



## Class of 2021 – Race, Racism, and Racial Equity **PREWORK**

We are excited to see you at our Welcome and Orientation on September 17 (5-8:30 p.m.) and at the Fall Retreat on September 23-24 (9 a.m.-5 p.m., both days)!

As you have learned, Leadership Tomorrow's civic leadership curriculum is organized to highlight interconnections among the elements of Seattle Foundation's "Healthy Community" framework, which you can learn more about [HERE](#), and the [Leadership Challenge's Five Practices of Exemplary Leadership](#). In putting this framework and these practices to work to create a healthy, just, and inclusive region, leaders also need to understand racism as it manifests across time, institutions, sectors, and systems and be capable of antiracist leadership and pro-equity and justice change-work in the face of this complexity.

LT is in an active phase of evolving and deepening our approach to racial equity in the organization and to supporting participants in increasing their capacities for antiracist civic leadership. As you enter LT, it's important to know that LT's cohorts are comprised of people of color and white people who bring a wide range of experiences and skills to racial equity work - for some of you, this has been lifelong work, and for others of you, this is a new part of your leadership journey. Given this range, working together to create a learning environment that meets everyone at their learning edge will be among the biggest challenges we face together in our work this year.

Before each Retreat and Challenge Day, you will receive a set of required and optional prework to help you prepare to explore the regional and systemic challenges specific to that Challenge Day's topic (list of themes and dates can be found [HERE](#), *one change: Basic Needs will be in November and Education will be in March*). In preparation specifically to address racism and racial equity as leadership issues *across* the program this year, we would like everyone in the class to explore the resources below and read or watch the resources recommended depending on your identity and the experiences, knowledge, and skills you are bringing to our work this year.

You are receiving this prework three weeks before Orientation and about a month before the Fall Retreat. We recommend that you plan to spend a couple of hours each week exploring these resources and will kick off the year assuming you have explored materials most relevant to your own learning edges. We recommend that you grab a pen and paper as you review materials and jot down questions and thoughts that emerge as you go. While the list below requires some groups to read specific materials, we encourage everyone to explore resources below as you find useful. As a community of leaders who also bring strong expertise to this work, throughout the year, we will also be encouraging you and your classmates to share the equity and justice focused resources in your toolboxes that you find most useful.

***A note on materials below and work to come:*** Leadership Tomorrow has committed to racial equity as a core value in the organization and programming. For more information about LT's current and evolving approach to racial equity work, please review the following pages:

- [LT's Racial Equity Statement of Beliefs and Values](#) – a guiding document for the organization.
- [LT's Racial Equity Commitments](#) – a growing list of ways in which we are operationalizing these statements and holding ourselves accountable.
- [Website Page Devoted to Resources and Actions](#) – a compilation of antiracism resources and action. This is not an exhaustive list; there are many resources available to deepen your antiracism work.

In the context of these commitments to racial equity, LT as a community includes a wide range of perspectives and ideas about what racial equity and civic leadership that is antiracist looks like. Our approach to the curriculum is to introduce and explore a variety of perspectives, rather than presenting a single or unified framework for addressing racism or vision of a racially just and equitable world. We encourage you to take note of the different assumptions and theories of change that you will see below, across our curriculum year, and notice among the curriculum team and your classmates. Tensions and divergences are ripe places for digging in, going deep, and recognizing the promises *and* limitations of any specific vantage point.

***No matter what your experience is with the ideas, theories, and practices below, you are in the right place and we're glad you're here!***

If you have trouble accessing these, please contact Tamara Myers [tamara@leadershiptomorrowseattle.org](mailto:tamara@leadershiptomorrowseattle.org).

## Resources for All Cohort Members (Required)

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To start the year with some shared foundations, we ask that everyone in the class please read, watch, or explore the resources in this section. We estimate exploring resources in this section will take you 3-5 hours.

### Frameworks and Language

- Read: Beyond Guilt Trips (prologue and Chapter 1) – Dr. Anu Taranath (pgs. 1-30) [See email 8/21 with pdf]
- Read [“Equity Fatigue and How it Effects Leaders of Color”](#) – Vu Le (short essay)
- Read [White Supremacy Culture](#) - K. Jones and T. Okum - (13 descriptions and antidotes)
- Watch: [How to be an Antiracist](#) – Ibram X. Kendi (4 mins)
- Read: [Call it What It Is: Anti-Blackness: When black people are killed by the police, “racism” isn’t the right word.](#) – dr. kihana miraya ross (see link or article attached to email with this document)

### Race as a Social Construct / The Social Construction of Race

- Read the American Anthropological Association [Statement on Race](#) (short essay)
- Watch [The Invention of Whiteness](#) - john a. powell of the Haas Institute (5 mins)
- Watch [The Social Construction of Race](#) - Aliya Saperstein, Stanford (6 mins)

### Racial Caucuses and Affinity Groups

Your curriculum team will be building racial caucus time into every Challenge Day this year and facilitating conversations in these spaces. These resources provide information about some of the purposes and practices of racial caucusing and affinity groups.

