

How to support victims of racism and how to become anti-racist

It is important to understand that experiencing racism can be quite traumatic. Racism is a form of toxic stress. Stress becomes toxic when it is prolonged, unpredictable and unbearable. Exposure to toxic stress has been connected to increased risk for chronic medical and mental health illnesses - including Depression, PTSD, Heart Disease, Obesity, Diabetes and early death.

Racism is manifested on individual, institutional and societal levels. When thinking of racism, people often only consider acts like racial slurs or hate speech. Racism is also reflected in the inequities in access and treatment, such as the significant disparities in maternal health services and negative health outcomes in Black women. Racism is evident in the disproportionate rates of expulsion and suspension of Black and Latino children, even when exhibiting the same behaviors as white children.

Disproportionate police brutality in Black and Latino communities is secondary to racist policies and practices. Racism is evident in the lack of well stocked supermarkets and "food deserts" in communities of color. Racism is segregation of schools and underfunding schools with predominantly Black children.

Racism is seen and felt on a regular basis by people of color. These exposures can have a lasting and negative impact on individuals and communities. In order to change this, our society must combat racism on multiple levels. We must explore our individual biases, demand structural and institutional changes, remove laws that disproportionately hurt people of color and replace them with laws that enact equity and ensure representation and diversity at all levels of leadership and government.

Support for Victims of Racism

- The Link Between Racism and Stress and Anxiety for Black Americans
<https://www.anxiety.org/black-americans-how-to-cope-with-anxiety-and-racism>
- Representation Matters: 35 Black Kids TV Shows you can Watch Right now
<https://www.matermea.com/blog/35-black-kids-tv-shows-you-can-watch-right-now>
- 4 Ways to Cope with Racial Trauma Amid the Corona Virus Pandemic
<https://www.cnn.com/2020/06/10/4-ways-to-cope-with-racial-trauma-amid-the-coronavirus-pandemic.html>
- The Mental Health Cost of Racism
<https://today.uconn.edu/2016/08/mental-health-costs-racism/#>
- Grief is a Direct Impact of Racism: Eight Ways to Support Yourself
<https://theconversation.com/grief-is-a-direct-impact-of-racism-eight-ways-to-support-yourself-91750>
- The Liberate App: Meditation App for Black, Indigenous and People of Color Community
<https://liberatemeditation.com/>
- Coping with Racism and Discrimination: Considerations for Students of Color and White Allies
<https://csumb.edu/pgcc/coping-racism-discrimination>

- Race Based Traumatic Stress
<https://www.psychiatrictimes.com/view/race-based-traumatic-stress>
- Best Black Kids Movies on Netflix
<https://thevoiceofblackcincinnati.com/black-movies-for-kids-on-netflix/>
- Radical Self Care: 25 Tips for Black People
<https://afropunk.com/2019/07/radical-self-care-25-tips-for-black-people/>
- Proactively Coping with Racism
<https://www.psychologytoday.com/us/blog/culturally-speaking/201607/proactively-coping-racism>
- Tips for Meditating When you Have PTSD
<https://www.headspace.com/blog/2016/12/11/meditating-with-ptsd/>
- Mindfulness Meditation and PTSD
<https://info.achs.edu/blog/mindfulness-meditation-ptsd>
- Black Lives Matter Meditations
<http://drcandicenicole.com/2016/07/black-lives-matter-meditation/>
- African American Novels that focus on Wellness and Self-Help
https://www.barnesandnoble.com/b/books/african-americans-general-miscellaneous/african-americans-self-help/_/N-29Z8q8Z1c3n
- Teaching African American Children to be Proud of Who They are
<http://www.africanamericanhomeschoolmoms.com/teaching-african-american-children-proud/>
- Black Lives Matter
<https://blacklivesmatter.com/>
- My Black is Beautiful: Teaching Self Confidence Through Music
<https://youtu.be/uN3LSSYdL0k>

Addressing Individual Bias and Racism

- Project Implicit: Implicit Association Test
<https://implicit.harvard.edu/implicit/>
- Let's Fight Racism
<https://www.un.org/en/letsfightracism/>
- Guidelines for Being Strong White Allies
<https://www.racialequitytools.org/resourcefiles/kivel3.pdf>

- How to Use Mindfulness to Stand in Solidarity with the Black Community
<https://blog.calm.com/blog/how-to-use-mindfulness-to-stand-in-solidarity-with-the-black-community>
- How to Fight Racism Through Inner Work
https://greatergood.berkeley.edu/article/item/how_to_fight_racism_through_inner_work
- Anti-Oppression Resources
<https://commongroundmeditation.org/engaging-community/unraveling-oppression/resources/>
- Understanding Implicit Bias
<http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/>
- How Does Implicit Bias Influence Behavior?
<https://www.verywellmind.com/implicit-bias-overview-4178401>
- Cost of Racism to White People
<http://paulkivel.com/wp-content/uploads/2015/07/thecostsofracism.pdf>
- 75 Things White People Can do for Racial Justice
<https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234>
- Implicit Bias: Racial Equity Tools
<https://www.racialequitytools.org/act/communicating/implicit-bias>
- Black Lives Matter Resources
<https://libwww.freelibrary.org/explore/topic/black-lives-matter>

