

A GUIDE
TO
RACIAL LITERACY

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Produced in August 2020 for the Racial Justice Task Force
Approved for distribution by the Standing Committee
Theodore Parker Church (Unitarian Universalist)
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Theodore Parker, a prominent 19th-century orator and abolitionist, was the Minister (1837-1846) of our forerunner Second Church of Roxbury (founded in 1712).

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Introduction

On May 7, 2016, the members of Theodore Parker Unitarian Universalist Church in West Roxbury, MA, voted to affirm and promote the worth and dignity of every person and to work for justice and equity in human relationships. They further acknowledged the need to educate themselves about past and present effects of racism on the lives of Black people and to reflect on their own roles in perpetuating racism. The need for this *Guide* grew out of the intention to realize these goals.

Most White Americans, despite good intentions, are not prepared by education or experience to make good on such promises. To do so requires the ability and disposition to enter into equal status relationships with Black Americans. For example, many Black people feel on the edge of danger when in White-dominant settings. This is a common event in the lives of Black people.

W.E.B. Du Bois observed more than a century ago a survival mechanism used by Black people he called “double consciousness.” It allows subjected people to perceive their own reality and the reality of subjugators (women’s experience in male-dominated settings is another example). The dominant group generally has only single consciousness. The resulting lack of awareness of Black experience by Whites stands as a major impediment to improving race relations. White people however, can develop a greater awareness by becoming literate about Black peoples’ perspectives.

To that end, this *Guide* is a compilation of articles, videos, and podcasts drawn from the Internet and focused on eight topics about Black life in America. Black and White scholars, writers, and speakers contribute here. Fortunately, the information collected here is available on the Internet, allowing for accessible self-education. Hopefully, the *Guide* will stimulate personal rethinking and initiate conversation with other White people.

At first glance this *Guide* may appear intimidating given the sheer number of sites included, as well as their breadth and depth. Take heart in the fact that there is some duplication here. Dig in and follow your interests as they emerge. The point being your own self education.

Each chapter lists Internet sites, preceded by a description or a title. A hyperlink should take you directly to the desired page. Most people can access the material by copying the link ([blue font](#)), pasting it in the address bar of the browser, and then tapping “ENTER” on the computer. (If no hyperlink is listed, search using the title instead.) The title of each listing is followed by [A] for article and/or [V] for video, audio, or podcast. The approximate running time of the video, audio, or podcast is given in brackets.

Chapter 1 – Racial Literacy

Understanding W.E.B. Du Bois' Concept of Double Consciousness [A]
<http://kristindoestheory.umwblogs.org/understanding-w-e-b-du-bois-concept-of-double-consciousness/>

Eric Deggans: How to Talk about Race [V]
https://www.youtube.com/watch?v=UojLHDG_Y4w [9:46]

Dr. Cornel West: "Race Matters" [V]
<https://www.youtube.com/watch?v=AUdPI21I7As> [1:12:19]

Priya Vulchi & Winona Guo: What it Takes to Be Racially Literate - TED Talk [V]
https://www.ted.com/talks/priya_vulchi_and_winona_guo_what_it_takes_to_be_racially_literate?language=en [12:06]

Things White People Don't Know [V]
<https://www.youtube.com/watch?v=U7CYaKHgR1c> [47:01]

Advancing Racial Literacy in the Field of Technology [A]
https://datasociety.net/wp-content/uploads/2019/05/Racial_Literacy_Tech_Final_0522.pdf

Winona Guo: Toward a Culture of Racial Literacy [A]
<http://harvardpolitics.com/harvard/toward-a-culture/>

John H. Bracey, Jr.: The Cost of Racism to White Americans [V]
<https://www.youtube.com/watch?v=psnlvzWNx4> [47:55]

Robin DiAngelo: White People Are Still Raised to Be Racially Illiterate [A]
<https://www.nbcnews.com/think/opinion/white-people-are-still-raised-be-racially-illiterate-if-we-ncna906646>

