



DIVERSITY INSIDER

UWHR DIVERSITY COMMITTEE | JUNE 2020



The past week has been emotionally heavy for communities across the country. The acts of police brutality against **George Floyd** on May 25, 2020 in Minneapolis are disheartening, enraging, and unacceptable. This has led to yet another Black person's death in this country along with many others such as, **Breonna Taylor, Ahmaud Arbery, Trayvon Martin, Sandra Bland, Eric Garner, Charlena Lyles**, and the list goes on. These egregious acts of state-sanctioned violence have left us mourning another Black life and perpetuated trauma amongst our Black colleagues.

Now is the time we must come together as a community and lean on one another for support. This is also the time to begin looking within and ask ourselves what can "I" do better? How can "I" use my privilege to speak out on these injustices? How can "I" help contribute to a community grieving? How can "I" educate myself on the history of this country's oppression against minoritized communities? Most importantly, how can we begin healing as a work community and as a nation?

As activist Angela Y. Davis said, "In a racist society it is not enough to be non-racist, we must be anti-racist." So, the Diversity Committee has compiled a list of resources below to help educate ourselves on current issues, white privilege, and the work we can all do to work towards racial and social justice.

The list includes resources such as books, podcasts, mental health resources, films, and organizations you can donate to that are doing the groundwork to help dismantle anti-Blackness and systemic oppression in Seattle and across the country.



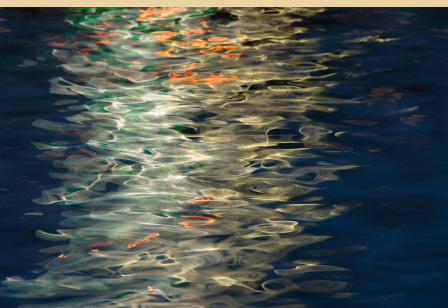
Resources for Leaders to Review Together before Responding:

- [We Must Step Up For Black People Right Now - Here's How](#)
- [Your Black Colleagues May Look Like They're Okay — Chances Are They're Not](#)
- [U.S. Businesses Must Take Meaningful Action Against Racism](#)
- [The Characteristics of White Supremacy Culture](#)



If you need mental health resources (centered on Black wellness):

- [Black Mental Wellness](#)
- [Dive in Well](#)
- [The Safe Place](#)
- [The Okra Project](#)



Reflection Points:

- What can I do to better educate myself on the historical context of race in the country and community I exist in?
- In what ways have I engaged in rhetoric that promotes othering or stereotyping of Black people?
- In what ways have I been conditioned to believe in the superiority of whiteness?
- In what ways does my proximity to whiteness afford me privileges that aren't extended to Black people?



If you want to read:

- White Fragility by Robin DiAngelo
- The New Jim Crow by Michelle Alexander
- The Bluest Eye by Toni Morrison
- How to be an Anti-Racist by Ibram X. Kendi
- So You Want to Talk About Race by Ijeoma Oluo Assata
- Between the World and Me by Ta-Nehisi Coates
- Just Mercy by Bryan Stevenson
- Women, Race, and Class, by Angela Y. Davis



If you want to listen (Podcasts):

- Pod Save the People
- Code Switch
- About Race 1619 Project (New York Times)
- Intersectionality Matters! (Kimberle Crenshaw)
- Pod for the Cause (Leadership Conference on Civil & Human Rights)
- Battle Fatigue
- Hello Somebody

If you want to donate:

Campaign Zero: Organization that utilizes research-based policy solutions to end police brutality in the U.S.

The NAACP Legal Defense Fund: Supports racial justice through advocacy, litigation, and education.

The ACLU: Provides legal services and support for a broad range of people with civil rights complaints.

Black Visions Collective: Black, trans, and queer-led organization committed to dismantling systems of Oppression and violence.

Northwest Community Bail Fund: NCBF posts bail for people charged with low level crimes in western Washington to reduce the impact of monetary bail.

Minnesota Freedom Fund

Black Lives Matter Seattle Bail Fund

George Floyd Go Fund Me

If you want to watch:

13th (Netflix): The film explores the "intersection of race, justice, and mass incarceration in the United States.

Blue Eyed: (Bertram Verhaag & Jane Elliot, 1996- Training ABC): Blue eye, Brown eye experiment used to describe what discrimination feels like.

When They See Us (Netflix): Based on a true story of the 5 boys of color wrongfully accused of rape also known as The Central 5 case.

Just Mercy (Free through the month of June on Youtube, Apple TV, Google Play): A bestselling book by Bryan Stevenson that has been adapted into a feature film describing the racial injustices in our criminal justice system.

The Hate You Give (Cinemax): A high school student witnesses the fatal shooting of her childhood best friend Khalil at the hands of a police officer.

Questions? Contact us at hrrdiversity@uw.edu