

Please find a below a non-exhaustive list of anti-racism resources that can assist with facilitating your growth, awareness, and action based on the framework of [Helms' White Identity Development](#) which identifies a continuum to develop an anti-racist identity.

Stage of White Identity Development (Helms) and corresponding beliefs/thoughts/actions	Resources	What to do next?
<p>CONTACT</p> <ul style="list-style-type: none"> • “I don’t see color.” • “Talking about race brings disunity.” • Belief that racism is caused by talking about race. • Belief that you aren’t racist if you don’t purposely or consciously act in racist ways. • How to move from this stage is by being confronted with active racism and real-world experiences that highlight white privilege. 	<p>Activities: White Privilege: Unpacking the Invisible Knapsack (Peggy McIntonsh)</p> <p>Podcasts: NPR episode about Whistling Vivaldi</p> <p>Videos:</p> <ul style="list-style-type: none"> • Interview about White Awake • Interview about I’m Still Here <p>Articles: Walking While Black (Garnette Cadogan)</p> <p>Website: Simithsonian’s National Museum of African History & Culture: Let’s talk about Race (great for all stages and educators!)</p> <p>Books:</p> <ul style="list-style-type: none"> • White Awake (Daniel Hill) • Why Are All the Black Kids Sitting Together in the Cafeteria (Beverly Tatum) • I’m Still Here (Austin Channing Brown) • Whistling Vivaldi (Claude Steel) 	<p>Educate yourself! The first step is to work to understand and utilize resources about racial inequality and bias.</p> <p>Reject the desire to ask black and indigenous, or people of color (BIPOC) to explain racism for you. Instead, find resources created by BIPOC to help educate.</p> <p>Start reading about concepts like white privilege and racial bias.</p>

<p>DISINTEGRATION</p> <ul style="list-style-type: none"> • “I feel bad for being white.” • “I feel conflicted and stuck on what to do.” <p>How to move from this stage: start participating in anti-racist work. **Big caution for this stage: guilt can be overwhelming. Be aware that sitting in guilt or shame might move us to the <i>reintegration</i> stage</p>	<p><i>Activities:</i> Racial Bias Test - this will help you understand what your biases are for yourself</p> <p><i>Videos:</i> White Fragility - short video summarizing the book by Robin DiAngelo</p>	<p>Do not let guilt (<i>white guilt</i>) or shame stop you from doing anti-racist work.</p> <p>Reach out to others to ask how you can best support anti-racism efforts. Examples include: attending diversity & inclusion training, joining an allies group, participating protests, signing petitions, donate to funds and support antiracist initiatives.</p>
<p>REINTEGRATION</p> <ul style="list-style-type: none"> • “It’s not my fault I’m white.” • “I have a black friend/child/relative, etc.” • May notice yourself feeling defensive when talking about race. <p>How do folks move past this stage: combat feelings of defensiveness, shame or superiority.</p>	<p><i>Activities:</i></p> <ol style="list-style-type: none"> 1. Look over the graph below and reflect on your past, current thoughts/beliefs, and implications of these convictions. <div data-bbox="703 592 1564 1372" data-label="Figure"> </div> <p><i>Podcasts:</i></p> <ul style="list-style-type: none"> • Side Effects of White Women Podcast Episode with Amanda Seales • Smartest Person in the Room’s episode on Well Meaning White People <p><i>Articles:</i></p>	<p>Remember that moving forward is important. It might be helpful to revisit some of the previous resources to help remind you of why this work is important.</p> <p>Find a way to support anti-racism. Some examples might include attending a training, joining an allies group, participating in a protest. Keep working to grow, instead of settling into shame.</p>

