

## Syllabus: 21-day Racial Equity Habit Building Challenge

ABA Labor & Employment Law Section: 2020 Council

Day	Author, Title, Publication, link
1	Nikole Hannah-Jones, <i>America Wasn't a Democracy, Until Black Americans Made It One</i> , The New York Times (Aug. 14, 2019), <a href="https://www.nytimes.com/interactive/2019/08/14/magazine/black-history-american-democracy.html">https://www.nytimes.com/interactive/2019/08/14/magazine/black-history-american-democracy.html</a>
2	<i>How to Not (Accidentally) Raise a Racist</i> , Longest Shortest Time Podcast, <a href="https://longestshortesttime.com/episode-116-how-to-not-accidentally-raise-a-racist/">https://longestshortesttime.com/episode-116-how-to-not-accidentally-raise-a-racist/</a>
3	Ta-Nehisi Coates, <i>The Case for Reparations</i> , The Atlantic (May 21, 2014), <a href="https://www.theatlantic.com/magazine/archive/2014/06/the-case-for-reparations/361631/">https://www.theatlantic.com/magazine/archive/2014/06/the-case-for-reparations/361631/</a>
4	Danielle Cadet, <i>Your Black Colleagues May Look Like They Are Okay – Chances Are They Are Not</i> (May 2020), <a href="https://www.refinery29.com/en-us/2020/05/9841376/black-trauma-george-floyd-dear-white-people?fbclid=IwAR36NpuvZYaL08MXUIJRRRC6IxeBFO4Bbutzr04Osu06wjQigWMVY1wGxHwI">https://www.refinery29.com/en-us/2020/05/9841376/black-trauma-george-floyd-dear-white-people?fbclid=IwAR36NpuvZYaL08MXUIJRRRC6IxeBFO4Bbutzr04Osu06wjQigWMVY1wGxHwI</a>  Katy Waldman, <i>A Sociologist Examines The “White Fragility” That Prevents White Americans From Confronting Racism</i> , New Yorker (July 23, 2018), <a href="https://www.newyorker.com/books/page-turner/a-sociologist-examines-the-white-fragility-that-prevents-white-americans-from-confronting-racism?fbclid=IwAR17xhTEel9Xu-RNDGYayXE8Im3A4BgSA9hXXFRbecBKQ1A9mqAciXVfHq0">https://www.newyorker.com/books/page-turner/a-sociologist-examines-the-white-fragility-that-prevents-white-americans-from-confronting-racism?fbclid=IwAR17xhTEel9Xu-RNDGYayXE8Im3A4BgSA9hXXFRbecBKQ1A9mqAciXVfHq0</a>
5	Megan Ming Francis, <i>Let's get to the root of racial injustice</i> , TEDTalks (March 21, 2016), <a href="https://www.youtube.com/watch?v=-aCn72iXO9s">https://www.youtube.com/watch?v=-aCn72iXO9s</a>
6	Project Implicit, <i>Implicit Association Test (IAT)</i> , <a href="https://implicit.harvard.edu/implicit/takeatest.html">https://implicit.harvard.edu/implicit/takeatest.html</a> (This exercise requires navigating the sign up for the tests, which includes answering a series of questions for the researchers, but it is recommended that everyone do at least these tests: <b>Race</b> , <b>Skin Tone</b> , and <b>Weapons-Race</b> . Also, everyone is encouraged to add these tests if you are able: Asian American, Native American, and Arab-Muslim.)
7	How microaggressions are like mosquito bites, Same Difference (Oct. 5, 2016), <a href="https://www.youtube.com/watch?v=hDd3bzA7450">https://www.youtube.com/watch?v=hDd3bzA7450</a>  Heben Nigatu, <i>21 Racial Microaggressions You Hear On A Daily Basis: A photographer at Fordham asked her peers to write down the microaggressions they've encountered. Here is what they had to say</i> , BuzzFeed (Dec. 9, 2013), <a href="https://www.buzzfeed.com/hnigatu/racial-microaggressions-you-hear-on-a-daily-basis">https://www.buzzfeed.com/hnigatu/racial-microaggressions-you-hear-on-a-daily-basis</a>

