

PDF OF THE OPEN LETTER:

<https://drive.google.com/file/d/1wQzBAv0ICp2B-CBA3jMJUau4V-tcVfh7/view?usp=sharing>

BARE MINIMUM:

“Talking About Race” Portal (Smithsonian Museum of African American History and Culture):

<https://nmaahc.si.edu/learn/talking-about-race>

Implicit Bias Test (Harvard):

<https://implicit.harvard.edu/implicit/>

Teacher, professional development, and classroom resources (Southern Poverty Law Center):

<https://www.tolerance.org/moment/racism-and-police-violence>

Curriculum for White Americans to educate themselves on race and racism:

<http://citizenshipandsocialjustice.com/curriculum-for-white-americans-to-educate-themselves-on-race-and-racism/>

Petitions, GoFundMes, and other action steps:

[docs.google.com/document/d/12q9DfEn185se87KOJXXEu1XP-pFLw5QS00qSBSn6pI/mobilbasic](https://docs.google.com/document/d/12q9DfEn185se87KOJXXEu1XP-pFLw5QS00qSBSn6pI/mobilbasic) and <https://blacklivesmatters.carrd.co/>

UNDERSTANDING IMPLICIT BIAS:

Bertrand, M. & Mullainathan, S. (2004, September). Are Emily and Greg more employable than Lakisha and Jamal? *The American Economic Review*. [https://cos.gatech.edu/facultyres/Diversity\\_Studies/Bertrand\\_LakishaJamal.pdf](https://cos.gatech.edu/facultyres/Diversity_Studies/Bertrand_LakishaJamal.pdf)

Frueh, S. (2019, October). Uncovering unconscious racial bias: Lecture examines stereotypes and their impacts. *National Academy of Sciences*. <https://www.nationalacademies.org/news/2019/10/uncovering-unconscious-racial-bias-lecture-examines-stereotypes-and-their-impacts>

Teaching Tolerance. (2017, February). Equity matters: Confronting implicit bias. *Southern Poverty Law Center*. <https://www.tolerance.org/professional-development/webinars/confronting-implicit-bias>

Teaching Tolerance. (2020, June). Test yourself for hidden bias. *Southern Poverty Law Center*. <https://www.tolerance.org/professional-development/est-yourself-for-hidden-bias>

Ted. (2020, June). *How racial bias works — and how to disrupt it* / Jennifer L. Eberhardt [Video]. Retrieved from <https://youtu.be/rVNb53lkBuc>

Tedx Talks. (2014, October). *Implicit Bias — how it effects us and how we push through* / Melanie Funchess / *TedxFlourCity* [Video]. Retrieved from <https://www.youtube.com/watch?v=Fr8G7MtRNlk&feature=youtu.be>

PREVENTING IMPLICIT BIAS:

Johnson, A. (2019). 11 ways to reduce hiring bias. *Harver*.

<https://harver.com/blog/reduce-hiring-bias/>

Knight, R. (2018, April). 7 practical ways to reduce bias in your hiring process. *The Society for Human Resource Management*. <https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/7-practical-ways-to-reduce-bias-in-your-hiring-process.aspx>

Tulshyan, R. (2019, June). How to reduce personal bias when hiring. *Harvard Business Review*. <https://hbr.org/2019/06/how-to-reduce-personal-bias-when-hiring>

#### EDUCATING STAFF:

Gross, A. (2018). Op-ed: White teachers need to check their racism before teaching it. *University of Southern California Rossier School of Education*. <https://rossieronline.usc.edu/youth-and-racism/akiea-gross-op-ed>

Mohammed, J. (2019, August). White teachers need to see color. Here's why. *We are Teachers*. <https://www.weareteachers.com/white-teachers-need-to-see-color/>

Truss, J. (2020, May). 40+ books for antiracist teachers. *Culturally Responsive Leadership*. <https://culturallyresponsiveleadership.com/antiracistbooks/>

Wamsted, J. (2020, January). 27 mistakes white teachers of black students make and how to fix them. *Education Post*. <https://educationpost.org/27-mistakes-white-teachers-of-black-students-make-and-how-to-fix-them/>

