frame Their Civil War Stories. MSNBC documentary:  
<https://www.msnbc.com/morning-joe/watch/new-doc-looks-at-how-americans-tell-their-versions-of-the-civil-war-124363845780>

Importance of Speaking Up:  
[https://www.facebook.com/permalink.php?story\\_fbid=1222792614742429&id=100010351053284](https://www.facebook.com/permalink.php?story_fbid=1222792614742429&id=100010351053284)

\*\*\*Smithsonian Institution - *Our Shared Future: Reckoning with Our Racial Past*.  
<https://oursharedfuture.si.edu/race>. A new program with on-going, updated programs

Snacks & Punishment, <https://www.pbs.org/video/pov-implicit-bias-snacks-and-punishment/>

They Were Her Property: <https://www.youtube.com/watch?v=XcGBC4K8NnA>

What Kind of Asian Are You?: <https://youtu.be/DWynJkN5HbQ>

From *What Would You Do?* TV Show

- Black Customer Profiled in High End Store. 9 min, 6 seconds  
[https://www.youtube.com/watch?v=qWlph\\_xITbY&list=PLA-cuEc20xlwsoNSb6eLnAJqrazqAMRAc&index=19](https://www.youtube.com/watch?v=qWlph_xITbY&list=PLA-cuEc20xlwsoNSb6eLnAJqrazqAMRAc&index=19)

[I have seen this and a family member has experienced this.](#)

- \*\*\*Children Bullying Classmates because of Race. 11 min, 11 seconds  
<https://www.youtube.com/watch?v=V2SbBjrLyP8&list=PLA-cuEc20xlwsoNSb6eLnAJqrazqAMRAc&index=2>

- Pharmacy Calls Cops Because of Black Customer Trying to Use Coupon. 9:36 minutes, <https://www.youtube.com/watch?v=Drpv9ccr5n4&list=PLA-cuEc20xlwsoNSb6eLnAJqrazqAMRAc&index=10>
- Model Architecture Serving Society <https://www.cbsnews.com/news/model-architecture-serving-society-filmmaking-60-minutes-2021-10-31/>

## *Podcasts*

1619

*All My Relations*

*Black Lives Matter: What Matters*

*Code Switch*

*The Diversity Gap*

*Seeing White*

*Sounds Like Hate*

## *Reparations*

Bruce's Beach – California bill signed to return beach property to family it was stolen from. Property is now valued at \$75 million. <https://www.insideedition.com/california-bill-signed-to-return-bruces-beach-valued-at-75-million-to-the-family-it-was-stolen-from>

Evanston, IL: <https://www.nbcnews.com/news/us-news/evanston-illinois-becomes-first-u-s-city-pay-reparations-blacks-n1261791>

Greenbelt, MD: <https://www.npr.org/local/305/2021/11/04/1052305498/greenbelt-md-to-create-reparations-commission-after-referendum-vote>

## *Social Media Influencers*

Dr. Amanda Kemp

Dr. Bertice Berry

Bree Newsome Bass

Brittany Packnett Cunningham

Elaine Welteroth

Erynn Chambers

Ibram X. Kendi

Ijeoma Oluo

John Legend

Milagros Phillips

Peppermint

Rachel Cargle

Roxane Gay

Tyler Merritt Project