Addressing Institutional Racism

- Structural Racism in America
<https://www.urban.org/features/structural-racism-america>
- What Racism Looks Like
<https://fpg.unc.edu/sites/fpg.unc.edu/files/resources/other-resources/What%20Racism%20Looks%20Like.pdf>
- How to End Institutional Racism
<https://contexts.org/blog/how-to-end-institutional-racism/>
- Race, Power and Policy: Dismantling Structural Racism
https://www.racialequitytools.org/resourcefiles/race_power_policy_workbook.pdf
- 10 Ways to Fight Hate
<https://www.splcenter.org/20170814/ten-ways-fight-hate-community-response-guide>

- The Color of Justice
<https://www.crf-usa.org/brown-v-board-50th-anniversary/the-color-of-justice.html>
- Movie: When They See Us by Ava DuVarney
https://www.imdb.com/title/tt7137906/?ref=nm_knf_i3
- Movie: 13th by Ava DuVarney
https://www.imdb.com/title/tt7137906/?ref=nm_knf_i3
- Racism in America: Resources to help you Understand the Long History of Injustice and Inequality
<https://www.washingtonpost.com/nation/2020/06/08/understanding-racism-inequality-america/>

Educate Children about Racism

- Racism and Bullying
<https://www.childline.org.uk/info-advice/bullying-abuse-safety/crime-law/racism-racial-bullying/>
- Representation Matters: 35 Black Kids TV Shows you can Watch Right now
<https://www.matermea.com/blog/35-black-kids-tv-shows-you-can-watch-right-now>
- Black History Movies That Tackle Racism
<https://www.common sense media.org/blog/black-history-movies-that-tackle-racism>
- 26 Mini-Films for Exploring Race, Bias and Identity With Students
<https://www.nytimes.com/2017/03/15/learning/lesson-plans/25-mini-films-for-exploring-race-bias-and-identity-with-students.html>
- The Coretta Scott King Book Awards (given to outstanding African American Authors)
<http://www.ala.org/rt/emiert/ckbookawards>
- Black Baby Books
<https://blackbabybooks.com/>
- Teaching Tolerance
<https://www.tolerance.org/>
- Addressing Race and Trauma in the Classroom
https://www.nctsn.org/sites/default/files/resources/addressing_race_and_trauma_in_the_classroom_educators.pdf
- Empowerment Pack for Black Children
<https://blackbabybooks.com/shop-products/>
- Racism and Violence: How to Help Kids Handle the News
<https://childmind.org/article/racism-and-violence-how-to-help-kids-handle-the-news/>
- Talking To White Kids About Race and Racism
<https://safespace radio.com/wp-content/uploads/RR-Tips.pdf>

- Activities to Promote Social Justice
https://www.adl.org/education-and-resources/resources-for-educators-parents-families/lessons?ed_cat_id%5b216%5d=216
- Black Books Matter: Children's Books for Black Boys
<https://www.theconsciouskid.org/black-books-matter-childrens-books-celebrating-black-boys>
- TV Shows with Diverse Characters
<https://www.common sense media.org/lists/tv-shows-with-diverse-characters>
- Buy your White Kid a Black Doll
<https://offspring.lifehacker.com/buy-your-white-kid-a-black-doll-1840792953>
- How to Talk to Your Kids About Race, Racism and Police Violence
<https://www.wbur.org/onpoint/2020/06/02/teach-talk-children-racism-violence-protests-race>
- How Important are Ethnic Dolls
<https://www.parents.com/parents-latina-magazine/how-important-are-ethnic-dolls/>
- Talking to Kids About Race
<https://www.nationalgeographic.com/family/in-the-news/talking-about-race/>

Books about Racism

- People are Marching Against Racism. They're Also Reading
<https://www.nytimes.com/2020/06/05/books/antiracism-books-race-racism.html>
- Anti-racist Reading List
<https://www.napabookmine.com/antiracist-reading-list>
- Anti-racist Reading List From Ibram X. Kendi
<https://chipublib.bibliocommons.com/list/share/204842963/1357692923>
- 24 Books for White People to Read Beyond Black History Month
<https://theundefeated.com/features/24-books-for-white-people-to-read-beyond-black-history-month/>
- Black Excellence Booklist
<https://www.pinterest.com/pin/198510296061389074/>
- 62 great books by Black authors, recommended by TED speakers
<https://ideas.ted.com/62-great-books-by-black-authors-recommended-by-ted-speakers/>

Youtube Videos that teach about racism

- Ibram Kendi
<https://youtu.be/TzuOlyyQlug>
- Tim Wise: White Privilege, Racism, White Denial and the Cost of Inequality
<https://youtu.be/uPiGMP- B3I>
- Jane Elliott: Brown Eye, Blue Eye Experiment
<https://youtu.be/jPZEJHJPwlw>
- Dr. Camara Jones: Allegories on Race and Racism
<https://youtu.be/GNhcy6fTyBM>
- How you can be the change: Adopting Anti-racist Approaches and an Equity Lens
<https://youtu.be/w-aUZZbGPmc>
- The New Jim Crow: Michelle Alexander
<https://youtu.be/Gln1JwDUI64>
- Robin D'Angelo Discusses White Fragility
<https://youtu.be/45ey4jgoxeU>
- TED talks to help you understand racism
https://www.ted.com/playlists/250/talks_to_help_you_understand_r
- What Is Systemic Racism
<https://www.raceforward.org/videos/systemic-racism>