

The resources to combat racism listed below are organized into 6 strategies:

Listen and Learn; Act; Reach Out; Teach and Educate; Donate; and Support.

LISTEN AND LEARN

Read Books About Anti-Racism:

[Shareable Anti-Racism Resource Guide](#) *comprehensive list of books*

Read Popular Articles:

Examples below; larger lists [here](#) and [here](#)

["How to be a White Ally to People of Color" by Kesenia Bloom](#)

["Proactively Coping With Racism" by Monnica Williams](#)

["Racism's Psychological Toll" by Jenna Wortham](#)

["The Intersectionality Wars" by Jane Coaston](#)

["Who Gets to Be Afraid in America?" by Ibram X. Kendi](#)

Follow Black Voices/Sites:

[Rachel Cargle](#) / [Grassroots Law](#) / [Madame Noir](#) / [The Root](#)

[Brittany Packnett Cunningham](#) / [Ibram X Kendi](#) / [Tamika D. Mallory](#)

[Black Lives Matter](#) / [Layla Saad](#) / [The Conscious Kid](#)

[Blavity](#) / [Luvvie Ajayi](#) / [The Griot](#)

Watch Films/Movies/TV Series:

Examples below; larger lists [here](#) and [here](#)

13th (Ava DuVernay) - [Netflix](#)

The Black Panthers: Vanguard of the Revolution — [Free on PBS](#)

Just Mercy (Destin Daniel Cretton) — [Free to rent in June](#)

The Hate U Give (George Tillman Jr.) — [Free on Google Play](#)

When They See Us (Ava DuVernay) — [Netflix](#)

Subscribe to Podcasts

Examples below; larger lists [here](#) and [here](#)

[1619 \(New York Times\)](#)

[About Race](#)

[Code Switch \(NPR\)](#)

[Intersectionality Matters! hosted by Kimberlé Crenshaw](#)

[Seeing White](#)

Attend Professional Trainings

[APA Series: Ethnicity & Health in America](#)

[Learn and Teach about Structural Competency to combat inequalities in healthcare](#)

Watch Educational Videos:

Examples below; larger lists [here](#) and [here](#)

[Black Feminism & the Movement for Black Lives, Barbara Smith, Reina Gossett, Charlene Carruthers \(50:48\)](#)

[How Studying Privilege Systems Can Strengthen Compassion, Peggy McIntosh \(18:26\)](#)

[Systemic Racism Explained \(4:23\)](#)

Anti-racism Guides and Resources

[Scaffolded Anti-Racist Resources](#)

[Anti-Racism Resources](#)

[Anti-Racist Resource Guide](#)

ACT

Email government representatives

- 1 <https://www.sandiego.gov/citycouncil> (City Council Members)
- 2 communityreviewboard@sandiego.gov (Police community review board)
- 3 sdpdpolicechief@pd.sandiego.gov (SDPD Chief Nisleit)
- 4 CTriplett@sandiego.gov (Public Safety & Livable Neighborhoods Committee Consultant)
- 5 <https://www.sandiego.gov/police/contact/cros> (SDPD Community Relations Officers)
- 6 <https://www.harris.senate.gov/contact/email> (Senator Kamala Harris)
- 7 <https://www.feinstein.senate.gov/public/index.cfm/e-mail-me> (Senator Dianne Feinstein)
- 8 <https://www.house.gov/representatives/find-your-representative> (Congressional rep)

Topics that can be brought up that are specific to SDPD:

