

RACIAL JUSTICE/DIVERSITY, EQUITY AND INCLUSION RESOURCE GUIDE

for Executives, Human Resource Leaders, and their Employees

Updated June, 2021

MichBusiness has always been a platform for dialogue and education. This guide was created to link together resources to help remove racial barriers and to spark conversation. Inside you will find relevant books, articles and information on creating a deepened understanding.

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RACIAL JUSTICE RESOURCE GUIDE for Executives, Human Resource Leaders, and their Employees

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MichBusiness is not endorsing any third party opinions, resources or political agendas. The intent of this document is to create conversations around racial tensions, diversity, equity and inclusion. This is not meant as a political platform.

Resources for Executives

Articles:

How company leaders can promote racial justice in the workplace by Stephanie J. Creary

<https://www.strategy-business.com/article/How-company-leaders-can-promote-racial-justice-in-the-workplace?gko=8e2ac>

How to Promote Racial Equity in the Workplace: A Five-Step Plan by Robert Livingston

<https://hbr.org/2020/09/how-to-promote-racial-equity-in-the-workplace>

How to Hold Your Company Accountable to Its Promise of Racial Justice by Rebecca Knight

<https://hbr.org/2020/12/how-to-hold-your-company-accountable-to-its-promise-of-racial-justice>

Racial Justice by Asian American Advancing Justice

<https://www.advancingjustice-aajc.org/racial-justice>

6 Ways Organizations Can Combat Racial Inequality from Within by Caron Cone

<https://www.adp.com/spark/articles/2020/07/6-ways-organizations-can-combat-racial-inequality-from-within.aspx>

Building an Anti-Racist Workplace by Time's UP

<https://timesupfoundation.org/work/equity/guide-equity-inclusion-during-crisis/building-an-anti-racist-workplace/>

In the fight for racial justice, Native stories should not be ignored by Ivan Natividad

<https://news.berkeley.edu/2020/09/25/in-the-fight-for-racial-justice-native-stories-should-not-be-ignored/>

Confronting Prejudice: How to Protect Yourself and Help Others.

OnlinePsychology@Pepperdine, the Online Master of Psychology program from Pepperdine University.

<https://onlinegrad.pepperdine.edu/blog/prejudice-discrimination-coping-skills/>

Video:

The Origin of Race in the USA by PBS

<https://www.youtube.com/watch?v=CVxAlmAPHec>

Let's get to the root of racial injustice by Megan Ming Francis

<https://www.youtube.com/watch?v=-aCn72iXO9s>

Race the Power of an Illusion: Story We Tell: Race, Slavery, Settler Colonialism & American History By UC Berkeley

<https://www.youtube.com/watch?v=S0nkhf6YPeg&t=15s>

Resources for Executives

Podcasts:

Code Switch Screams And Silence Podcast From NPR

<https://www.npr.org/2021/03/23/980437156/screams-and-silence>

Addressing The Recent Anti-Asian Attacks

<https://www.raceforward.org/media/podcast/momentum-race-forward-podcast/episode-08-addressing-recent-anti-asian-attack%E2%80%AAs>

“Understanding the Power of Inequality” with Dr. Manuel Pastor, Director of the USC Equity Research Institute

<https://www.raceforward.org/media/podcast/momentum-race-forward-podcast/episode-09-%E2%80%9Cunderstanding-power-inequality%E2%80%9D-dr-manuel>

Books:

Readings for diversity and social justice by Maurianne Adams, Professor Emerita, Social Justice in Education Program at the University of Massachusetts

WHAT IF? By Steve L. Robbins PhD

Tools and Training:

Asian American Racial Justice Tool Kit

https://www.apalanet.org/uploads/8/3/2/0/83203568/asian_american_racial_justice_toolkit.pdf

Dismantling Racism Works Web Workbook

<https://www.dismantlingracism.org/>

Resources for HR Leaders

Articles:

Human Resources and Justice: Addressing Racism and Sexism in the Workplace by Rita Sever, Mala Nagarajan, Terrill Thompson, Scott Lowther, and Emily Goldfarb.