## Syllabus: 21-day Racial Equity Habit Building Challenge

ABA Labor & Employment Law Section: 2020 Council

	<p>Essence Grant, <i>27 Workplace Microaggressions That'll Make You Ask "How'd They Even Get Hired?"</i> In conclusion, adults can be wildly dumb, BuzzFeed (Oct. 8, 2017), <a href="https://www.buzzfeed.com/essencegant/workplace-microaggression-horror-stories">https://www.buzzfeed.com/essencegant/workplace-microaggression-horror-stories</a></p> <p>Ali Vingiano, <i>63 Black Harvard Students Share Their Experiences In A Powerful Photo Project</i>, BuzzFeed (March 3, 2014), <a href="https://www.buzzfeednews.com/article/alisonvingiano/21-black-harvard-students-share-their-experiences-through-a">https://www.buzzfeednews.com/article/alisonvingiano/21-black-harvard-students-share-their-experiences-through-a</a></p>
8	<p>James McWilliams, <i>Bryan Stevenson On What Well Meaning White People Need To Know About Race: An interview with Harvard University-trained public defense lawyer Bryan Stevenson on racial trauma, segregation, and listening to marginalized voices</i>, Pacific Standard (updated Feb 18, 2019), <a href="https://psmag.com/magazine/bryan-stevenson-ps-interview">https://psmag.com/magazine/bryan-stevenson-ps-interview</a></p>
9	<p><i>Media Portrayals and Black Male Outcomes</i>, The Opportunity Agenda, <a href="https://www.opportunityagenda.org/explore/resources-publications/media-representations-impact-black-men/media-portrayals">https://www.opportunityagenda.org/explore/resources-publications/media-representations-impact-black-men/media-portrayals</a></p>
10	<p>Cheryl I. Harris, <i>Whiteness As Property</i>, Harvard Law Review, Vol. 106 No. 8 (June 1993), <a href="https://sph.umd.edu/sites/default/files/files/Harris_Whiteness%20as%20Property_106HarvLRev-1.pdf">https://sph.umd.edu/sites/default/files/files/Harris_Whiteness%20as%20Property_106HarvLRev-1.pdf</a></p>
11	<p>Scott Winship, Richard V. Reeves, and Katherine Guyot, <i>The Inheritance of Black Poverty: It's All About the Men</i>, Brookings (March 22, 2018), <a href="https://www.brookings.edu/research/the-inheritance-of-black-poverty-its-all-about-the-men/">https://www.brookings.edu/research/the-inheritance-of-black-poverty-its-all-about-the-men/</a></p> <p>Karma Allen, <i>More than 50% of homeless families are black, government report finds</i>, ABCNews (Jan. 22, 2020), <a href="https://abcnews.go.com/US/50-homeless-families-black-government-report-finds/story?id=68433643">https://abcnews.go.com/US/50-homeless-families-black-government-report-finds/story?id=68433643</a></p>
12	<p>Hannah Giorgis, <i>Black Art is dangerous because it marries the personal and the political</i>, The Guardian (Feb. 22, 2015) <a href="https://www.theguardian.com/commentisfree/2015/feb/22/black-art-dangerous-personal-political">https://www.theguardian.com/commentisfree/2015/feb/22/black-art-dangerous-personal-political</a></p> <p>Reggie Ugwu, <i>Lena Waithe's Art of Protest: The "Queen &amp; Slim" writer on mixing art and politics, the key to collaboration and those infamous comments about Will Smith and Denzel Washington</i>, The New York Times (Dec. 2, 2019), <a href="https://www.nytimes.com/2019/12/02/movies/lena-waithe-queen-and-slim.html">https://www.nytimes.com/2019/12/02/movies/lena-waithe-queen-and-slim.html</a></p> <p>Bryan Stevenson, <i>"We can't recover from this history until we deal with it." legacy of slavery and the vision for creating the National Memorial for Peace and Justice and The Legacy Museum</i>, Harvard Law School YouTube (Jan 30,</p>

