



DEBI

DIVERSITY, EQUITY, BELONGING AND INCLUSION

Glossary of Terms¹:

Ableism: Ableism is the intentional or unintentional discrimination or oppression of individuals with disabilities based on the belief that typical abilities are superior.

Accessibility: The quality of being possible to get into, use, make use of.

Accomplice: All accomplices are allies, but not all allies are accomplices. While an ally is willing to stand in support of a marginalized voice, risk is rarely involved. An accomplice uses the power and privilege they must challenge the status quo, often risking their physical and social well-being in the process.

Ageism: Refers to two concepts: a socially constructed way of thinking about older persons based on negative attitudes and stereotypes about aging and a tendency to structure society based on an assumption that everyone is young, thereby failing to respond appropriately to the real needs of older persons.

Allyship & Advocacy: When a person of privilege works in solidarity and partnership with a marginalized group of people to help dismantle systems that challenge a group's basic rights, equitable access, and ability to thrive in society or workplaces.

Cultural Humility: The concept of cultural humility was developed by Melanie Tervalon and Jann Murray-Garcia in 1998 to address inequities in the healthcare field. It is now used in many fields, including education, public health, social work, and library science, to increase the quality of interactions between workers and their diverse community members. Cultural humility goes beyond the concept of cultural competence to include: 1) A personal lifelong commitment to self-evaluation and self-critique; 2) recognition of power dynamics and imbalances; and 3) a desire to fix

¹ Sources for these definitions include the Foster School's Diversity, Equity, and Inclusion (DEI) Glossary of Terms; "DEI Terms," Harvard West-Lake; National Association of Independent Schools, The Kirwan Institute for the Study of Race and Ethnicity at The Ohio State University, Lakeside School, Dr. Beverly Daniel Tatum's Why Are All the Black Kids Sitting Together in the Cafeteria, and Dr. Nicki Lisa Cole, "The History of White Supremacy: ILRD1002: Counteracting Unconscious Bias Cornell University ILR School, 2021.

those power imbalances and to develop partnerships with people and groups who advocate for others institutional accountability ([Tervalon & Murray-Garcia, 1998](#))

Belonging: When diversity, equity, inclusion become embedded in your institutional culture, a sense of Belonging will emerge. Belonging is the feeling of security and support. It is when an individual can bring their authentic self to work.

Bias: Prejudice in favor of or against one thing, person or group compared to another; usually in a way considered unfair. Implicit bias is unconscious, explicit bias is conscious.

Bigotry: The fact of having and expressing strong, unreasonable beliefs and disliking other people who have different beliefs or a different way of life.

BIPOC: An acronym for Black, Indigenous, and People Of Color.

Cisgender: Adj A term used to describe people whose gender identity matches the sex they were assigned at birth. Often abbreviated to cis.

Class: Refers to people's socio-economic status, based on factors such as wealth, occupation, education, income etc.

Classism: Differential treatment based on social class or perceived social class. Classism is the systematic oppression of subordinated class groups to advantage and strengthen the dominant class groups. It's the systematic assignment of characteristics of worth and ability based on social class.

Culture: Learned and shared values, beliefs, languages, and customs of a social group.