- [Defund the Police campaign](#). This is what our black leaders are directly asking of us, so let's listen to them and support their needs.
 - For a list of actions you can take specific to this campaign within SD, please copy the following link into your browser: linktr.ee/defundpolicesd and follow [@defundpolicesd](#) on Instagram.
- [#8cantwait](#). [Email your representatives](#) to implement the strategies not already in place.
- Revise body camera policy in the following ways:
 - Officers should be required to file an initial written report or statement before relevant footage is reviewed, for all incidents.
 - The department should delete unflagged footage within six months.
 - The policy should expressly prohibit both footage tampering and unauthorized access, and indicate that all access to recorded footage will be logged or audited.
 - The policy should expressly allow individuals who are filing police misconduct complaints to view all relevant footage.
 - The policy should sharply limit the use of biometric technologies (e.g., facial recognition) to identify individuals in footage.
- Support the roll-out of SDPD de-escalation training, but allow the Public Safety and Livable Neighborhoods Committee to review and revise in order to ensure the methods are evidence-based.
- Support policies that shift responses to certain kinds of emergencies, including ones that involve substance abuse, domestic violence, homelessness or mental health away from police. Instead, health care workers or emergency response teams would handle these incidents.
- Support putting the measure proposed by San Diegans for Justice on the ballot that would create an independent Commission on Police Practices. Importantly, this commission must have:
 - Independent investigators
 - independent legal counsel
 - subpoena power over officers, witnesses and documents
 - independence from the Mayor's Office

Other General Topics to Write about to Representatives:

- [Mandatory minimum sentences](#), reducing sentences for non-violent drug crimes, passing “safety valve” law to allow judges to depart below a mandatory minimum sentence under certain conditions, passing alternatives to incarceration, etc.
- Decriminalization of marijuana.
- Require [racial impact](#) statements be required for all criminal justice bills.
- End [solitary confinement](#) in excess of 15 days.
- Write to the [US Sentencing Commission](#) and ask them to:
 - reform the career offender guideline to lessen the length of sentences
 - change the guidelines so that more people get probation
 - change the criminal history guidelines so that a person’s criminal record counts against them less
 - change guidelines to reduce mandatory minimum sentences for non-violent crimes
 - conduct a study to review the impact of parental incarceration on minor children. With more data, the Commission could modify the Sentencing Guidelines and allow judges to take this factor into account when sentencing individuals for non-violent crimes.
 - conduct a study to review whether the Bureau of Prisons is following the Commission’s encouragement to file a motion for compassionate release whenever “extraordinary and compelling reasons” exist.
 - consider amending the guidelines to reduce sentences for first offenders.
- Replace Columbus Day with Indigenous People’s Day like these [cities](#) did.
- [Divestment from banks](#) that are financing the Dakota Access Pipeline. Seattle and Davis, CA already did, as well as Los Angeles, and there are campaigns going on in many cities to divest.
- [National prison divestment campaign](#)
- End [cash bail](#). It means that someone who is legally innocent is put in jail because they can’t afford bail.
- [Call or email](#) Louisville Mayor and demand justice for Breonna Taylor. No one has been charged yet, despite it being months: 502-574-2003

NOTE: In addition to writing to your representatives about these issues, you can also attend town halls, candidate meet-and-greets, etc. for political candidates and ask about each of these topics.

Your Place of Work/Study

- Write to your college/university about what they are doing to promote and maintain diversity within their institutions. Ask if you can join.
- Work with your HR department to recruit Americans who are descendants of enslaved Africans. Ask about their Affirmative Action Measure in place and encourage your friends to do the same.
- Join the [UCSD Department of Psychiatry's Chair's Advisory Committee on Diversity Issues](#).

Join Groups

- Find and join a local “[white space](#)” to learn more about and talk out the conscious and unconscious biases us white folks have. If there’s not a group in your area, start one.
- Participate in reparations. One way is through this [Facebook group](#). Remember reparations isn’t just monetary — share your time, skills, knowledge, connections, etc.
- Join your local Showing up for Racial Justice ([SURJ](#)) group. Get involved in the projects that speak to you.

VOTE!! For more information on how to register, click [here](#)

Sign or start Petitions:

- [#defund the police](#)
- [For Health Care Workers](#)
- [For Medical Students](#)

Protest

- [How to stay safe during a protest](#)
- For information on protests happening in SD, follow @SdProtest and @Sdprotesting on Twitter. Join the Facebook group San Diego Protests.
- For healthcare professionals, to provide free medical care to those at protests, watch this [video](#) to equip you with proper skills.

