



## Some of our Favorite Resources Diversity, Racial Justice, Implicit Bias

### VIDEOS

#### TED Talk (2014) What Does My Headscarf Mean To You?

**Description:** What do you think when you look at this speaker? Well, think again. (And then again.) In this funny, honest, empathetic talk, Yassmin Abdel-Magied challenges us to look beyond our initial perceptions, and to open doors to new ways of supporting others.

**Speaker:** Yassmin Abdel-Magied wears many hats, including a hijab. She's a mechanical engineer, writer and activist who campaigns for tolerance and diversity.

[https://www.ted.com/talks/yassmin\\_abdel\\_magied\\_what\\_does\\_my\\_headscarf\\_mean\\_to\\_you#t-825384](https://www.ted.com/talks/yassmin_abdel_magied_what_does_my_headscarf_mean_to_you#t-825384)

#### TED Talk (2020) How Racial Bias Works – And How To Disrupt it.

**Description:** Our brains create categories to make sense of the world, recognize patterns and make quick decisions. But this ability to categorize also exacts a heavy toll in the form of unconscious bias. In this powerful talk, psychologist Jennifer L. Eberhardt explores how our biases unfairly target Black people at all levels of society – from schools and social media to policing and criminal justice – and discusses how creating points of friction can help us actively interrupt and address this troubling problem.

**Speaker:** A social psychologist at Stanford University, Jennifer L. Eberhardt conducts research on race and inequality.

[https://www.ted.com/talks/jennifer\\_l\\_eberhardt\\_how\\_racial\\_bias\\_works\\_and\\_how\\_to\\_disrupt\\_it?language=en](https://www.ted.com/talks/jennifer_l_eberhardt_how_racial_bias_works_and_how_to_disrupt_it?language=en)

### BOOKS

#### Blind Spot: Hidden Biases of Good People (2016) by Mahzarin R. Banaji and Anthony G. Greenwald

**Description:** *I know my own mind. I am able to assess others in a fair and accurate way.* These self-perceptions are challenged by leading psychologists Mahzarin R. Banaji and Anthony G. Greenwald as they explore the hidden biases we all carry from a lifetime of exposure to cultural attitudes about age, gender, race, ethnicity, religion, social class, sexuality, disability status, and nationality. “Blindspot” is the authors’ metaphor for the portion of the mind that houses hidden biases. Writing with simplicity and verve, Banaji and Greenwald question the extent to which our perceptions of social groups—without our awareness or conscious control—shape our likes and dislikes and our judgments about people’s character, abilities, and potential.

#### Bury My Heart At Wounded Knee: An Indian History Of The American West (1970) by Dee Brown.

**Description:** First published in 1970, *Bury My Heart at Wounded Knee* is Dee Brown's eloquent, meticulously documented account of the systematic destruction of American Indians during the second half of the nineteenth century. A national bestseller in hardcover for more than a year after its initial publication, it has sold almost four million copies and has been translated into seventeen languages. Using council records, autobiographies, and firsthand descriptions, Brown introduces readers to great chiefs and warriors of the Dakota, Ute, Sioux, Cheyenne, and other tribes, revealing in heartwrenching detail the battles, massacres, and broken treaties that methodically stripped them of freedom. A forceful narrative still discussed today as



revelatory and controversial, *Bury My Heart at Wounded Knee* permanently altered our understanding of how the American West came to be defined.

### **So You Want To Talk About Race (2019) by Ijeoma Oluo.**

**Description:** Widespread reporting on aspects of white supremacy – from police brutality to the mass incarceration of Black Americans – has put a media spotlight on racism in our society. Still, it is a difficult subject to talk about. How do you tell your roommate her jokes are racist? Why did your sister-in-law take umbrage when you asked to touch her hair – and how do you make it right? How do you explain white privilege to your white, privileged friend? In *So You Want to Talk About Race*, Ijeoma Oluo guides readers of all races through subjects ranging from intersectionality and affirmative action to "model minorities" in an attempt to make the seemingly impossible possible: honest conversations about race and racism, and how they infect almost every aspect of American life.

### **The Third Option: Hope For A Racially Divided Nation (2018) by Miles McPherson**

**Description:** Pastor Miles McPherson, senior pastor of The Rock Church in San Diego, addresses racial division, a topic many have shied away from, for fear of asking the wrong question or saying the wrong thing. Some are oblivious to the impact racism has, while others pretend it doesn't exist. *The Third Option* challenges us to fully embrace God's creativity and beauty, as expressed in the diversity of His people. By following the steps and praying the prayers outlined in his book, Pastor Miles teaches us how we can all become leaders in unifying our communities, our churches, and the nation.

### **White Fragility: Why It's So Hard For White People To Talk About Racism (2018) by Robin DiAngelo**

**Description:** In this "vital, necessary, and beautiful book", antiracist educator Robin DiAngelo deftly illuminates the phenomenon of white fragility and "allows us to understand racism as a practice not restricted to 'bad people'". Referring to the defensive moves that white people make when challenged racially, white fragility is characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence. These behaviors, in turn, function to reinstate white racial equilibrium and prevent any meaningful cross-racial dialogue. In this in-depth exploration, DiAngelo examines how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively.

### **Why I'm No Longer Talking To White People About Race (2017) by Reni Eddo-Lodge.**

**Description:** Award-winning journalist Reni Eddo-Lodge was frustrated with the way that discussions of race and racism are so often led by those blind to it, by those willfully ignorant of its legacy. Her response, *Why I'm No Longer Talking to White People About Race*, has transformed the conversation both in Britain and around the world. Examining everything from eradicated black history to the political purpose of white dominance, from whitewashed feminism to the inextricable link between class and race, Eddo-Lodge offers a timely and essential new framework for how to see, acknowledge, and counter racism. Including a new afterword by the author, this is a searing, illuminating, absolutely necessary exploration of what it is to be a person of color in Britain today, and an essential handbook for anyone looking to understand how structural racism works.

## **ONLINE RESOURCES & WEBSITES**

Implicit Association Test (IAT) <https://implicit.harvard.edu/implicit/education.html>



**Description:** Educational resource and research site for implicit social cognition. Includes online tests for implicit preferences for racial groups, age groups, political candidates, and associations between gender and academic domains.

**Reconciling Works: Lutherans For Full Participation** [www.reconcilingworks.org](http://www.reconcilingworks.org)

**Description:** Resources and advocacy for systemic change in policy and practice in church and society, working to alleviate not only the painful symptoms of oppression, but also to eliminate its root causes.