	<ul style="list-style-type: none"> • Audre Lorde’s The Uses of Anger: Women Responding to Racism • Rachel Elizabeth Cargle’s When Feminism is White Supremacy in Heels <p><i>Books:</i></p> <ul style="list-style-type: none"> • Me and White Supremacy by Layla F Saad 	
<p>PSEUDO-INDEPENDENCE</p> <ul style="list-style-type: none"> • “How can I be white and anti-racist?” • Belief that privilege is not based on merit, but on bias & racism. • Rely on BIPOC to address racism. • Might affirm or seek to comfort the BIPOC who is addressing racism. 	<p><i>Podcasts:</i> Code Switch podcast A Decade on Watching Black People Die</p> <p><i>Books:</i></p> <ul style="list-style-type: none"> • Ijeoma Oluo’s <i>So You Want to Talk About Race</i> • Why I No Longer Talk to White People about Race by Reni Eddo-Loge • The Fire This Time by Jesmyn Ward <p><i>Documentary (Netflix):</i> 13th (Ava DuVernay)</p> <p><i>Poem:</i> White Privilege (Kyla Lacey)</p>	<p>Begin to engage in difficult conversations with White/non-BIPOC friends and family about racism and inequality. Begin to think about how you might use your privilege to support anti-racist work.</p>
<p>IMMERSION</p> <ul style="list-style-type: none"> • Begins to work against systems of oppression, rather than seeing racism as individual actions. • Able to embrace own White identity & what their whiteness means, while also working alongside BIPOC. • Able to actively engage in anti-racist activities. 	<p><i>Activities:</i> Reflective Journal Prompts</p> <ol style="list-style-type: none"> 1. Think about the country that you live in. What are some of the national racial stereotypes--spoken and unspoken, historic and modern--associated with Black women? Black men? 2. How do you see colorism at work in this country? How do you see colorism at work in your own prejudicial thoughts? 3. How have you expected Black women to serve or soothe you? 4. How have you reacted in the presence of Black women who are unapologetic in their confidence, self-expression, boundaries, and refusal to submit to the white gaze? <p><i>Podcasts:</i></p> <ul style="list-style-type: none"> • Still Processing episode on Kaepernick • White Lies (NPR) <p><i>Articles:</i></p> <ul style="list-style-type: none"> • Ta-Nehisi Coates's The Case for Reparations • Why Seeing Yourself Represented on Screen Is So Important (Kimberley Lawson) • 75 Things White People Can Do for Racial Justice • Resources for White People to Learn and Talk About Race and Racism <p><i>Books:</i></p> <p>How to be An Antiracist by Ibram Kendi The Fire Next Time by James Baldwin</p> <p><i>Video:</i> 5 Tips for Being an Ally</p> <p><i>Movies:</i> The New Negro</p>	<p>Complete the journal prompts and consider completing some of the action items laid out in these resources.</p>

AUTONOMY

- Embodied anti-racism: being willing to step in the way of racism when possible, engage in antiracist actions and pursue social justice.
- Has done the work to recognize their own identity, so that they can effectively be anti-racist.
- Recognizes that growth is continual, and they might need to revisit previous stages.

Online resource: [Racial Equity Tools](#)

Activities:

Answer these questions (written by Nii Addo Abrahams, M.A., M. Div.)

- Does your solidarity last longer than a news cycle?
- Does your solidarity make you lose sleep at night?
- Does your solidarity put you in danger?
- Does your solidarity cost you relationships?
- Does your solidarity take away time from other things you could be doing?
- Does your solidarity change the way you spend your money?
- Does your solidarity make you a disruptive presence in white spaces?
- Does your solidarity challenge your country's values?
- Does your solidarity make you think you're not racist?
- Does your solidarity change how you read your Bible?
- Does your solidarity change how you preach?
- Does your solidarity happen when no one is looking?
- Does your solidarity ever cause you to speak out when no one wants to listen?
- Does your solidarity ever cause you to shut up when you want to say something?
- Does your solidarity change the way you vote?
- Does your solidarity cause you to denounce our current president?
- Does your solidarity include cis-het Black women?
- Does your solidarity include Black queer and trans folks?
- Does your solidarity make you suspicious of predominantly white institutions?
- Does your solidarity cause you to believe in costly reparations?
- Does your solidarity assuage your white guilt?
- Does your solidarity have room for Black rage?

If you'd prefer to read a novel:

1. Angie Thomas's *The Hate You Give*
2. Chimamanda Ngozi Adichie's *Americanah*
3. Yaa Gyasi's *Homegoing*
4. Toni Morrison's *Beloved*
5. James Baldwin's *Go Tell It On the Mountain*

If you would prefer to watch: [22 Movies And Documentaries About Race Everyone Should Watch At Least Once](#)

Podcast recommendations:

- [White Lies](#) by NPR
- [The 1619 Project](#) by the New York Times
- [Uncivil](#) by Gimlet Media
- [The Witness Podcast Network](#) - Pass the Mic

For Educators:

- [Anti-Racist Educator Self-Questionnaire and Rubric](#)
- [Anti-Racist Student Self-Questionnaire](#)

Accessible resources for the youth:

- [Antiracist Baby](#)
- Kwame Alexander's the [Crossover](#) series
- [This Book is Antiracist](#)
- [Books to Teach White Children and Teens How to Undo Racism and White Supremacy](#)

Young Adult Literature:

- Dear Martin by Nic Stone
- All American Boys by Jason Reynolds and Brendan Kiely
- I am Alfonso Jones by Tony Medina
- A Good Kind of Trouble by Lisa Moore Ramée
- Ghost Boys by Jewell Parker Rhodes
- New Kid by Jerry Craft

Resources for parents: [Raising White Kids](#) (Jen Harvey) -- article here: ['Raising White Kids' Author On How White Parents Can Talk About Race](#)

Other documents containing resources used in this list: [Anti-racism resources for white people](#) (Sarah Sophie Flicker, Alyssa Klein - May 2020)