



OUR COMMITMENT TO EDUCATION, ANTIRACISM, AND DIALOGUE

Coast Community College District’s (CCCD’s) students, faculty, and staff support immediate actions against racial injustice, recognition and dismantling of systemic inequities, and the comprehensive personal safety and wellbeing of racially minoritized populations. The District Office of Equity, Inclusion, and Compliance (OEIC) remains committed to the values of equity, inclusion, self-reflection, and personal responsibility on our campuses and throughout our communities.

Black lives matter. We stand in solidarity with our Black students, faculty, staff, and community in unwavering opposition to racist violence and inequity. There is much work to be done, and we are taking the steps to do it. To facilitate ongoing discussions and action, OEIC offers the following list of resources:

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TAKING THE FIRST STEPS TOWARD EQUITY AND JUSTICE

To begin, faculty, staff, and students can read about white privilege, defensiveness, and racial power inequities in these books:

- [Privilege, Power, and Difference](#) by Allan G. Johnson
- [White Rage: The Unspoken Truth of Our Racial Divide](#) by Carol Anderson
- [White Fragility: Why It's so Hard for White People to Talk about Racism](#) by Robin Diangelo

Social Identity Wheel

To learn more about intersectional identity, please complete the [Social Identity Wheel](#) activity provided by the University of Michigan.

Systems, Theories, and Frameworks

Systems, theories, and frameworks are useful in identifying the ways we view ourselves and others. Key frameworks to consider include Critical Race Theory, Intersectionality, and [Racial Identity Development](#).

UNDERSTANDING AND DISCUSSING RACE

Fruitful discussions about racial injustice begin with education and perspective. Click on the links below for books, articles, presentations, and programs on racism, its history, current issues, and insights into the experiences of members of racially minoritized populations.

- [“First Listen, Then Learn About Racism”](#) (Antiracism Resource)
- [How to Be an Antiracist](#) by Ibram X. Kendi
- [I'm Still Here: Black Dignity in a World Made for Whiteness](#) by Austin Channing Brown
- [Racial Battle Fatigue: Insights from the Frontlines of Social Justice Advocacy](#) by Jennifer L. Martin
- [So You Want to Talk about Race](#) by Ijeoma Oluo
- [Stamped from the Beginning: The Definitive History of Racist Ideas in America](#) by Ibram X. Kendi
- [“Seeing White Series”](#) podcast from Scene On Radio
- [“So You Want to Talk About Race”](#) on Google Talks
- [“What it takes to be racially literate”](#) TED Talk by Priya Vulchi and Winona Guo
- [23 Talks Explaining Race TED Talks playlist](#)
- [“Why We Need Racial Literacy Now More Than Ever”](#) blog by Elizabeth Denevi
- National Museum of African American History and Culture’s [Talking About Race website](#)

FACILITATING CROSS-RACIAL DIALOGUE

CCCD faculty, staff, students, and community members can initiate, nurture, and sustain meaningful dialogue about race and racism leading to awareness, equity, inclusion, and change. Discussion guides, books, and articles such as these can prompt enlightened conversations on racism:

- [“The 8 R’s of Talking About Race: How to Have Meaningful Conversations”](#) by Dwight Smith
- [Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race](#) by Derald Wing Sue
- [“Community Agreements: Coming to the Table”](#) Touchstones

IDENTIFYING AND AVOIDING MICROAGGRESSIONS

As explained by Professor Derald Wing Sue in the linked text below, microaggressions are brief and common daily verbal, behavioral, and environmental communications, whether intentional or unintentional, that transmit hostile, derogatory, or negative messages to a target person because they belong to a stigmatized group.

For more information about identifying, avoiding, and correcting microaggressions, visit the following resources:

- [Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation](#) by Derald Wing Sue
- [Three Approaches for Confronting Microaggressions](#) by Tyrone Fleurizard

TEACHING ABOUT RACE AND PRIVILEGE

Books, articles, models, rubrics, and theories can equip faculty members with the necessary information to craft informed discussions on race, privilege, microaggressions, equity, inclusion, and diversity.

- [“A College Professor’s Advice On How to Talk about Race and Privilege”](#)
- [Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools](#) by Glenn Singleton
- [“Addressing Microaggressions in the Classroom”](#) by University of Washington’s Center for Teaching and Learning
- Classroom Discussion Guide: [Let’s Talk! Discussing Race, Racism and Other Difficult Topics with Students](#) by Teaching Tolerance
- [“Diversity List of Books”](#)
- CUE Multiple Measures Rubric for Application Review (rubric for equity-minded vs. student-centered faculty vs. teaching-centered faculty) *Available from campus HR offices and at EEO trainings.*
- [Intercultural Knowledge and Competence VALUE Rubric](#) from the Association of American Colleges and Universities
- [AN INTERACTIVE GUIDE FOR SANTA MONICA COLLEGE FACULTY: “Toward Equity”](#) (Rubric for Culturally Responsive Lessons/Assignments: pages 47-8)
- Presentation: [“Equity Mindedness for Hiring in a Virtual Format during a State of Emergency”](#) ([recording here](#)) (slide 28)
- [Use of Force Project](#)

Parents can also continue their educational journey and help their children identify, counteract, and prevent racism using these tools:

- [“Antiracism Resources for Parents Raising White Children”](#)
- [“Raising White Kids Author On How White Parents Can Talk About Race”](#) podcast
- [“Talking Race With Young Children”](#) podcast
- [“Diversity List of Books”](#)

FURTHER LEARNING

Please take the time to read the California Community College Chancellor’s Office [Vision for Success Diversity, Equity, and Inclusion](#). This framework applies to community colleges throughout the state and forms part of the basis for the work of CCCD OEIC. Many additional toolkits and organizations are available, with select examples included below, to bridge knowledge gaps and facilitate dialogue.

Toolkits

Faculty, staff, students, and community members can use tools like these to learn more about racism and how to counteract it:

- [Anti-Racism Resources](#)
- [“Guidelines for Being Strong White Allies”](#) (Adapted from *Uprooting Racism: How White People Can Work for Social Justice*) by Paul Kivel
- [Scaffolded Antiracism Resources](#)

Organizations

Faculty, staff, students, and community members who want to tap into a nonprofit organization’s resources – or wish to consider joining a special-interest group dedicated to equality, justice, and education – can explore these links to think tanks, nonprofit organizations, educational groups, and foundations:

- [Antiracist Research and Policy Institute](#)
- [Building Movement Project](#)
- [California Conference for Equality and Justice](#)
- [Coming to the Table](#)
- [Disruptive Equity Education Project](#)
- [Equal Justice Initiative: Bryan Stevenson](#)
- [Othering and Belonging Institute](#)
- [Posse Foundation](#)
- [Race Forward](#)
- [Racial Equity Institute](#)
- [Showing up for Racial Justice](#)
- [Teaching Tolerance](#)

And for even more resources, please visit the [OEIC website](#) and check back for periodic updates.