

## Diversity, Equity and Inclusion Awareness Personal Journey

### Revealing Unconscious Bias

Take the Implicit Association Test - (<https://implicit.harvard.edu/implicit/takeatest.html> ). It is a simple and scientific way of measuring unconscious biases across a variety of categories - race, weight, disability, age, sexuality, gender, and more.

### Quick Bites (Videos)

- [Color Blind or Color Brave](#), Melody Hobson (14 minutes)
- Cracking the Codes: Dr. Joy DeGruy "[A Trip to the Grocery Store](#)" (4 minutes)
- [How Racism Makes Us Sick](#), Dr. David R. Williams (18 minutes)
- [Deconstructing White Privilege with Dr. Robin DiAngelo](#) (20 minutes)
- [Uncomfortable Conversations with a Black Man](#), Emmanuel Acho (10 minutes)
- 30 minute podcast with Richard Rothstein: <https://elgl.org/podcast-the-color-of-law-with-richard-rothstein/>
- [Long Violent History](#), A striking oratory from Kentucky musician Tyler Childers

### Diving Deeper (Books)

- **"The Color of Law: A Forgotten History of How Our Government Segregated America,"** Richard Rothstein (2017)
- **"Blindspot,"** Mahzarin R. Banaji and Anthony G. Greenwald (2016)
- **"White Fragility: Why It's So Hard for White People to Talk About Racism,"** Robin DiAngelo
- **Silent Racism: How Well-Meaning White People Perpetual the Racial Divide,** Barbara Trepagnier
- **"Racing to Justice,"** John A. Powell
- **"The New Jim Crow: Mass Incarceration in the Age of Colorblindness,"** Michelle Alexander
- **"Evicted: Poverty and Profit in the American City,"** Matthew Desmond

### Sector Specific Research

- [Awake to Woke to Work: Building a Race Equity Culture](#), Equity in the Center (2019)
- [Race to Lead: Obstacles and Opportunities in Addressing the Nonprofit Racial Leadership Gap](#), an initiative of Building Movement Project (2020)
- **Key Equity Terms & Concepts: A Glossary for Shared Understanding**, Center for the Study of Social Policy (September 2019)

**Educate Yourself** on the history of institutional racism in America and how it has marginalized our communities. Resources to consider:

- [13th](#) is a Netflix documentary that explores the intersection of race, justice, and mass incarceration in the United States
- ["1619"](#) is a New York Times audio series that examines the long shadow of American slavery.
- [President Obama's Task Force on 21st Century Policing](#) recommends reforms that are intended to create accountability and build better relationships between law enforcement and communities of color.
- [The National Urban League's State of Black America](#) is the culmination of the organization's thought leadership around racial equality in America.