A Pathway to Racial Literacy [A]
https://www.genevievecaffrey.com/uploads/5/1/3/5/51356523/pathway_to_racial_literacy_using_lets_act_framework_to_teach_controversial_issues_social_education_kingvickerycaffrey.pdf

Racial Literacy Defined (First Definition) [V]
<https://www.youtube.com/watch?v=RNRx5OAY8yY> [1:58]

Derald Wing Sue at Teachers College – Race Talk [V]
<https://www.youtube.com/watch?v=XQuhE6Wlv5I> [1:20:59]

Derald Wing Sue on TV – Race Talk [V]

<http://conversationswithgreatminds.com/video/conversations-wgreat-minds-p1-derald-wing-sue-ultimate-white-privilege> [12:56]

Megan Francis – Getting to the Roots of Race Problems [V]

<https://www.youtube.com/watch?v=-aCn72iXO9s> [19:37]

Angela Glover Blackwell on Racism [V]

<https://www.youtube.com/watch?v=YEwzdfdTcfg> [45:25]

Phillip Goff in a long and discursive, but brilliant, artful, and enjoyable lecture on the connection between language and race. Be prepared for 14 minutes of introductions. [V]

<https://www.youtube.com/watch?v=UZS4DLuUSNc> [1:26:16]

Jay Smooth on Respectability Politics [V]

<https://www.youtube.com/channel/UCjj9EnVJUy7pTkP5MX8F9gQ> [4:42]

Jay Smooth on How to Tell Someone They Sound Racist [V]

<https://www.youtube.com/watch?v=b0Ti-gkJiXc> [2:59]

Chapter 2 – Current Issues

Understanding Racism: An 11-Step Guide [Multiple Vs & A]

<http://citizenshipandsocialjustice.com/2017/10/14/11-step-guide-to-understanding-race-racism-and-white-privilege/>

Introduction to the 1619 Project (NY Times) [V]

<https://www.youtube.com/watch?v=Q14BTdS6BRc> [14:45]

The Rev. Mark Morrison-Reed: Do Black Lives Matter in UUA? [V]

<https://vimeo.com/user9111141/spring2017minns/video/214295186> [1:47:40]

Christina D. Rivera: On Being a Good “Fit” for the UUA. [A]

<https://uuchristinarivera.wordpress.com/2017/03/27/on-being-a-good-fit-for-the-uua/>

The Path to Ending Systemic Racism in the U.S. [V]

https://www.youtube.com/watch?v=8IGZ_M00OmA&t=590s [1:06:31]

Tori DeAngelis: Unmasking 'Racial Micro Aggressions' [A]

<https://www.apa.org/monitor/2009/02/microaggression>

Robin J. DiAngelo: Why Can't We All Just Be Individuals? [A]

<https://escholarship.org/uc/item/5fm4h8wm>

10 Ways White People Are More Racist Than They Realize [A]

https://www.salon.com/2015/03/04/10_ways_white_people_are_more_racist_than_they_realize_partner/

100 Ways to Support – Not Appropriate from – Native People [A]

https://www.vice.com/en_us/article/pa5a3m/how-to-be-an-ally-to-native-americans-indigenous-people

Peggy McIntosh on White Privilege: Unpacking the Invisible Backpack [A]

<https://www.racialequitytools.org/resourcefiles/mcintosh.pdf>

Dr. Tricia Rose on Making Black Lives Matter [V]

<https://www.youtube.com/watch?v=vxsg56snxkl> [1:28:37]

Ibram Kendi: Education & Love Are Not the Answer [A]

<https://theundefeated.com/features/ibram-kendi-leading-scholar-of-racism-says-education-and-love-are-not-the-answer/>

Discrimination in Housing [V]

<https://www.youtube.com/watch?v=Ri8pRjSs7d0&feature=youtu.be> [25:55]

NFL and White Privilege [A]

<https://www.phillymag.com/news/2018/01/22/eagles-victory-celebration-white-privilege/>

Understanding White Privilege [V]