#### DIVERSITY TRAINING:

- Teaching Tolerance: <https://www.tolerance.org/professional-development>
- Texas Diversity Council: <http://txdc.org/services/>
- Three x Twelve Teams: <https://3x12teams.com/connect/>
- Brit Barron: <https://britbarron.com/trainings>
- Diversity Builder: <https://diversitybuilder.com/workplace-training/>

#### UNDERSTANDING, VALUING, AND RETAINING TEACHERS OF COLOR:

Gerdeman, D. (2019, September). 6 steps to building a better workplace for black employees. *Harvard Business School Working Knowledge*. <https://hbswk.hbs.edu/item/6-steps-to-building-a-better-workplace-for-black-employees?wk-ctest=rlink-click>

Machado, Amanda. (2013, December). Why teachers of color quit. *The Atlantic*. <https://www.theatlantic.com/education/archive/2013/12/why-teachers-of-color-quit/282007/>

Moss, J. (2016, May). Where are all the teachers of color? *Harvard Graduate School of Education*. <https://www.gse.harvard.edu/news/ed/16/05/where-are-all-teachers-color>

Paterson, J. (2019, October). When educators of color are asked to be 'everything' for students of color. *National Education Association*. <http://neatoday.org/2019/10/09/educators-of-color-many-roles-in-school/>

The benefits of teachers of color in P-12 classrooms. (2020, January). *Western Governors*

University. <https://www.wgu.edu/blog/the-benefits-teachers-color-p-12-classrooms2001.html>

#### UNDERSTANDING PRIVILEGE:

Tedx Talks. (2019, December). *Understanding My Privilege / Sue Borrego / TedxPasadena Women* [Video]. Retrieved from <https://www.youtube.com/watch?v=XlRxqC0Sze4>

Tedx Talks. (2014, November). *50 years of racism — why silence isn't the answer / James A. White Sr. / TedxColumbus* [Video]. Retrieved from <https://www.youtube.com/watch?v=r9DDE7NV1Nw>

Wolski, M. (2018). What is white privilege, really? *Southern Poverty Law Center*. <https://www.tolerance.org/magazine/fall-2018/what-is-white-privilege-really>

#### WHY AND HOW TO DISCUSS RACE, PRIVILEGE, AND POLICE BRUTALITY IN THE CLASSROOM AND AT-HOME:

Anti-Defamation League. (June, 2020). George Floyd, racism, and law enforcement. <https://www.adl.org/education/resources/tools-and-strategies/george-floyd-racism-and-law-enforcement-in-english-and-en>

Chiariello, E. (2016). Why talk about whiteness? *Southern Poverty Law Center*. <https://www.tolerance.org/magazine/summer-2016/why-talk-about-whiteness>

PBS Newshour. (June, 2020). Death of George Floyd sets off massive protests. <https://www.pbs.org/newshour/extra/daily-videos/the-death-of-george-floyd-sets-off-massive-protests/>

Pitts, J. (2017). Why Teaching Black Lives Matter Matters (Part I). *Southern Poverty Law Center*. <https://www.tolerance.org/magazine/summer-2017/why-teaching-black-lives-matter-matters-part-i>

Pitts, J. (2016). Don't say nothing. *Southern Poverty Law Center*. <https://www.tolerance.org/magazine/fall-2016/dont-say-nothing>

Tatum, B. (n.d.). It's not so black and white: Discussing race and racism in the classroom. *Scholastic Teacher*. <https://www.scholastic.com/teachers/articles/teaching-content/its-not-so-black-and-white/>

Tedx Talks. (2018, June). *The dangers of whitewashing black history / David Ikard / TEDx Nashville* [Video]. Retrieved from <https://www.youtube.com/watch?v=bb04xj7LS34>

Tedx Talks. (2016, April). *Black Panthers white lies / Curtis Austin / TEDxOhioStateUniversity* [Video]. Retrieved from <https://www.youtube.com/watch?v=KPN8LHVfYA>

WOC & Allies. (2017, May). White people, stop asking us to educate you about racism. *Medium*. <https://medium.com/@realtalkwocandallies/white-people-stop-asking-us-to-educate-you-about-racism-69273d39d828>

#### DIVERSITY CURRICULUM AND RESOURCES:

- Black Lives Matter at School: <https://blacklivesmatteratschool.com/teaching-materials/>