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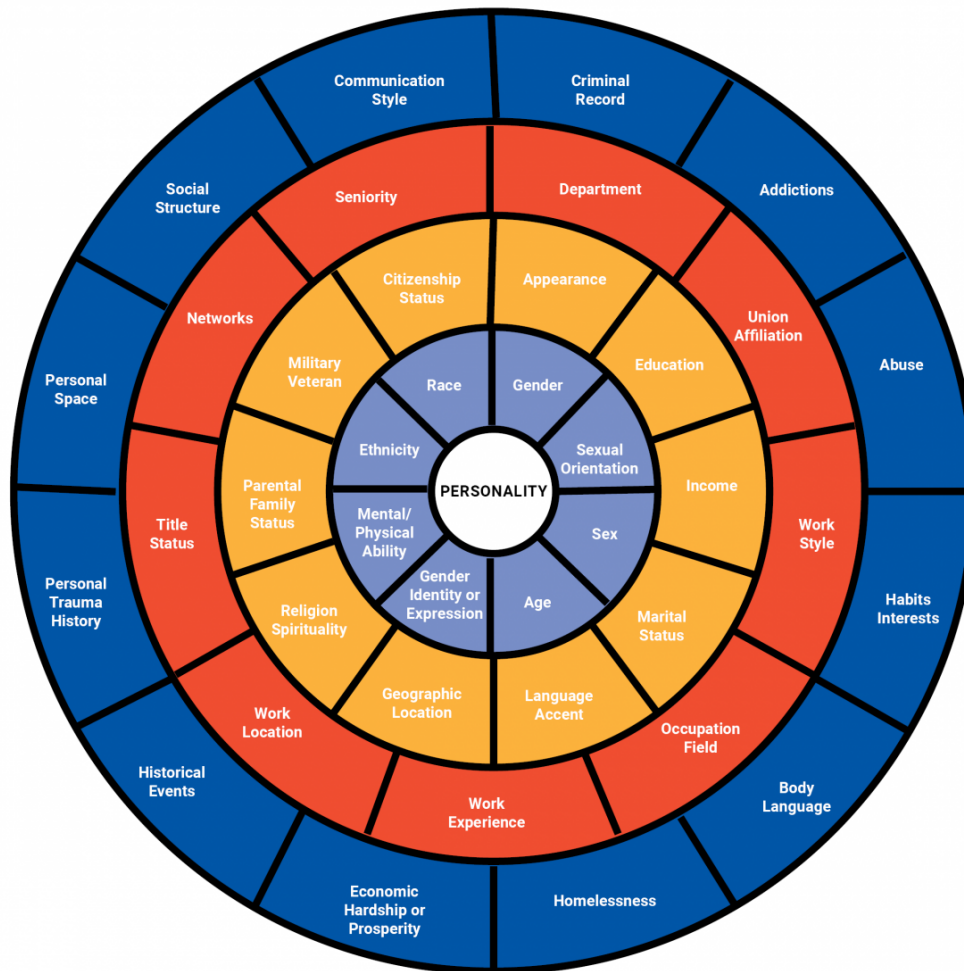
Cultural Responsiveness: The application of a defined set of values, principles, skills, attitudes, policies, and behaviors that enable individuals and groups to work effectively across cultures. Cultural responsiveness is a developmental process (and continuum) that evolves over time for both individuals and organizations. It is defined as having the capacity to: (1) value diversity; (2) conduct assessment of self; (3) manage the dynamics of difference; (4) acquire and apply cultural knowledge; and (5) adapt to diversity and the cultural contexts of the communities in which one lives and works.

Disability: Having a physical or mental impairment that substantially limits one or more major life activities. This includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability.

Discrimination: Prejudiced treatment of a person based on the social groups to which they belong, and stereotypes about those groups. When committed by an individual, discrimination can be

broken down into two types: traditional discrimination (openly negative treatment) and modern discrimination (subtle negative treatment).

Diversity: The presence, acceptance, and appreciation of varied cultures, ideas, and perspectives and. The concept of diversity embraces the wide range of human characteristics used to mark or identify individual and group identities. These characteristics include, but are not limited to, ethnicity, race, national origin, age, personality, sexual orientation, gender, class, religion, ability, and linguistic preferences (see the “Diversity Wheel” below). Diversity is a term used as shorthand for visible and quantifiable statuses, but diversity of thought and ways of knowing, being, and doing are also understood as natural, valued, and desired states, the presence of which benefit organizations, workplaces, and society.



Emotional Tax: Noun: The combination of being on guard to protect against bias, feeling different at work because of gender, race, and/or ethnicity, and the associated effects on health, well-being, and ability to thrive at work.

Empowerment: The state of being empowered to do something; the power, right, or authority to do something.

Equity: A condition that balances two dimensions: fairness and inclusion. As a function of fairness, equity implies ensuring that people *have what they need* to participate in school life and reach their full potential. Equitable treatment involves *eliminating barriers that prevent the full participation of all*

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individuals. As a function of inclusion, equity ensures that essential educational programs, services, activities, and technologies are accessible to all. Equity is *not* equality; it is the expression of justice, ethics, multi-partiality, and the absence of discrimination.

Ethnicity: A social construct that divides people into groups based on characteristics such as shared sense of group identity, values, culture, language, history, ancestry, and geography.

Feminism: The belief that all genders have equal rights and opportunities.

Implicit Bias: The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Everyone is susceptible to implicit biases.

Gender: Socially constructed categories of masculinity and manhood, femininity and womanhood that goes beyond one's reproductive functions. Gender is distinct from one's sexual orientation.