REACH OUT

<p>Reach out to the Black Community. Listen without ego and defensiveness. Truly listen.</p>	<p>https://www.refinery29.com/en-us/2020/05/9841376/black-trauma-george-floyd-dear-white-people?fbclid=IwAR3CkYKlweAAAPnYzibGU2K4M836Hb4gVxFalQxaA7Uv_oy0VitMEeUgCX</p>
<p>Reach out to non-Black friends and family members who may not understand Black Lives Matter and white privilege. Share with them that you see a problem. Call them out, and call them in. Use “I” statements and “I care” messages (“I feel [feeling] when you [behavior].”) As a start, ask them to:</p> <p>Read “White Privilege: Unpacking the Invisible Knapsack”</p> <p>Watch the following video: “I realized I was Black”</p>	<p>https://www.racialequitytools.org/resourcefiles/mcintosh.pdf</p> <p>https://www.cnn.com/interactive/2017/02/us/first-time-i-realized-i-was-black/</p>
<p>Explore opportunities for white people in the fight for racial justice</p>	<p>https://www.whiteaccomplices.org/</p>
<p>Be an ally to People Of Color</p>	<p>https://www.vice.com/en_us/article/ne95dm/how-to-be-a-white-ally-to-people-of-color</p>
<p>Read the Activism & Allyship Guide (prepared by the Black@ Airbnb Employee Resource Group)</p>	<p>https://assets.contentstack.io/v3/assets/bltb428ce5d46f8efd8/bltb3177e5e6dfd1af5/5ed56b7bd94d9d1a6948f58d/Black@ Airbnb Employee Resource Group Activism & Allyship Guide.pdf</p>
<p>Seek out a diverse group of friends for your kids.</p>	
<p>Seek out a diverse group of friends for you. Practice real friendship and intimacy by listening when People Of Color talk about their experiences and their perspectives.</p>	
<p>If you have a close relationship with a young person of color, make sure he/she knows how much you love them.</p>	

TEACH AND EDUCATE

Anti-racist books and readings for educators

Examples below; larger list [here](#)

[Not Light, But Fire: How To Lead Meaningful Race Conversations In The Classroom](#) (Matthew R. Kay)

[For All You White Folks Who Teach In The Hood...And The Rest Of Ya'll Too](#) (Christopher Emdin)

[Culturally Responsive School Leadership](#) (Muhammad Khalifa)

[Start Where You Are But Don't Stay There: Understanding Diversity, Opportunity Gaps, And Teaching In Today's Classroom](#) (Bettina L. Love)

[Undoing Whiteness in the Classroom: Critical Educultural Teaching Approaches for Social Justice Activism](#) (Virginia Lea & Erma Jean Sims)

[Teaching/Learning Anti-Racism: A Developmental Approach](#) (Carol Brunson Phillips and Louise Derman-Sparks)

[Teaching to Transgress](#) (bell hooks)

Article: [Crisis Leadership During the Coronavirus Pandemic and Xenophobia](#)

Article: [White Teachers Need Anti-Racist Therapy](#)

Ensure that black educators are hired where black children are being taught:

[The Diverse and Learner-Ready Teachers Initiative](#)

Malcom Gladwell Revisionist History Podcast - [Episode "Miss Buchanan's Period Of Adjustment"](#)

Increase your cultural competence in clinical practice:

[American Psychological Association: How You Can Be More Culturally Competent](#)

Mentor underrepresented minority students:

[Advice for mentoring underrepresented minority students](#)

SDSU Community Wide Teach-In: [Teaching and Supporting Black Students: Advancing Student Needs in Times of Racial Crisis](#)

Arrange for cultural exchanges and cultural ambassadors in your local school's classrooms:

[The International Classroom Program](#)

[People to People International](#)

[US Department of Education](#)

Resources for parents to raise anti-racist children:

General resources and comprehensive guides

[Your Kids Aren't Too Young to Talk About Race](#)

[The Conscious Kid](#): follow on Instagram and sign up for their Patreon

[Sesame Street Racism Town Hall](#)

[Teaching Your Child About Black History Month](#)

[Talking About Race](#)

Books

[Coretta Scott King Book Award Winners: Books for Children and Young Adults](#)

Other lists of children's books [here](#) and [here](#)