<https://www.youtube.com/watch?v=XIRxqC0Sze4> [12:48]

Chapter 3 – On Whiteness

Robin DiAngelo at Highline College [V]

<https://www.youtube.com/watch?v=A-pZH-S4jk> [46:08]

Claudia Rankine on Whiteness [V]

<https://www.youtube.com/watch?v=uCEfUMesedE> [1:26:24]

Why Talk about Whiteness? [A]

<https://www.tolerance.org/magazine/summer-2016/why-talk-about-whiteness>

Robin DiAngelo: Deconstructing White Privilege [V]

<https://www.ugrassvalley.org/event-items/what-does-it-mean-to-be-white-developing-white-racial-literacy/> [22:05]

Two White Psychologists Talk about Whiteness [V]

<https://www.youtube.com/watch?v=y2qkuJxngDo> [15:28]

Derald Wing Sue on “What Does It Mean to Be White” [V]

<https://www.youtube.com/watch?v=VstGx-iSIUI> [3:29]

Whiteness: The Meaning of a Racial, Social, and Legal Construct [V]

<https://www.youtube.com/watch?v=mWsvx-ZakBQ> [1:55:50]

Developing a Positive White Identity [A]

https://www.racialequitytools.org/resourcefiles/positive_white_identity.pdf

White Racial Identity and Anti-Racist Education [A]

https://www.teachingforchange.org/wp-content/uploads/2012/08/ec_whiteracialidentity_english.pdf

Dr. Carol Anderson on White Rage [V]

<https://www.youtube.com/watch?v=o5sFcee1TLo> [1:24:47]

Seeing the Water: Whiteness is Daily Life [V]

<https://www.youtube.com/watch?v=2Lv3xoiuDtM> [1:05:32]

Dr Jacqueline Battalora: Birth of a White Nation [V]

<https://www.youtube.com/watch?v=TM6ehzu3p4c> [36:41]

Seeing White (Podcast, multiple episodes) [V]

<https://www.sceneonradio.org/seeing-white/>

Chapter 4 – Some Impacts of Racism

Megan Ming Francis: How Black People Are Treated [V]
<https://www.youtube.com/watch?v=-aCn72iXO9s> [19:37]

Shawn Rochester: The Black Tax [V]
<https://www.youtube.com/watch?v=0w3o8uHVkKQ> [1:15:15]

The State of Black America 150 Years After Emancipation" [V]
<https://www.youtube.com/watch?v=0TvCTBsMbJI> [1:33:54]

10 Ways White People Are More Racist Than They Realize. [A]
https://www.salon.com/2015/03/04/10_ways_white_people_are_more_racist_than_they_realize_partner/

A Consideration of White and Male Privilege. [A]
<https://www.psychologytoday.com/us/blog/youth-in-disordered-world/201909/what-happens-if-white-males-lose-their-privileged-status>

Race Isn't a Risk Factor in Maternal Health. Racism Is. [A]
<https://rewire.news/article/2018/04/11/maternal-health-replace-race-with-racism/>

Disparities in Quality of Life Measures [A]
<https://www.cdc.gov/mmwr/volumes/66/wr/mm6617e1.htm>

How the Stress of Racism Affects Learning [A]
<https://www.theatlantic.com/education/archive/2016/10/how-the-stress-of-racism-affects-learning/503567/>

Racial Disparities in the Criminal Justice System [A]
<https://www.sentencingproject.org/publications/un-report-on-racial-disparities/>

Poverty and Racism Inextricably Linked [A]
<http://www.socialwatch.org/node/16324>

How White Racism Destroys Black Wealth [A]
<https://www.washingtonpost.com/business/2018/11/28/how-white-racism-destroys-black-wealth/>

Dr. Darrick Hamilton: Working Hard Ain't Enough for Black Americans [V]
<https://www.youtube.com/watch?v=l1I-LWH9ZcU> [45:55]