Heterosexism: The assumption that heterosexuality is the social and cultural norm as well as the prejudiced belief that heterosexuals, or "straight" people, are socially and culturally superior to lesbian, gay, bisexual, transgender, Two-Spirit, and queer (LGBTQQ) people.

Homophobia: The irrational fear, dislike, hatred, aversion, intolerance, and ignorance of homosexuality and of lesbian, gay, bisexual, transgender, Two Spirit, queer/questioning, Intersex, Asexual (LGBTQIA), individuals.

Inclusivity/Inclusiveness: Encompassing all; taking every individual's experience and identity into account and creating conditions where all feel accepted, safe, empowered, supported, and affirmed. An inclusive school or organization expands its sense of community to include all, cultivating belonging and giving all an equal voice. Inclusivity also promotes and enacts the sharing of power and recognition of interdependence, where authorizing individuals and community members share responsibility for expressing core values and maintaining respect for differences in the spirit of care and cooperation.

Indigenous: Peoples in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonization or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all their own social, economic, cultural, and political institutions.

Institutional Racism: A pattern and practice of social institutions such as governmental organizations, schools, banks, and courts of law giving negative treatment, through policy and behavior, to a group of people based on their race.

Intent vs. Impact: Our intentions (what we want or hope to do) don't always align with what we say or do which can impact how others receive what one says and does. INTENT Refers to what you hope or want to do when choosing to perform an action. IMPACT Refers to the reality (e.g., results) of your actions/ behaviors. The resulting impact may not always align with what you intended. Owning the impact: When one's impact is being called into question, especially if the action is perpetuating oppression, it is important to recognize the action is being called into question not the person/overall character.

Intersectionality: The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

LGBTQIA+: Lesbian, gay, bisexual, transgender/transsexual, queer/questioning, intersex, and allied/asexual/aromantic/agender.

LGBTQTQIA+: Lesbian, gay, bisexual, transgender/transsexual, two-spirit, queer/questioning, intersex, and allied/asexual/aromantic/agender.

Marginalization: To relegate to an unimportant or powerless position within a society or group.

Micro-inequity: Apparent, small events, which are often ephemeral and hard-to-prove, events which are covert, often unintentional, frequently unrecognized by the perpetrator, which occur wherever people are perceived to be different.

Microaggressions: Microaggressions are subtle words, cues, and/or behaviors that insult, invalidate, or exclude traditionally marginalized group members. The long-term effect of microaggressions can be a significant negative effect on one's health. [\[Read: "What Are Microaggressions?" Vox\]](#)

Marginalization/Social Exclusion: The process in which individuals are blocked from (or denied full access to) various rights, opportunities and resources that are normally available to members of a different group, and which are fundamental to social integration and observance of human rights within that group (e.g., housing, employment, healthcare, civic engagement, democratic participation, and due process)

Multiculturalism: The presence of many distinctive cultures and the manifestation of cultural components and derivatives (e.g., language, values, religion, race, communication styles, etc.) in each setting. Multiculturalism promotes the understanding of, and respect for cultural differences, and celebrates them as source of community strength. Multiculturalism is also defined as set of programs, policies, and practices that enable and maximize the benefits of diversity in a school community or organization.

Neurodiversity: Noun: The concept that there is great diversity in how people's brains are wired and work, and that neurological differences should be valued in the same way we value any other human variation.

Non-binary: An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Oppression: Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access.

Pansexual: The romantic, emotional, and/or sexual attraction to people regardless of their gender.

Performative Allyship: When an individual or group of power/majority/privilege (e.g., white, male, abled, non-queer, etc.) loudly profess(es) their actions in the name of 'allyship,' while actively conducting harm to, taking focus away from, and generally being unhelpful towards the group they claim to support, often to receive praise and attention, without taking critical action to dismantle the systems of harm.

Positionality: Social identities in relation to power, which influences the way we understand the world and our interactions with others.

Prejudice: Pre-judgement/Personal bias for or against anything, all humans have bias and prejudice.

Privilege: Systemic favoring, enriching, valuing, validating, and including of certain social identities over others. Individuals cannot “opt out” of systems of privilege; rather these systems are inherent to the society in which we live.

Race: A social construct that divides people into groups based on factors such as physical appearance, ancestry, culture, history, etc.; a social, historical, and political classification system.