Podcasts

Parenting Forward (Cindy Wang Brandt) – [Episode "Five Pandemic Parenting Lessons"](#)

[Fare of the Free Child](#) (Akilah S. Richards)

Integrated Schools – [Episode "Raising White Kids with Jennifer Harvey"](#)

Black History Education

[50+ Resources for Black History Month](#)

[PBS's Slavery and the Making of America](#)

[Teaching for Change: Building Social Justice in the Classroom](#)

[National Association for Multicultural Education](#)

DONATE

Black Lives Matter	https://blacklivesmatter.com/
Black Lives Matter: San Diego	https://www.facebook.com/blmsd/
NAACP	https://www.naacp.org/
Southern Poverty Law Center	https://www.splcenter.org/
United Negro College Fund	https://uncf.org/
Black Youth Project 100	https://www.byp100.org/
Color of Change	https://colorofchange.org/
The Sentencing Project	https://www.sentencingproject.org/
Families against Mandatory Minimums	https://famm.org/
A New Way of Life	http://anewwayoflife.org/
National Council for Incarcerated and Formerly Incarcerated Women and Girls	https://www.nationalcouncil.us/
Loveland Foundation	https://thelovelandfoundation.org/
Dream Defenders	https://dreamdefenders.org/
Article w/ways to donate to WOC running for elected offices, getting out the vote, and aiding disenfranchised voters	https://bit.ly/3h1x5sb
How to personally divest in private prisons and detention centers	https://howtodivest.org/
Justice for Breonna Taylor	https://justiceforbreonna.org/
Justice for George Floyd	https://www.justiceforbigfloyd.com/
Justice for Ahmaud Arbery	https://www.runwithmaud.com/
Alliance of Californians for Community Empowerment	https://www.aceaction.org/
San Diegans for Justice	https://www.sandiegansforjustice.com/
Bail funds:	https://bailfunds.github.io/
	https://secure.actblue.com/donate/bail_funds_george_floyd
	https://www.gofundme.com/f/help-us-raise-funds-to-support-our-community
	https://www.communityjusticeexchange.org/national-bail-fund-network
	https://secure.givelively.org/donate/the-bail-project
	https://www.payit2.com/fundraiser/98548

SUPPORT

Support local Black-owned restaurants:	https://www.packslight.com/black-owned-restaurants-in-san-diego-to-visit-for-the-culture/ https://www.yelp.com/collection/YvHlpxrrVReyhCnLe5t75g
Support local Black-owned businesses:	https://buyblacksd.com/home/
Support WeBuyBlack: A global marketplace for black-owned businesses, and a movement for social and economic justice.	https://webuyblack.com/
Support Official Black Wall Street: A directory of thousands of Black-owned businesses.	https://officialblackwallstreet.com/directory/
Support The Black Wallet: A digital resource center for Black entrepreneurs and their businesses.	http://theblackwallet.com/
Open an account at a Black-owned bank.	https://blackoutcoalition.org/black-u-s-banks/
Don't buy from companies that use prison labor.	https://returntonow.net/2016/06/13/prison-labor-is-the-new-american-slavery/
Know what indigenous land you're living on by looking at this map, and research the groups that occupied that land before you did. Find out what local activism those groups are doing and give your money and time to those efforts.	https://native-land.ca/
Mental health support groups for Black, Indigenous and People of Color	https://www.communityhealingnet.org/emotional-emancipation-circle-2/ https://www.therapyandwellness.com/group-therapy
Do not be silent. Silence is taking the side of the oppressor.	
When people say that Black Lives Matter is a violent/terrorist group, explain to them that there are fringe groups that are being misrepresented as part of Black Lives Matter. If conservatives don't want to be lumped in with the KKK, they can't lump violent protesters in with Black Lives Matter.	

This guide was created by the Race/Ethnicity subcommittee of the Diversity Committee in June 2020 (Autumn Backhaus, Shanna Cooper, Emily Edmonds, Matt Herbert, Alan Hsu, Tanya Nguyen, Christine Smith, and Clarice Wang with assistance from Sarah Jurick and Sahana Malik).

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