Tom Shapiro: Black Wealth/White Wealth: The Hidden Costs of Being Black [V]
<https://www.youtube.com/watch?v=S4I8TYTTRl8> [41:40]

Chapter 5 – Implicit Bias

Dr. Patricia Devine on Implicit Bias [A] [V]

<https://www.theatlantic.com/science/archive/2017/05/unconscious-bias-training/525405/>

Test Yourself for Hidden Bias [A]

<https://www.tolerance.org/professional-development/test-yourself-for-hidden-bias>

Implicit Association Test [V]

<https://www.npr.org/2018/03/09/591895426/the-mind-of-the-village-understanding-our-implicit-biases>

Implicit Bias Facts [A]

<http://kirwaninstitute.osu.edu/wp-content/uploads/2017/11/2017-SOTS-final-draft-02.pdf>

How to Overcome Implicit Bias: Code Switch: NPR [A] [V]

<https://www.npr.org/sections/codeswitch/2018/04/19/604070231/a-lesson-in-how-to-overcome-implicit-bias>

What Do We Need to Do about Implicit Bias? [V]

<https://www.youtube.com/watch?v=kKHSJHkPeLY> [12:00]

Implicit Bias Shapes Behavior [A]

<https://www.nytimes.com/2018/04/20/opinion/starbucks-racism-customer-service.html>

Julia Nelson on Implicit Bias: Strategies [V]

https://www.youtube.com/watch?v=7Dmj_Td-lkl [1:06:48]

The Psychology of Implicit Bias [V]

<https://www.youtube.com/watch?v=Qo2cNam9rXg> [1:26:23]

What the Data Says about Prejudice and Discrimination [V]

<https://www.youtube.com/watch?v=Qo2cNam9rXg>

Strategies to Reduce the Influence of Implicit Bias [A]

https://horsley.yale.edu/sites/default/files/files/IB_Strategies_033012.pdf

Chapter 6 – The Social Structure of Racism

The “Legal” Hijacking of Black-Owned Land [A]

<https://thefern.org/2017/06/african-americans-lost-untold-acres-farmland-last-century/>

The Empowerment Tragedy [A]

<https://www.uuworld.org/articles/empowerment-tragedy>

Robin DiAngelo: What’s My Complicity? Talking White Fragility [V]

<https://www.tolerance.org/magazine/summer-2019/whats-my-complicity-talking-white-fragility-with-robin-diangelo> [30:28]

Claudia Rankine: White Privilege [A]

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

Why Are We Talking about White Supremacy? [A] & [V]

<https://www.uuworld.org/articles/idiots-guide-critical-race-theory>

Princeton University: Multiple Perspectives on Race with a Special Emphasis on the Experience of Black Alumni [V]

https://www.youtube.com/watch?v=NXXGUpHCK_I [1:14:50]

Dr. Tricia Rose on Structural Racism [V]

<https://www.youtube.com/watch?v=KT1vsOJctMk> [1:01:20]

Dr. John A. Powell on Structural Racialism [V]

<https://www.youtube.com/watch?v=ii4pLywfGnU> [1:08:39]

Dr. Tricia Rose on Structural Racism [V]

<https://www.youtube.com/watch?v=bC3TWx9IOUE> [1:00:00]

Dr. William A. Darity Jr. & Dr. Darrick Hamilton The State of Black America 150 years after the End of Slavery

<https://www.youtube.com/watch?v=0TvCTBsMbJI>

Blaming Black Americans for Their Hardships Supports Racism. [V]

<https://www.youtube.com/watch?v=j2RqwVHS1Wc> [21:44]

Dr. William Darity, Jr. on Wealth & Structural Racism [V]

<https://www.youtube.com/watch?v=W-cQBod-3VQ> [1:17:42]

Chapter 7 – The Issue of Reparations

The Arc of Justice: Reparations for African Americans [V]
<https://www.youtube.com/watch?v=s3mSCwOIBjU> [1:29:34]

Is a Public Discussion of Reparations Imminent? [V] (Sound issues)
<https://www.youtube.com/watch?v=cpOoiVRKK2w> [27:28]