Racism: A system of advantage based on race. This advantage occurs at the individual, cultural and institutional levels. Racism can also be defined as prejudice plus power.

Sexual orientation: A concept referring to a person’s sexual desire in relation to the sex/gender to which they are attracted; the fact of being heterosexual, homosexual, bisexual, asexual, or pansexual.

Social class: (as in upper class, middle class, working class): Refers to people’s socio-economic status, based on factors such as wealth, occupation, education, income, etc.

Social Justice: Active engagement toward equity and inclusion that addresses issues of institutional, structural, and environmental inequity, power, and privilege.

Stereotypes: Assumptions we make about people because of the social groups to which they belong

Systemic Racism: (AKA structural racism or institutional racism) Systems and structures that have procedures or processes that disadvantage African Americans, Indigenous people, Latinx people, and people of color.

Targeted Universalism: Targeted universalism means setting universal goals pursued by targeted processes to achieve those goals. Within a targeted universalism framework, universal goals are established for all groups concerned. The strategies developed to achieve those goals are targeted, based upon how different groups are situated within structures, culture, and across geographies to obtain the universal goal. Targeted universalism is goal oriented, and the processes are directed in service of the explicit, universal goal. [[University of California Berkeley, Othering & Belonging Institute](#)]

White Privilege: A concept that highlights the unfair societal advantages that white people have over non-white people. It is something that is pervasive throughout society and exists in all the major systems and institutions that operate in society, as well as on an interpersonal level.

White Supremacy: Historically, white supremacy has been understood as the belief that white people are superior to people of color. As such, white supremacy was the ideological driver of the European colonial projects and U.S. imperial projects: it was used to rationalize unjust rule of people and lands, theft of land and resources, enslavement, and genocide. During these early periods and practices, white supremacy was backed by misguided scientific studies of physical differences based on race and was also believed to take intellectual and cultural form.

Womanist: A Black feminist or feminist of color. Black American activist and author Alice Walker has used the term to describe Black women who are deeply committed to the wholeness and well-being of all of humanity, male and female. According to Walker, “womanist” unites women of color with the [feminist movement](#) at “the intersection of race, class, and gender oppression.”

HR Resources:

1. [Association of African American Vintners](#)
2. [@BlackFoodFolks](#)
3. [@blackwineprofessionals](#)
4. [Diversity in Food and Beverage](#)
5. [Equity at the Table \(EATT\)](#) Primarily restaurant-focused, but there is a segment for vintners and wine professionals as well
6. Local NAACP chapters also provide resources for organizations and non-profits to use; [PDX NAACP here](#)
7. [NPR's Guide to LGBTQIA / Gender Identity Terms](#)
8. [NPR's 4 Ways To Make Your Workplace Equitable For Trans People](#)
9. [The Hue Society](#)
10. [Urban Connoisseurs](#)
11. [@wineunify](#)

Workplace Inclusion: Noun: An atmosphere where all employees belong, contribute, and can thrive. Requires deliberate and intentional action.

Research:

1. [Delivering through Diversity, Jan 2018](#)
2. [Diversity Matters, 2015](#)
3. [Only Skin Deep – Reassessing the Case for Diversity, 2011](#)
4. [Uncovering Talent, 2019](#)

How-to's:

1. [Diversity and inclusion: 8 Best Practices for Changing Your Culture](#)
2. [What An Inclusive Workplace Actually Looks Like, And Seven Ways To Achieve It](#)

Presentations:

1. [Densho Curriculum Guide: Examining Racism and Discrimination Through Oral History](#)
2. TV Specials
3. [High on the Hog: How African American Cuisine Transformed America](#)
4. Instagram Live
5. Julia Coney on Black Lives Matter and the wine industry: [One](#) and [Two](#)

Self-Assessments:

1. [Harvard Implicit Bias Test](#)

Museum Exhibits

1. [Smithsonian National Museum of African American History and Culture: Talking About Race](#)