- Read [Why People of Color Need Spaces Without White People](#) - Kelsey Blackwell
- Read: [Racial Identity Caucuses](#) Overview (2 page)
- Read: [Caucuses as Racial Justice Strategy: What Have We Learned?](#) – JustLead Washington (18 pgs.)

### Visioning a Better World

- Explore: Imagination Sundial [attached]

## Resources for White Members of the Cohort (Required)

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We ask that all participants who identify as white please watch and read the resources below. This work will take you between 1 hour and 15 minutes and 3 hours depending on which you choose:

- Listen: [The Invention of Race](#) (Center for Documentary Studies, condensed version of Seeing White podcast episodes, 53 mins total) OR listen to at least the first five episodes of the [Seeing White](#) podcast (about 2 hrs, 45 mins total for first five episodes). Read episode descriptions, note episodes to listen to later.
- Watch [Deconstructing White Privilege](#) - Robin DiAngelo (20 mins)

## Resources for People of Color Members of the Cohort (Required or Optional)

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We ask that people of color in the cohort review resources below appropriate to your identity:

- People of color in the cohort who do not identify as Black or African American, please read: [Non-Black People of Color Need to Start Having Conversations about the Anti-Blackness in Our Communities](#)
- All people of color, follow your interests as you like and explore: [POC Online Classroom](#), especially resources from/about specific racial and ethnic communities [HERE](#).

## Resources for Those New to Racial Equity & Antiracist Leadership Work

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If you found yourself unfamiliar with terms in the Pre-Program survey on Race, Racism, and Racial Equity or identified yourself as “novice” or “emerging” as you considered your expertise as an antiracist leader, please use the resources below to familiarize yourself with some of the key language and ideas that will be part of our work this year. *You do not need to become fluent with these terms or frameworks*, but we ask that you do some preparation if this work is new for you. A good starting place would be to choose one resource from each section below, looking for what’s new for you.

### Frameworks for Understanding Racism and Antiracism

- Watch [Allegories on Race and Racism](#) - Dr. Camara Jones (20 mins)
- Read [Levels of Racism: A Theoretic Framework and a Gardener’s Tale](#) - Dr. Camara Jones (3 pgs)
- Watch: [How to be an Antiracist](#) – Ibram X. Kendi and Jemele Hill (55 mins)
- Read: [What does Antiracism Have to do with Racial Equity?](#) Crossroads Antiracism (short essay)
- Watch [What is Systemic Racism?](#) by Race Forward (8 short videos)
- Read: [Internalized Racism: A Definition](#) (2 pg) OR [What is Internalized Racism](#) (9 pgs) – Donna Bivens
- Explore: [Antiracism Resources for White People](#)

### Whiteness, White Privilege, and White Supremacy

- Read [What is White Supremacy](#) - Vann Newkirk II
- Read pp. 5-15 [Nothing to Add: A Challenge to White Silence in Racial Discussions](#) – Robin DiAngelo
- Skim [White Privilege: Unpacking the Invisible Knapsack](#) - Peggy McIntosh (7 pgs.)
- Read: [Ending our White Inaction: A Path to Antiracist Solidarity](#) – Reverb DEI
- Read: [A Call to White People: It’s Time to Live in the Answer](#) – Melia LaCour
- Watch: [The Surprisingly Racist History of the Term “Caucasian”](#) - Franchesca Ramsey, MTV Decoded

### Colorism

- Read: [Why Black People Discriminate Among Ourselves: The Toxic Legacy of Colorism](#) AND/OR Explore: [Shades of Black](#) – Series in The Guardian
- Read: [To Better Understand Racial Trauma, Expert Says We Must Also Acknowledge Skin Tone](#) – Med. X press
- Listen: [BLM and Colorism in Asian American Communities](#) – The 21<sup>st</sup> Show
- Watch: [Colorism in the Latinx Community](#) – MTV Decoded Series, Featuring Lee Chin
- Read: [I’m a Light-Skinned Chinese Woman, and I Experience Pretty Privilege](#) – Rae Chen
- Read: [How South Asian mothers are addressing America’s racial reckoning — and their own struggles with colorism](#)
- Read: [When Skin Tone Scars: The Hurt of Colorism Among Asian-Americans](#) – Jeffrey Wakefield