- Chicago Public Schools (includes trauma support, anti-racism resources, discussion guides [all ages], historical context, media consumption tips, etc.): [https://docs.google.com/document/d/1eNpj8hR7q\\_XZljgcC8XM5oZVUA72\\_h51HmNH0FCLO14/preview?pru=AAABcppOp\\_4\\*We0lGbnGBZOr5NEb-5dUbw](https://docs.google.com/document/d/1eNpj8hR7q_XZljgcC8XM5oZVUA72_h51HmNH0FCLO14/preview?pru=AAABcppOp_4*We0lGbnGBZOr5NEb-5dUbw)
- D.C. Area (includes stories, videos, book lists, teaching guides, and guiding principles, by age) <https://www.dcareaeducators4socialjustice.org/black-lives-matter/resources>
- Los Angeles Unified School District (includes historical resources, conversation and intervention training, educational skills): <https://achieve.lausd.net/Page/16775>
- The 1619 Project (includes historical resources, lesson plans, student engagement programs, etc.) : <https://pulitzercenter.org/lesson-plan-grouping/1619-project-curriculum>
- Toronto (includes coloring books, printable activities, art curriculum, lesson plans, etc.) <https://drive.google.com/drive/folders/1LGslwJwhXvpVnDgw0uC-n794l6EGzpuH>

#### SOCIAL JUSTICE/MULTICULTURAL BOOK LISTS:

- Early childhood diverse read-alouds: <https://socialjusticebooks.org/booklists/roving-readers/>
- Early childhood anti-bias books: <https://socialjusticebooks.org/booklists/early-childhood/>
- 31 children's books: <https://www.embracerace.org/resources/where-to-find-diverse-childrens-books>
- 25 young reader's editions: <https://socialjusticebooks.org/booklists/young-readers-editions/>
- 94 young adult fiction titles: <https://socialjusticebooks.org/booklists/young-adult-fiction/>
- Civil Rights Movement books (all ages): <https://socialjusticebooks.org/booklists/civil-rights-teaching/>
- Understanding white identity/privilege (all ages): <https://socialjusticebooks.org/booklists/white-identity/>
- School reform/policy (adults): <https://socialjusticebooks.org/booklists/rethinking-schools-titles/>

#### SOCIAL JUSTICE ORGANIZATIONS/NONPROFITS TO SUPPORT:

- Dallas Observer (DFW): <https://www.dallasobserver.com/arts/help-black-lives-matter-protesters-dfw-11917230>
- Progress Texas (local and national): <https://progresstexas.org/blog/these-organizations-are-working-progressive-change-texas>

#### COMPREHENSIVE LISTS OF BLACK-OWNED BUSINESSES:

- Dallasites 101:  
<https://www.dallasites101.com/archive/your-guide-to-black-owned-businesses-in-dallas>
- Dallas Black Chamber of Commerce:  
<https://dallasblacktxcoc.weblinkconnect.com/search>
- Black Biz DFW: <https://blackbizdfw.com/#bbDFWplaceholder101>
- Black Pages: <http://blackpages.com/search/empty/where/,+dallas,+tx/>

#### BLACK-OWNED RESTAURANTS:

- Interactive map (DFW):  
<http://www.brandisdiary.com/brandisdiary/100blackownedrestaurantsindallasftworth>
- Locator: <https://www.eatblackowned.com/>
- Vegan: <https://www.centraltrack.com/10-black-owned-vegan-businesses-in-dallas/>
- BBQ: <https://www.centraltrack.com/9-black-owned-barbecue-restaurants-in-dallas/>

#### BLACK-OWNED FASHION BRANDS:

- <https://www.harpersbazaar.com/uk/fashion/what-to-wear/g32740781/black-designers-fashion-brands/>
- <https://www.elitedaily.com/p/fenty-pyer-moss-more-black-owned-fashion-brands-that-should-be-wardrobe-staples-22968925>
- <https://www.gq.com/story/black-owned-menswear-labels-and-stores>

#### BLACK-OWNED BEAUTY:

- <https://www.essence.com/beauty/75-black-owned-beauty-brand-founders/>
- <https://www.marieclaire.com/beauty/a26241392/black-owned-beauty-brands/>