<https://roadmapconsulting.org/resource/human-resources-and-justice-addressing-racism-and-sexism-in-the-workplace/>

Ask the DEI Expert: How HR Can Combat Structural Racism by Sara Forner Howland

<https://brilliantink.com/brilliant-blog/ask-the-dei-expert-how-hr-can-combat-structural-racism>

4 Lessons in Diversity, Belonging & Brave Leadership from ALI Conference by Ann Melinger

<https://brilliantink.com/brilliant-blog/lessons-in-diversity-belonging-brave-leadership-4-takeaways-from-ali>

How Business Leaders Can Build a More Equitable Workforce by Deloitte

<https://hbr.org/sponsored/2021/05/how-business-leaders-can-build-a-more-equitable-workforce>

'Hiring more diverse people isn't enough': 4 things to really focus on to promote racial equity in 2021 by Bernard Banks

<https://www.cnbc.com/2020/12/16/hiring-more-diverse-people-isnt-enough-how-managers-ceos-can-promote-racial-equity-in-2021.html>

COVID-19's impact on Asian American workers: Six key insights by McKinsey and Company

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/covid-19s-impact-on-asian-american-workers-six-key-insights>

50+ Ideas for Cultivating Diversity and Inclusion at Your Company by Jennifer Kim

<https://www.linkedin.com/business/talent/blog/talent-acquisition/ideas-for-cultivating-diversity-and-inclusion>

Native Americans and the racial reckoning by Susan Smith Richardson

<https://publicintegrity.org/inside-publici/newsletters/the-moment/native-americans-and-the-racial-reckoning/>

What so many get wrong about racism in the workplace by Amy Rigby

<https://www.fingerprintforsuccess.com/blog/racism-in-the-workplace>

How U.S. Companies Can Support Employees of Color Through the Pandemic by Laura Morgan Roberts, Courtney L. McCluney, Erin L. Thomas, and Michelle Kim

https://hbr.org/2020/05/how-u-s-companies-can-support-employees-of-color-through-the-pandemic?utm_medium=email&utm_source=newsletter_weekly&utm_campaign=insider_activesubs&deliveryName=DM84811

Resources for HR Leaders

Videos:

Color blind or color brave? By Mellody Hobson

https://www.ted.com/talks/mellody_hobson_color_blind_or_color_brave?language=en

The equity imperative: The need for business to take bold action now by Deloitte US

<https://www.youtube.com/watch?v=pZ-aLbFMD7g&t=54s>

RELX ERG Conference panel: How 2020 changed the dialogue and led to action

Ron Walden, US Group VP of Strategic Partnerships and Activation and Executive Sponsor for Race at Reed Exhibitions; Joy Stephens, Corporate Culture Consultant from New Heights Academic & Leadership Consulting; Gino Ussi, EVP, Research Solutions Sales at Elsevier; and Gamal 'G' Turawa, Diversity Facilitator and Retired Police Officer; moderated by Marisa Tatum, Diversity and Inclusion Manager at LexisNexis Risk Solutions.

<https://www.youtube.com/watch?v=8Ka65ka6Z68&t=54s>

Podcasts:

How can leaders build inclusion, equity, and diversity? By HR Trends

<https://www.unum.com/employers/hr-trends/podcast/episode-15-inclusion-and-diversity>

Recognizing and rooting out racism: Advice for leaders Hosted by Neil Amato

<https://www.journalofaccountancy.com/podcast/recognizing-and-rooting-out-racism-advice-for-cpa-leaders.html>

What Black Leaders Bring to the Table. Author Chad Sanders outlines the benefits that marginalized people, operating with authenticity, offer in business.