### Intersectionality and Comparative Approaches to Oppression and Privilege

- Read “Language Building Definitions” (attached to email with this document)
- Read: [Understanding Oppression, 3 Article Series: 1\) Strategies in Addressing Power and Privilege, Skill Sets for Targets, Skill Sets for Agents](#) – Dr. Leticia Nieto and Margot Boyer
- Read [Privilege, Oppression, and Difference](#) - Allan Johnson
- Read [The Cycle of Socialization](#) (8 pgs) and [The Cycle of Liberation](#) (8 pgs) – Bobbie Harro
- Watch [What is intersectionality?](#) (3 mins)
- Watch [The Urgency of Intersectionality](#) - Kimberlé Crenshaw (19 mins)
- Explore the African American Policy Forum’s [Intersectionality Matters](#) Podcast

### Race as a Social Construct/Social Construction of Race

- Watch Race the Power of an Illusion [Episode 1: The Difference Between Us](#) (57 mins), [Episode 2 \(Clip\): The Story We Tell](#) (5 min), or Episode 3: The House We Live In [Part I](#) (26 mins) and [Part II](#) (29 mins) or rent full episodes on Vimeo [here](#). Explore [companion website](#), see especially: [Race Timeline](#)

### Microaggressions and Microresistance

- *Microaggressions*: Watch [How unintentional but insidious bias can be most harmful](#) - Dr. Derald Sue (7 mins)
- *Microresistances*: Read [Allies and Microaggressions](#) - Kerry Ann Rockquemore

### Implicit Bias

- Watch [We all have implicit biases. So what can we do about it?](#) - Dushaw Hockett (12 mins.)
- Take Harvard’s Implicit Bias Test via [Project Implicit](#)

## Body-Based and Mindfulness Approaches to Trauma and Tragedy (Optional)

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We are living in overwhelming times. We encourage everyone to explore the resources in this section and see what fits.

### Body-Based Approaches to Healing the Traumas of Racism

- Listen: [#262 Why We're All Suffering from Racial Trauma \(Even White People\) -- and How to Handle It | Resmaa Menakem \(Ten Percent Happier\)](#) (1 hr 18 mins)
- Read: [My Grandmother's Hands](#), Resmaa Menakem
- Take free 5 session e-course on Cultural Somatics with Resmaa Menakem: <https://culturalsomaticsuniversity.thinkific.com/courses/cultural-somatics-free-5-session-ecourse>

### Mindfulness Approaches During times of Adversity and Tragedy

Some of these resources are free and others require a subscription:

- Gratitude During Coronavirus, by Dr. Valerie Mason-John, available on the [Liberate Meditation App](#)
- Managing Emotions, by LeBron James, available on the [Calm App](#)
- Love Your Many Sides, by Dawn Mauricio, available on the [Liberate Meditation App](#)
- Embracing Strong Emotions, by Kaira Jewel Lingo, available on the [Liberate Meditation App](#)
- Freeing Our Relationships from Interpersonal Racism, by Kamilah Majied and Vaishali Mamgain, available on the [Liberate Meditation App](#)
- [Black Lives Matter Meditation for Healing Racial Trauma](#), by Dr. Candice Crowell, available on [drcandicenicole.com](http://drcandicenicole.com)
- [Ally and Accomplice Meditation for Cultivating an Anti-Racist Mindset](#), by Dr. Candice Crowell, on [drcandicenicole.com](http://drcandicenicole.com)
- Restitching: Healing Ancestry and Displacement, by Sean Feit Oakes, Ph.d., available on the [Liberate Meditation App](#)
- Saying Yes to Life, by Tara Brach, available on the [Calm App](#)
- Mindfulness of Healing, by Sebene Selassie, available on the [Liberate Meditation App](#)
- Yugen, by Tamara Leavitt, available on the [Calm App](#)

## Additional Caucusing Resources (Optional)

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Building on required resources:

- Read [Racial Identity Caucusing: A Strategy for Building Antiracist Collectives](#) - Crossroads
- Read: [How to Plan a White Caucus Agenda](#) – Pippi Kessler
- Find many other resources on racial caucusing as a strategy [here](#)

## Imagining, Visioning, Dreaming Change (Optional)

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Just a few starting places:

- Explore: [Black Speculative Fiction books](#)
- Read: [Freedom Dreams: The Black Radical Imagination](#) – Robin D. G. Kelley
- Read: [Octavia's Brood: Science Fiction from Social Justice Movements](#) – Walidah Imarisha and adrienne maree brown (eds.)
- Read: [Walking the Clouds: An Anthology of Indigenous Science Fiction](#) – Grace Dillon (ed.)
- Explore: [Collective Visioning Exercises](#) from the book *Collective Visioning* – Linda Stout