Actions²

1. Check on your friends from minority and marginalized communities, colleagues, and neighbors. Start with “Hi, I’ve been thinking about you. How are you?” and be prepared to listen. If you manage Black people, be sensitive to the trauma we are experiencing. [[Read](#): “Your Black Colleagues May Look Like They’re Okay – Chances Are They’re Not” Refinery 29]
2. Do not remain silent. Use your voice and platform to start and facilitate constructive conversations, whether that’s within your family, neighborhood, or workplace. If someone makes a racist remark or shares their limited view, ask them why they feel that way.
3. Demand justice by supporting [online petitions](#) and campaigns and contacting elected local, state, and federal officials
4. Diversify your news sources and who you follow and engage with on social media
5. Buy Black - support and invest in Black brands, businesses, restaurants, service providers, suppliers, startup accelerators and incubators, etc.
6. Make a financial contribution to a local or national organization, preferably Black-led, that is working for a more equitable America
7. Become more familiar with the Black experience by reading, watching, and listening to content produced by Black people
8. Join peaceful rallies and protest and stand in solidarity with the Black community
9. Vote in every election and support efforts to protect people’s right to vote (like volunteering for election protection or participating in get-out-the-vote activities)
10. Research the laws, budgets and policies that disproportionately and systemically affect Black communities and advocate accordingly
11. Support elected officials and candidates with agendas that support and uplift marginalized communities
12. Advocate to your local mayor and city council for a stronger Citizen/Civilian/Community Review Board [[Read](#): “How civilian review boards can further police accountability and improve community relations” Scholars.org]
13. Review data and trends on [racial economic inequality](#)

Training:

Training series from Hollaback in partnership with Asian Americans Advancing Justice (AAJC), including bystander intervention training and harassment response specifically as regards to Anti-Asian/American and xenophobic harassment:

- [Bystander Intervention to Stop Anti-Asian/American and Xenophobic Harassment Training](#)
- [Bystander Intervention 2.0: Conflict De-Escalation Training](#)
- [How to Respond to Harassment for People Experiencing Anti-Asian/American Harassment Training](#)

WVWA DEBI Book Club:

We are excited to announce the launch of the WVWA Diversity, Equity, Belonging and Inclusion (DEBI) Book Club. In this online community fostered by the WVWA DEBI Task Force, WVWA

² Taken from “[Allyship Guide: From Awareness to Advocacy](#),” African American Associate Resource Group, Kroger. Diamond Strategies, LLC., 4145 E. Grandview Circle, Mesa, AZ 85205, 480-252-0639, info@dstrategiesllc.com | dstrategiesllc.com | BBB A+ Accredited

members will connect with each other and enjoy books from a range of genres. Our first book will be *How to be an Antiracist* by Ibram X. Kendi. [Join the book club.](#)

Bookseller resources

1. [Third Eye Books White Accomplice Collection](#)
2. [Broadway Books](#)

Experiential Learning and Community:

Consider signing up for one of our month-long Anti-Racism study groups, lay-led by members of the Willamette Valley Winery Association community.

[Contact Annie Shull with questions or to volunteer to moderate a discussion group.](#)

How to Get Involved – Servant Leadership:

The Diversity, Equity, Belonging, and Inclusion taskforce may need help to continue offering trainings, internship support, and other resources to assist in the ongoing evolution of the WVWA community to be more welcoming and inclusive. Contact [Bill Sweat](#) or [Jessica Mozeico](#) to find out where you are needed.

Keep in Mind:

- Racism is not new and systemic inequalities have always existed in the United States (including in Oregon, where racist policies and practices were among some of the most oppressive in the nation)
- People of color have been doing the heavy lifting around racial justice since the dawn of the Republic. We, as a predominantly White industry, have a moral, business, and civic duty, to create equitable and inclusive institutions, and promote justice and civic unity.
- The bar (not being racist) is very low; simply declaring that you are not racist is not a PR tactic. If you are not a part of the solution, you are part of the problem. Therefore, as Ibrahim Kendi X argues, “it is not enough to not be racist. We must be anti-racist.”
- Don’t post anything on which you can’t follow through: ask yourself if what you are saying is actionable, and if you were asked about it six months from now, what you would have to show for it? Please see below for a comprehensive, best-in-practice communication strategy, prepared by the University of Minnesota.

Developing a DEI Communications Strategy and Plan³:

The steps below will help you develop or refine your approach to DEBI communications strategy. It is important to acknowledge that this work does not have one clear path or set of definitive rules. There are intersections and localized considerations that exist, and they should be consulted through the stakeholders and communities involved. Here you will find ways to guide your DEBI communications and leadership efforts, focused on localized action, when necessary, support, resources, and input loops – strategically thinking about DEBI in all facets of the work – rather than singular statements or responses. Click on the links below a step-by-step counsel on how to creative effective DEBI communications practices.