<https://hbr.org/podcast/2021/03/what-black-leaders-bring-to-the-table>

Tools and Training:

Konesens Development DEI Training & Support

<https://konesensdevelopment.com/dei-training-1>

Resources for Employees

Articles:

Diversity, Inclusion, and Equity Through Mindfulness by Devin Hughes

<https://www.td.org/insights/diversity-inclusion-and-equity-through-mindfulness>

Try These Tips to Create an Inclusive and Happy Workplace by Devin Hughes

<https://www.td.org/insights/try-these-tips-to-create-an-inclusive-and-happy-workplace>

How Racism Causes Mental Health Problems by Sunshine Behavioral Health

<https://www.sunshinebehavioralhealth.com/mental-health-issues-facing-the-black-community/>

11 Actions Toward Anti-Racism in the Office – and On Your Own by UC Davis Office of the Vice Chancellor for Diversity, Equity, and Inclusion

<https://diversity.ucdavis.edu/being-ally-requires-being-anti-racist>

When and How to Respond to Microaggressions by Ella F. Washington, Alison Hall Birch, and Laura Morgan Roberts

<https://hbr.org/2020/07/when-and-how-to-respond-to-microaggressions>

Coping with Racial Trauma by The University of Georgia, Department of Psychology

<https://www.psychology.uga.edu/coping-racial-trauma>

Videos:

This is my story: Short video stories about being Black in America, from LeVar Burton

<https://www.youtube.com/watch?v=MsGIBNDf64c>

Implicit Bias by McCombs School of Business

<https://www.youtube.com/watch?v=OoBvzI-YZf4>

Tools and Training:

Assess Your Implicit Bias: Harvard's Project Bias offers an online assessment tool to measure implicit bias. Take it more than once for a more complete picture.

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

Book:

Anti-Racism Resources: Extensive list of books recommended by Brené Brown's community.

<https://brenebrown.com/library/>

Diversity, Equity, & Inclusion Consulting

Denise Barreto
Managing Partner
Relationships Matter Now
708-917-7696
denise@relationshipsatternow.com
<https://www.relationshipsmatternow.com>

Community Connection Consulting
206)-607-6772
<http://www.cconnectconsult.com/>

Cultures Connecting
206-353-2831
<https://www.culturesconnecting.com/>

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ACLU Massachusetts - <https://www.aclum.org/en/issues/racial-justice>

The ACLU of Massachusetts—a private, nonpartisan organization with more than 82,000 supporters across the Commonwealth and over 100,000 online activists—is a state affiliate of the national ACLU. We defend the principles enshrined in the Massachusetts Declaration of Rights, as well as the U.S. Constitution and Bill of Rights.

ACLU Michigan - <https://www.aclumich.org>

The ACLU of Michigan’s mission remains realizing the promise of the Bill of Rights for all and expanding the reach of its guarantees to new areas through all the tools at our disposal: public education, advocacy, organizing, and litigation.

ACLU San Diego - <https://www.aclusandiego.org>

To protect and expand fairness, equity, and freedom through community engagement, building power, policy advocacy, and impact litigation.

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Activist San Diego - <https://www.activistsandiego.org>

To protect and expand fairness, equity, and freedom through community engagement, building power, policy advocacy, and impact litigation.

AFL-CIO - <https://www.aflcio.org>

The American Federation of Labor–Congress of Industrial Organizations (AFL-CIO) is the voluntary federation of America’s unions, representing more than 13 million working women and men nationwide.

Alliance for Justice - <https://www.afj.org>

The Alliance for Justice is a national association of environmental, civil rights, mental health, women’s, children’s, and consumer advocacy organizations.

Alliance for Social Justice - <https://www.allianceforsocialjustice.org/home>

Alliance for Social Justice is a non-partisan, not for profit 501(c)(3) grassroots organization designed to guide, educate, and empower the youth in our diverse communities. We believe in equal opportunity for everyone: “no state shall...deny to ANY PERSON within its jurisdiction the equal protection of the laws.” We are dedicated to improving the lives of others by working with community organizations, faith and business leaders, elected officials, and professionals.

American Association for Access, Equity, and Diversity - <https://www.aaed.org>

The American Association for Access, Equity, and Diversity is the association of professionals managing affirmative action, equal opportunity, diversity, and other human resource programs.

American Bar Association (ABA) - <https://www.americanbar.org>

The ABA fulfills their role by: raising and addressing often complex and difficult civil rights and civil liberties issues in a changing and diverse society, and ensuring that protection of individual rights remains a focus of legal and policy decisions.

<https://www.americanbar.org/groups/crsj/>

Anti-Defamation League - <https://www.adl.org>

The Lawyers Division is a group of prominent New York lawyers, committed to realization of the objectives and policy goals of the ADL. Our mission is as follows: To stop the defamation of the Jewish people and to secure justice and fair treatment to all citizens alike.

