



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><b>CONTACT</b></p> <ul style="list-style-type: none"> <li>• “I don’t see color.”</li> <li>• “Talking about race brings disunity.”</li> <li>• Belief that racism is caused by talking about race.</li> <li>• Belief that you aren’t racist if you don’t purposely or consciously act in racist ways.</li> <li>• How to move from this stage is by being confronted with active racism and real-world experiences that highlight white privilege.</li> </ul>	<p>Activities: <a href="#">White Privilege: Unpacking the Invisible Knapsack</a> (Peggy McIntonsh)</p> <p>Podcasts: <a href="#">NPR episode about Whistling Vivaldi</a></p> <p>Videos:</p> <ul style="list-style-type: none"> <li>• <a href="#">Interview about White Awake</a></li> <li>• <a href="#">Interview about I’m Still Here</a></li> </ul> <p>Articles: <a href="#">Walking While Black</a> (Garnette Cadogan)</p> <p>Website: <a href="#">Simithsonian’s National Museum of African History &amp; Culture: Let’s talk about Race</a> (great for all stages and educators!)</p> <p>Books:</p> <ul style="list-style-type: none"> <li>• <a href="#">White Awake</a> (Daniel Hill)</li> <li>• <a href="#">Why Are All the Black Kids Sitting Together in the Cafeteria</a> (Beverly Tatum)</li> <li>• <a href="#">I’m Still Here</a> (Austin Channing Brown)</li> <li>• <a href="#">Whistling Vivaldi</a> (Claude Steel)</li> </ul> 	<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><b>DISINTEGRATION</b></p> <ul style="list-style-type: none"> <li>• “I feel bad for being white.”</li> <li>• “I feel conflicted and stuck on what to do.”</li> </ul> <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> <a href="#">Racial Bias Test</a> - this will help you understand what your biases are for yourself</p> <p><i>Videos:</i> <a href="#">White Fragility</a> - short video summarizing the <a href="#">book</a> 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 &amp; inclusion training, joining an allies group, participating in protests, signing petitions, donate to funds and support antiracist initiatives.</p>
<p><b>REINTEGRATION</b></p> <ul style="list-style-type: none"> <li>• “It’s not my fault I’m white.”</li> <li>• “I have a black friend/child/relative, etc.”</li> <li>• May notice yourself feeling defensive when talking about race.</li> </ul> <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"> <li>1. Look over the graph below and reflect on your past, current thoughts/beliefs, and implications of these convictions.</li> </ol>  <p><i>Podcasts:</i></p> <ul style="list-style-type: none"> <li>• <a href="#">Side Effects of White Women</a> Podcast Episode with Amanda Seales</li> <li>• Smartest Person in the Room’s episode on <a href="#">Well Meaning White People</a></li> </ul> <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"> <li>• Audre Lorde’s <a href="#">The Uses of Anger: Women Responding to Racism</a></li> <li>• Rachel Elizabeth Cargle’s <a href="#">When Feminism is White Supremacy in Heels</a></li> </ul> <p><i>Books:</i></p> <ul style="list-style-type: none"> <li>• Me and White Supremacy by Layla F Saad</li> </ul>	
<p><b>PSEUDO-INDEPENDENCE</b></p> <ul style="list-style-type: none"> <li>• “How can I be white and anti-racist?”</li> <li>• Belief that privilege is not based on merit, but on bias &amp; racism.</li> <li>• Rely on BIPOC to address racism.</li> <li>• Might affirm or seek to comfort the BIPOC who is addressing racism.</li> </ul>	<p><i>Podcasts:</i> Code Switch podcast <a href="#">A Decade on Watching Black People Die</a></p> <p><i>Books:</i></p> <ul style="list-style-type: none"> <li>• Ijeoma Oluo’s <i>So You Want to Talk About Race</i></li> <li>• <a href="#">Why I No Longer Talk to White People about Race</a> by Reni Eddo-Loge</li> <li>• <a href="#">The Fire This Time</a> by Jesmyn Ward</li> </ul> <p><i>Documentary (Netflix):</i> <a href="#">13th</a> (Ava DuVernay)</p> <p><i>Poem:</i> <a href="#">White Privilege</a> (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><b>IMMERSION</b></p> <ul style="list-style-type: none"> <li>• Begins to work against systems of oppression, rather than seeing racism as individual actions.</li> <li>• Able to embrace own White identity &amp; what their whiteness means, while also working alongside BIPOC.</li> <li>• Able to actively engage in anti-racist activities.</li> </ul>	<p><i>Activities:</i> Reflective Journal Prompts</p> <ol style="list-style-type: none"> <li>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?</li> <li>2. How do you see colorism at work in this country? How do you see colorism at work in your own prejudicial thoughts?</li> <li>3. How have you expected Black women to serve or soothe you?</li> <li>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?</li> </ol> <p><i>Podcasts:</i></p> <ul style="list-style-type: none"> <li>• Still Processing episode on <a href="#">Kaepernick</a></li> <li>• <a href="#">White Lies</a> (NPR)</li> </ul> <p><i>Articles:</i></p> <ul style="list-style-type: none"> <li>• <a href="#">Ta-Nehisi Coates's The Case for Reparations</a></li> <li>• <a href="#">Why Seeing Yourself Represented on Screen Is So Important</a> (Kimberley Lawson)</li> <li>• <a href="#">75 Things White People Can Do for Racial Justice</a></li> <li>• <a href="#">Resources for White People to Learn and Talk About Race and Racism</a></li> </ul> <p><i>Books:</i></p> <p>How to be An Antiracist by Ibram Kendi  <a href="#">The Fire Next Time</a> by James Baldwin</p> <p><i>Video:</i> <a href="#">5 Tips for Being an Ally</a></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)*