³ The source for this section is “Tools for Communicating about Diversity, Equity, and Inclusion,” University Relations, University of Minnesota (Twin-Cities). Accessed July 21, 2022, <https://university-relations.umn.edu/resources/tools-communicating-about-diversity-equity-and-inclusion#resources>
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- [Step 1: Build capacity](#)
- [Step 2: Develop a process](#)
- [Step 3: Choose the appropriate communication format](#)
- [Step 4: Develop your message](#)
- [Step 5: Evaluate outcomes and determine next steps](#)
- [Resources](#)

Black-Owned Wineries to Support:

In Oregon:

1. [Abbey Creek Vineyards](#)
2. [Maison Noir Wines](#)

Worldwide:

1. [Zuri Wine](#)

Black-Owned Businesses (Beyond the Wine Industry):

In Oregon:

1. [Travel Portland Guide to Black-Owned Businesses](#)
2. [Third Eye Books](#)

Globally:

1. [181 Places to Start Online](#)

BIPOC Wine Professionals to Follow on Instagram:

1. [@juliaconey](#) and [@blackwineprofessionals](#)
2. [@diversityinwineandspirits](#)
3. [@tiquettebramlett](#)
4. [@andrehmack](#)
5. [@noirsommelier](#)
6. [@wineau.rdlynnp](#)
7. [@rachel.cargle](#)
8. [@dirty_radish](#)
9. [@gemini_rising](#)
10. [@winonoire](#)
11. [@niquessomm](#)
12. [@rickeatsstuff](#)
13. [@deniecebourne](#)
14. [@cabrenae](#)
15. [@theflambe](#)
16. [67 Black-Owned Wineries on Instagram](#)

Movies, Documentaries, and Series

1. American Son (Netflix)
2. Antwone Fisher (Amazon Prime)

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3. [Black Art: in the Absence of Light](#)
4. BlacKkKlansman (Hulu)
5. Get Out
6. Hello Privilege, It's Me Chelsea (Netflix)
7. Homecoming (Netflix)
8. I Am Not Your Negro (Netflix)
9. If Beale Street Could Talk (Netflix)
10. Just Mercy (*free to stream through June on Amazon Prime or Apple TV*)
11. Ken Burns: The Central Park Five (Amazon Prime)
12. Little Fires Everywhere (Hulu)
13. Loving (Netflix)
14. Moonlight (Netflix)
15. [Out & Equal: Virtual Offerings \(for employers working toward a more LGBTQIA-friendly workplace\)](#)
16. [PBS Independent Lens Series](#)
17. 13th (Netflix)
18. [Red, White, and Black: The Oregon Wine Story](#)
19. Selma (Amazon Prime)
20. Seven Seconds (Netflix)
21. Sorry to Bother You (Hulu)
22. Teach Us All (Netflix)
23. The Banker (Apple TV)
24. The Black Church
25. The Black Power Mixtape (Amazon Prime)
26. The Hate U Give (Hulu)
27. The Kalief Browder Story (Netflix)
28. The Last Black Man in San Francisco (Amazon Prime)
29. The Secret Life of Bees (Amazon Prime)
30. When They See Us (Netflix)
31. [Wine Sisters Vlogcast: Cheers to Change, Diversity and Inclusion](#)

Podcasts⁴

1. Code Switch
2. [Disgorgeous Podcast Episode 114: Representation Matters Part 2](#)
3. Intersectionality Matters!
4. On One with Angela Rye
5. Pod for the Cause
6. Pod Save the People
7. Momentum: A Race Forward Podcast
8. Natal
9. [On Being with Krista Tippett: "Notice the Rage; Notice the Silence" with Resmaa Menakem](#)
10. [On Being with Krista Tippett: Robin DiAngelo and Resmaa Menakem In Conversation](#)
11. [On Being with Krista Tippett: Coconut Oil with Roshni Goyate](#)
12. Seeing White
13. Show About Race
14. Sibling Rivalry
15. 1619
16. *Scene on Radio* episodes
 - [31](#)

⁴ Ibid.