Asian Pacific Environmental Network - <http://open4ej.org/who-is-open/#History>

Asian Pacific Environmental Network is an environmental justice organization with deep roots in California’s Asian immigrant and refugee communities. Since 1993, we’ve built a membership base of Laotian refugees in Richmond and Chinese immigrants in Oakland. Together, we’ve fought and won campaigns to make our communities healthier, just places where people can thrive.

CAA AV: Organizing Asian Communities - <https://caaav.org/>

CAA AV Organizing Asian Communities works to build grassroots community power across diverse poor and working class Asian immigrant and refugee communities in New York

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City. Founded in 1986 by Asian working class women alarmed by the spike of hate violence on Asian communities and its root causes stemming from institutional racism in the United States.

Center for the Healing of Racism - <https://www.centerhealingracism.org>

Our Mission is to facilitate the healing of racism through education and dialogue in a safe and supportive environment, in order to empower individuals and transform communities.

Chicago Justice Project - <https://www.chicagojustice.org>

Chicago Justice Project is the fuel for justice throughout Chicago's many communities. We empower reform by analyzing and presenting criminal justice data and driving transparency. Our work creating targeted advocacy campaigns and innovative data stimulates change based on real evidence.

Chinese Progressive Association SF - <https://cpasf.org/>

Founded in 1972, the Chinese Progressive Association educates, organizes, and empowers the low income and working class immigrant Chinese community in San Francisco to build collective power with other oppressed communities, to demand better living and working conditions and justice for all people.

Crossroads Antiracism Organizing & Training - <https://www.crossroadsantiracism.org>

The mission of Crossroads Antiracism Organizing & Training is to dismantle systemic racism and build antiracist multicultural diversity within institutions and communities, implemented primarily by training institutional transformation teams.

Filipino Advocates for Justice - <http://filipinos4justice.org/>

Filipino Advocates for Justice's mission is to build a strong and empowered Filipino community by organizing constituents, developing leaders, providing services, and advocating for policies that promote social and economic justice and equity.

Freedom Inc. - <https://www.freedom-inc.org/>

Freedom, Inc. is a Black and Southeast Asian non-profit organization that works with low- to no-income communities of color. Our mission is to achieve social justice through coupling direct services with leadership development and community organizing that will bring about social, political, cultural, and economic change resulting in the end of violence against women, gender-non-conforming and transgender folks, and children within communities of color.

Government Alliance on Race & Equity

<https://www.centerforsocialinclusion.org/our-work/our-programs/government-alliance-race-equity/>

Founded in 2002, CSI's mission is to catalyze community, government, and other institutions to dismantle structural racial inequity and create equitable outcomes for all. We craft and apply strategies and tools to transform our nation's policies, practices, and institutions, in order to achieve racial equity.

Greater Milwaukee Foundation - <https://www.greatermilwaukeefoundation.org>

We believe that all voices are vital to our region's future. We promote equity and

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embrace the diversity of individuals, ideas, and expressions. We are committed to learning from our partners and leading by example.

Greater Milwaukee Synod - <https://www.milwaukee-synod.org>

Synod Assembly voting members created the Anti-Racism Team, charged with working on racial and diversity training because of growing polarization between white persons and people of color, and the rise of hate-based crime and speech in the synod territory. In 2003, the voting members voted to call the Anti-Racism Team to serve as a resource to help congregations begin to lift up cross-cultural and diversity concerns, as well as to promote anti-racism training for synod rostered leaders, staff, and congregational members.

Heart of West Michigan United Way - <https://www.hwmuw.org>

At Heart of West Michigan United Way, we unite community resources to invest in solutions that reduce poverty in West Michigan. Our staff, volunteers, donors, and agency partners are committed to creating lasting, sustainable changes that transform lives and build a thriving community for us all.

Hispanic Federation - <https://hispanicfederation.org/getthejobdonecoalition/>

The Hispanic Federation works locally and nationally to empower millions of Latino children, youth, and families through three essential service pillars: increasing the capacity of Hispanic grassroots organizations, advocating for social justice, and providing direct programs that transform communities.