The Case for Reparations [V]
<https://billmoyers.com/episode/facing-the-truth-the-case-for-reparations/> [24:32]

The History of Reparations for African Americans (2/2) [V]
<https://www.youtube.com/watch?v=VV-DjTvwYYs> [15:16]

Has the American Dream Been Achieved at the Expense of the American Negro? [V]
<https://www.sam-network.org/video/has-the-american-dream-been-achieved-at-the-expense-of-the-american-negro>

A Current Case for Reparations [V]
<https://www.youtube.com/watch?v=nqdBGY6iBrs> [24:52]

Reparations for Slavery and the Slave Trade [V]
<https://www.youtube.com/watch?v=ak3cC1gOeI0> [1:12:53]

The Politics of Reparations [V]
https://www.youtube.com/watch?v=zP9AU_j8MG4 [13:10]

Reparations: Rally the Black Community [V]
https://www.youtube.com/watch?v=2F00lyf_Nk8 [19:29]

Can We Overcome the Economic Legacy of Racism? [V]
<https://www.youtube.com/watch?v=j2RgwVHS1Wc> [21:43]

Legacy of Slavery: Reparations [V]
<https://www.youtube.com/watch?v=VCX2TxvNY3Q> [1:59:53]

Reparations for Slavery: A Plan [V]
<https://www.youtube.com/watch?v=BTllhM9iQzc> [12:54]

Chapter 8 – The Future

Black Lives UUA group urges adoption of an 8th Principle. [A]

<https://www.8thprincipleuu.org/background>

Developing a Positive White Identity. [A]

https://www.racialequitytools.org/resourcefiles/positive_white_identity.pdf

The fight to define antiracism [A]

<https://www.newyorker.com/magazine/2019/08/19/the-fight-to-redefine-racism>

Nothing we do will be perfect. [A]

<https://www.uuworld.org/articles/let-perfectionism-go>

White anti-racism must be based in solidarity, not altruism. [A]

<https://www.thenation.com/article/white-anti-racism-must-be-based-in-solidarity-not-altruism/>

White supremacy cannot have our people. [A]

<https://goodmenproject.com/social-justice-2/white-supremacy-cannot-have-our-people-lbkr/>

The End of Racism [A]

<http://www.washingtonpost.com/wp-srv/style/longterm/books/chap1/endofrac.htm>

An optimistic view of the future of racial relations [A]

<https://slate.com/news-and-politics/2014/12/future-of-americas-race-relations-why-i-am-optimistic-despite-ferguson-and-staten-island.html>

Dire diagnosis on U.S. race relations

<https://www.thedailybeast.com/the-dire-diagnosis-on-us-race-relations-that-never-gets-old>

What an antiracial America might look like [A]

<https://www.theguardian.com/commentisfree/2018/dec/06/antiracism-and-america-white-nationalism>

The multiple futures of racism

http://www.edchange.org/multicultural/papers/caleb/futures_of_racism.html

ABOUT THE EDITOR

Stanley J. Gross, Ed.D., retired as a practicing Massachusetts psychologist in 2013, and is Emeritus Professor of Counseling Psychology at Indiana State University, Terre Haute, IN. My interest in racial justice issues dates back to the early 1970s when I received a post-doctoral fellowship in Community Psychology at the University of Illinois Medical School, Chicago. There my studies included work with Black professionals on the South Side of Chicago.

It took a commitment by the Theodore Parker Church congregation to support the Black Lives Matter initiative in 2017 to set the stage for my change of perspective. During the preparation phase for the first of several implicit bias workshops I recognized just how much my White blinders blocked a true, empathic understanding of the experience of Black people. I knew about White stereotypes, but I was clueless about daily Black perspectives. This awareness launched a personal self-education project, which grew as I discovered how much material was available on the Internet. I hope this collection will entice other White folks to embark on their own self-education. Maybe we will make a dent in creating a more humane world for our grandchildren and their progeny.