- [32](#)
 - [33](#)
 - [34](#)
17. [Smartest Person in the Room Episode 3o Bias Series: Well-Meaning White People](#)
 18. Still Processing
 19. The Nod
 20. The Secret Lives of Black Women
 21. The Stoop

Organizations and Advocacy

1. [Anti-Racism Daily e-Newsletter](#)
2. [Black Collective](#)
3. [Campaign Zero](#)
4. [Color of Change](#)
5. [Equal Justice Initiative](#)
6. [Grassroots Law Project](#)
7. [Lawyers' Committee for Civil Rights Under Law](#)
8. [Leaders of American Association of African American Vintners Discuss Building a Diverse Wine Industry](#)
9. [My Brother's Keeper Alliance](#)
10. [NAACP Legal Defense and Educational Fund](#)
11. [National Action Network](#) [National Coalition on Black Civic Participation](#)
12. [National Urban League](#)
13. [Organization for Black Struggle](#)
14. [Portland African American Leadership Forum](#)
15. [PushBlack](#)
16. [Race Forward](#)
17. [Showing Up for Racial Justice](#)
18. [Stono Institute for Freedom, Justice, and Security](#)
19. [The Bail Project](#)
20. [Where to Donate from *The Cut*](#)

Books:

1. *A Black Women's History of the United States*, Diana Ramey Berry, and Nicole Gross
2. *An African American and Latinx History of the United States*, by Paul Ortiz
3. *Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do*, Jennifer L. Eberhardt
4. *Dying of Whiteness: How the Politics of Racial Resentment Is Killing America's Heartland*, Jonathan M. Metz
5. *Five Days: The Fiery Reckoning of an American City*, Wes Moore, Erica L. Green
6. *Good Talk: A Memoir in Conversations*, Mira Jacob
7. *How to Be an Antiracist*, Ibram X. Kendi
8. *Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor*, Layla Saad

9. *My Grandmother's Hands*, Resmaa Menakem
10. *Race Work: The Rise of Civil Rights in the Urban West*, Matthew C. Whitaker
11. *So You Want to Talk About Race*, Ijeoma Oluo
12. *Stamped from the Beginning: The Definitive History of Racist Ideas in America*, Ibram X. Kendi
13. *The Autobiography of Malcolm X*, Malcolm
14. *The Bluest Eye* (Vintage International), Toni Morrison
15. *The Condemnation of Blackness: Race, Crime, and the Making of Modern Urban America, with a New Preface*, Khalil Gibran Muhammad
16. *The Fire Next Time* (Vintage International), James Baldwin
17. *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*, Michelle Alexander
18. *This Book Is Anti-Racist: 20 Lessons on How to Wake Up, Take Action, and Do The Work*, by Tiffany Jewell, Aurelia Durand (Illustrator)
19. *White Fragility: Why It's So Hard for White People to Talk About Racism*, by Robin DiAngelo
20. *White Rage: The Unspoken Truth of Our Racial Divide*, Carol Anderson
21. *We Speak for Ourselves: How Woke Culture Prohibits Progress*, D. Watkins

Articles:

1. "[Being Black In The White World of Wine](#)," Dorothy J. Gaiter
2. "[Does The Wine Industry Have A Racism Problem?](#)" Mike DeSimone and Jeff Jenssen
3. "[Lesson of a Lifetime: Jane Elliot](#)," Stephen G. Bloom
4. "[103 Things White People Can Do For Racial Justice](#)," Corinne Shutack
5. "[The Anatomy of White Guilt](#)," UUA.org
6. "The Possessive Investment in Whiteness: Racialized Social Democracy and the 'White' Problem in American Studies," George Lipsitz
7. "[The Racist History of Portland, The Whitest City in America](#)," Alana Semuels
8. "[What is an Anti-Racist Reading List For? \(good accompaniment to White Fragility\)](#)," Lauren Michele Jackson
9. "[What This Wave of Anti-Asian Violence Reveals About America](#)," Anne Anlin Cheng
10. "[What It Means To Be Gender-Fluid](#)," Lauren Booker
11. "[When Feminism is White Supremacy in Heels](#)," Rachel Elizabeth Cargle
12. "[When White Women Cry: How White Women's Tears Oppress Women of Color](#)," Mamta Motwani Accapadi
13. "[White Privilege: Unpacking the Invisible Knapsack](#)," Peggy McIntosh
14. "[Your Wine Glass Ceiling is My Wine Glass Box: An Open Letter to Karen MacNeil and the Wine Industry](#)," Julia Coney