Korean Resource Center - <https://www.krcla.org/>

The Korean Resource Center is a non-profit community organization empowering low-income, immigrants, Asian Americans and Pacific Islanders, and people of color communities in Southern California. Using a holistic approach, we integrate services, education, culture, organizing, and coalition building.

Leadership Conference on Civil Rights/Leadership Conference Education Fund

<https://www.civilrights.org>

Civilrights.org's mission is to empower the civil rights community to lead the fight for equality and social justice in the emerging digital society through the establishment of an online social justice network. Civilrights.org leverages communications technologies to create an online society committed to the continued pursuit of equality and fostering greater understanding and mutual respect for difference.

Lawyer's Committee for Civil Rights Under Law - <https://www.lawyerscommittee.org>

The Lawyers' Committee for Civil Rights Under Law, a nonpartisan, nonprofit organization, was formed in 1963 at the request of President John F. Kennedy to involve the private bar in providing legal services to address racial discrimination. The Committee's major objective is to use the skills and resources of the bar to obtain equal opportunity for minorities by addressing factors that contribute to racial justice and economic opportunity. Given our nation's history of racial discrimination, de jure segregation, and the de facto inequities that persist, the Lawyers' Committee's primary focus is to represent the interest of African Americans in particular, other racial and

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ethnic minorities, and other victims of discrimination, where doing so can help to secure justice for all racial and ethnic minorities.

Michigan Association For Justice - <https://www.michiganjustice.org>

The mission of the Michigan Association for Justice is to promote a fair and effective justice system. We aim to support the work of attorneys in their efforts to ensure that any person who is injured by the misconduct or negligence of others can obtain justice in Michigan's courtrooms, even when taking on the most powerful interests.

Michigan Diversity Council - <http://michigandiversitycouncil.org>

The Michigan Diversity Council (MIDC) is committed to fostering a learning environment for organizations to grow and leverage their knowledge of diversity. Through a variety of events and programs, the MIDC serves as the premier resource for diversity best practices and leadership development in the state of Michigan.

Michigan Roundtable For Diversity Inclusion - <https://www.miroundtable.org>

Serving as a catalyst for change, we develop, organize, and empower individuals and communities to advance equity and opportunity for all.

NAACP - <https://www.naACP.org>

The primary focus of the NAACP continues to be the protection and enhancement of the civil rights of African Americans and other minorities. Membership, the lifeblood of the Association, is open to anyone believing in the basic tenets of the NAACP.

NAACP Legal Defense and Educational Fund - <https://www.naacpldf.org>

For more than half a century, LDF has used the law as a powerful tool to pry open doors of opportunity long closed to African Americans, other people of color, women, and the poor.

National Civic League - <https://www.nationalcivicleague.org>

The National Civic League (NCL) is a 107-year-old non-profit, non-partisan organization dedicated to strengthening citizen democracy by transforming democratic institutions.

National Urban League - <https://www.nul.org>

The National Urban League is the nation's oldest and largest community-based movement devoted to empowering African Americans to enter the economic and social mainstream.

Native American Rights Fund - <https://www.narf.org>

The Native American Rights Fund mission is the preservation of tribal existence, the protection of tribal natural resources, the promotion of human rights, the accountability of governments, the development of Indian law, and educating the public about Indian rights, laws, and issues.

Native Justice Coalition - <https://www.nativejustice.org/mission>

The Native Justice Coalition was formed in 2016 with the intent of being a platform for healing, and social and racial justice for all Native American people. Our goal is to provide a safe and nurturing platform for Native people based in an anti-oppression framework. We seek to collaborate first and foremost with tribal governments, Native American non-

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profits, and other Native American led community organizations. Our goal is to bring resources, initiatives, and programming into our tribal communities that are creative, engaging, and transformative.

Neighborhood Funders Group - <https://www.nfg.org>

Our staff and board are former and current grant makers, organizers, and advocates bringing funders together to support racial, economic, gender, and climate justice movements. <https://www.nfg.org/about-us/who-we-are>

Project Equality - <https://projectequality.org>

Project Equality Inc. is a national program sponsored by religious, non-profit, and for-profit organizations, to assist employers to achieve equal employment opportunities for all people.