Reading for Teens and Kids⁵

1. *A is for Activist*, Innosanto Nagara
2. *All Are Welcome*, Alexandra Penfold
3. *Brown Girl Dreaming*, Jacqueline Woodson
4. *Don't Touch My Hair!* Sharee Miller
5. *Each Kindness*, Jacqueline Woodson
6. *Hands Up!* Breanna J. McDaniel
7. *Let's Talk About Race*, Julius Lester
8. *Something Happened in our Town: A Child's Story about Racial Injustice*, Marianne Celano
9. *The Color of Us*, Karen Katz
10. *The Hate U Give*, Angie Thomas
11. *The Skin You Live In*, Michael Taylor
12. *We're Different, We're the Same*, Bobbi Kates

⁵ Ibid.

Resources for Allies⁶

1. [Read](#) - How You can be an Ally in the Fight for Racial Justice, Deray McKesson
2. [Read](#) - 75 Things White People Can Do for Racial Justice, Corinne Shutack
3. [Read](#) - For our White Friends Desiring to be Allies, Courtney Ariel
4. [Watch](#) - 40 Ways You Can Help Right Now, Winston C. Duke via Instagram
5. [Read](#) - What is the #BlackLivesMatter Movement?
6. [Watch](#) - MLK Jr. Talks 'New Phase' Of Civil Rights Struggle, NBC
7. [Watch](#) - President Obama Speaks At Town Hall On Policing And Racism, NBC
8. [Watch](#) - Collection of Anti-Racism Resources
9. [Watch](#) - Why Cities Are Still So Segregated, NPR

Gender Biases in Evaluation of Candidates, Incumbents, and Leaders:

1. [Blair-Loy, Rogers, Glaser, Wong, Abraham & Cosman, 2017](#)
2. [Correll, Benard & Paik, 2007](#)
3. [Heilman, Wallen, Fuch, & Tamkins, 2004](#)
4. [Kaatz, Gutierrez & Carnes, 2014](#)
5. [Koch, D'Mello & Sackett, 2015](#)
6. [Madera, Hebl & Martin, 2009](#)
7. [Moss-Racusin, Dovidio, Brescoll, Graham & Handelsman](#)
8. [Reuben, Sapienza & Zingales, 2014](#)
9. [Sarsons, 2017](#)
10. [Schmader, Whitehead & Wysocki, 2007](#)
11. [Witteman, Hendricks, Straus & Tannenbaum, 2018](#)
12. [Wright, Schwindt, Bassford, Reyna, Shisslak, Germain & Reed, 2003](#)
- 13.

Racial biases in evaluation of candidates, incumbents, leaders:

1. [Bertrand & Mullainathan, 2004](#)
2. [Biernat & Mani, 1994](#)
3. [Correll, Benard & Paik, 2007](#)

Biases against mothers vs non-mothers:

1. [Correll, Benard & Paik, 2007](#)

Role incongruity:

- Wright, Schwindt, Bassford, Reyna, Shisslak, Germain & Reed, 2003 No gender differences in aspirations to be a leader, self-assessed leadership qualities, willingness to take on time-consuming tasks. However, women significantly less likely to be asked to serve in leadership roles and feel they have less influence over decision-making.
- Eagly & Carli, 2003; Eagly & Karau, 2002; Heilman & Okimoto, 2007 Ridgeway, 2001 Stereotypes of women as communal, nurturing, sympathetic, etc. leads them to be judged as less competent as leaders and are held to higher standards to be considered competent and able to lead. Female leaders are also more likely to be characterized as hostile and less desirable as bosses.
- Martell & Lane, 1996 Compounding impact of small biases in performance ratings.

Other Diversity & Inclusion References:

⁶ Ibid.

1. Inclusive leadership
 - Nishii & Leroy (In Press). Leaders as architects of inclusive workgroup climates. In Ferdman, Prime & Riggio (eds.), [*Inclusive leadership: Transforming diverse lives, workplace, and societies.*](#)
2. Diversity practices
 - Nishii, Khattab, Shemla & Paluch (2018). A multi-level process model for understanding diversity practice effectiveness. [*Academy of Management Annals*](#), 12(1), 37-82.
3. Defining inclusion
 - Shore, Randel, Chung, Dean, Ehrhart, & Singh (2011). Inclusion and diversity in work groups: A review and model for future research. [*Journal of Management*](#), 37(4): 1262-1289.