Rainbow/PUSH Coalition – <https://www.rainbowpush.org>

The National Rainbow/PUSH Coalition (RPC) is a multiracial, multi-issue, international membership organization founded by Rev. Jesse L. Jackson, Sr. We're working to move the nation and the world toward social, racial, and economic justice. From our national headquarters in Chicago and a bureau in Washington, D.C., we're uniting people of diverse ethnic, religious, economic, and political backgrounds to make America's promise of "liberty and justice for all" a reality.

Santa Cruz County Community Coalition to Overcome Racism

<https://www.rcnv.org/santa-cruz-county-community-coalition-to-overcome-racism-sccccc/>

The Santa Cruz County Community Coalition to Overcome Racism addresses structural racism in the city of Santa Cruz, California by working to systematically transform the city's public institutions to promote equal treatment for the city's residents. To train, equip, and support community members and institutions to effectively work toward racial equity.

Society For History And Racial Equity - <https://www.sharekazoo.org>

SHARE has a dual mission of educating the community on the importance of our region's African American heritage and fostering connections and conversations on race and providing awareness of racism and the broad societal benefits of its elimination. We engage in the research and documentation of the history of African Americans in Kalamazoo, as well as acting as a clearinghouse for information on activities and services in our region that center on racial equity.

SURJ Boston - <https://www.surjboston.org>

SURJ Boston is a local chapter of Showing Up For Racial Justice, a national network of groups and individuals organizing white people for racial justice. Through community organizing, mobilizing, and education, SURJ moves white people to act as part of a multi-racial majority for justice with passion and accountability. We work to connect people across the country while supporting and collaborating with local and national racial justice organizing efforts. SURJ provides a space to build relationships, skills, and political analysis to act for change.

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Tahirih Justice Center - <https://www.tahirih.org>

We engage in national and local policy advocacy, elevating our clients' voices and transforming laws and policies to foster lasting social change.

Teaching Tolerance - <https://www.tolerance.org>

Teaching Tolerance webinars offer helpful guidance and great ideas from our experienced teaching and learning specialists and from innovative educators in the Teaching Tolerance community. Watch these FREE on-demand webinars at your own pace and share them with colleagues! <https://www.tolerance.org/professional-development/webinars>

The Action Network - <https://www.actionnetwork.org/groups/racial-justice-action-center>

The Racial Justice Action Center (RJAC) builds the grassroots leadership, power, and capacity of marginalized communities to win political, economic, and social transformation in the Atlanta Metro Area. We engage in Transformative Organizing, which includes intensive leadership development, strategic campaigns, policy advocacy, and movement building in order to advance a vision of a radically restructured society where justice exists for all people.

The Ben Marion Institute for Social Justice, Inc. - info@benmarioninstitute.org

The Ben Marion Institute For Social Justice, Inc. seeks to promote behaviors that encourage an inclusive society where individuals and groups embrace differences and value kindness, empathy, fairness, compassion, and authenticity.

The East Oakland Collective - <https://www.eastoaklandcollective.com>

The East Oakland Collective is a member-based community organizing group invested in serving the communities of deep East Oakland by working towards racial and economic equity. With programming in civic engagement and leadership, economic empowerment, and homeless services and solutions, we help amplify underserved communities from the ground up. We are committed to driving impact in the landscape, politics, and economic climate of deep East Oakland.

The Urban Institute - <https://www.urban.org>

The Urban Institute is a non-profit, nonpartisan policy research and educational organization established to examine the social, economic, and governance problems facing the nation.

U.S. Commission on Civil Rights - <https://www.usccr.gov>

Established as an independent, bipartisan, fact-finding federal agency, and created by the Civil Rights Act of 1957, the mission of the U.S. Commission on Civil Rights is to inform the development of national civil rights policy and enhance enforcement of federal civil rights laws. We pursue this mission by studying alleged deprivations of voting rights and alleged discrimination based on race, color, religion, sex, age, disability, or national origin, or in the administration of justice. We play a vital role in advancing civil rights through objective and comprehensive investigation, research, and analysis on issues of fundamental concern to the federal government and the public.