## Syllabus: 21-day Racial Equity Habit Building Challenge

ABA Labor & Employment Law Section: 2020 Council

	2019), <a href="https://www.youtube.com/watch?v=YRJX5jvORzQ">https://www.youtube.com/watch?v=YRJX5jvORzQ</a>
13	<p>Georgetown Law Center on Poverty and Inequality, <i>Girlhood Interrupted: The Erasure of Black Girls Childhood</i>, YouTube (June 27, 2017), <a href="https://www.youtube.com/watch?v=QKzEF22fK24">https://www.youtube.com/watch?v=QKzEF22fK24</a></p> <p>Adrienne Green, <i>How Black Girls Aren't Presumed to Be Innocent: A new study finds that adults view them as less child-like and less in need of protection than their white peers</i>, The Atlantic (June 29, 2017) <a href="https://www.theatlantic.com/politics/archive/2017/06/black-girls-innocence-georgetown/532050/">https://www.theatlantic.com/politics/archive/2017/06/black-girls-innocence-georgetown/532050/</a></p>
14	<p>Perspectives in Poetry:</p> <p>Richard Wright, <i>Between the World and Me</i>: <a href="https://www.poemhunter.com/poem/between-the-world-and-me/">https://www.poemhunter.com/poem/between-the-world-and-me/</a> (author bio: <a href="https://www.poetryfoundation.org/poets/richard-wright">https://www.poetryfoundation.org/poets/richard-wright</a>)</p> <p>Langston Hughes, <i>Harlem</i>: <a href="https://www.poetryfoundation.org/poems/46548/harlem">https://www.poetryfoundation.org/poems/46548/harlem</a> (author bio: <a href="https://www.poetryfoundation.org/poets/langston-hughes">https://www.poetryfoundation.org/poets/langston-hughes</a>)</p> <p>June Jordan, <i>Poem for Ms. Fannie Lou Hamer</i>: <a href="https://www.poetryfoundation.org/poems/48763/1977-poem-for-mrs-fannie-lou-hamer">https://www.poetryfoundation.org/poems/48763/1977-poem-for-mrs-fannie-lou-hamer</a> (author bio: <a href="https://www.poetryfoundation.org/poets/june-jordan">https://www.poetryfoundation.org/poets/june-jordan</a>)</p> <p>Audre Lorde, <i>Who Said it Was Simple</i>: <a href="https://www.poetryfoundation.org/poems/42587/who-said-it-was-simple">https://www.poetryfoundation.org/poems/42587/who-said-it-was-simple</a> (author bio: <a href="https://www.poetryfoundation.org/poets/audre-lorde">https://www.poetryfoundation.org/poets/audre-lorde</a>)</p> <p>Claudia Rankine – “You are in the dark, in the car . . .” - <a href="https://www.poetryfoundation.org/poetrymagazine/poems/56848/citizen-you-are-in-the-dark-in-the-car">https://www.poetryfoundation.org/poetrymagazine/poems/56848/citizen-you-are-in-the-dark-in-the-car</a> (author bio: <a href="https://www.poetryfoundation.org/poets/claudia-rankine">https://www.poetryfoundation.org/poets/claudia-rankine</a>)</p> <p>Alice Walker, <i>The World Rising</i>: <a href="https://alicewalkersgarden.com/2015/09/the-world-rising-2015-by-alice-walker/">https://alicewalkersgarden.com/2015/09/the-world-rising-2015-by-alice-walker/</a> (author bio: <a href="https://www.poetryfoundation.org/poets/alice-walker">https://www.poetryfoundation.org/poets/alice-walker</a>)</p> <p>Perspectives on Change:</p> <p>The Beatles – <i>Revolution #1</i> (<a href="https://www.youtube.com/watch?v=BGLGzRXY5Bw">https://www.youtube.com/watch?v=BGLGzRXY5Bw</a>) v. Nina Simone – <i>Revolutions 1 and 2</i> (<a href="https://www.youtube.com/watch?v=C2_NVX-T8iM">https://www.youtube.com/watch?v=C2_NVX-T8iM</a>) &amp; Mississippi Goddam (<a href="https://www.youtube.com/watch?v=ghhaREDM3X8">https://www.youtube.com/watch?v=ghhaREDM3X8</a>)</p>
15	<p>Peggy McIntosh, <i>Unpacking the Invisible Knapsack of White Privilege</i>, <a href="https://nationalseedproject.org/Key-SEED-Texts/white-privilege-unpacking-the-invisible-knapsack">https://nationalseedproject.org/Key-SEED-Texts/white-privilege-unpacking-the-invisible-knapsack</a></p>

## Syllabus: 21-day Racial Equity Habit Building Challenge

ABA Labor & Employment Law Section: 2020 Council

16	<p>George Johnson, <i>White gay privilege exists all year, but it is particularly hurtful during Pride</i>, NBC News (June 30, 2019), <a href="https://www.nbcnews.com/think/opinion/white-gay-privilege-exists-all-year-it-particularly-hurtful-during-ncna1024961">https://www.nbcnews.com/think/opinion/white-gay-privilege-exists-all-year-it-particularly-hurtful-during-ncna1024961</a></p> <p>Laverne Cox Talks about Intersectionality at Harvard (Video clips) (March 11, 2014): <a href="https://www.youtube.com/watch?v=jY3F1pIxHMA">https://www.youtube.com/watch?v=jY3F1pIxHMA</a></p> <p>D-L Stewart, <i>Black Trans* Lives Matter</i> (TEDxTalks) (April 22, 2019): <a href="https://www.youtube.com/watch?v=bs67v5klQI4">https://www.youtube.com/watch?v=bs67v5klQI4</a></p>
17	<p>N. K. Jemisin, <i>How Long 'Til Black Future Month? The Toxins of Speculative Fiction, and the Antidote that is Janelle Monae</i>, Blog (Sept. 30, 2013) <a href="http://nkjemisin.com/2013/09/how-long-til-black-future-month/">http://nkjemisin.com/2013/09/how-long-til-black-future-month/</a> (music videos optional)</p>
18	<p>Sam Dylan Finch, <i>9 Phrases Allies Can Say When Called Out Instead of Getting Defensive</i>, Everyday Feminism (May 29, 2017), <a href="https://everydayfeminism.com/2017/05/allies-say-this-instead-defensive/">https://everydayfeminism.com/2017/05/allies-say-this-instead-defensive/</a> (Short read and video)</p>
19	<p>Jolie A. Doggett, <i>4 Questions About Hair that Black Girls Are Tired of Answering</i>, HuffPost (Feb. 14, 2020), <a href="https://www.huffpost.com/entry/black-hair-annoying-questions_1_5c5b3d71e4b08710475a3daf">https://www.huffpost.com/entry/black-hair-annoying-questions_1_5c5b3d71e4b08710475a3daf</a></p> <p>Jessica Moulite, <i>Exclusive: Rep. Ayanna Pressley Reveals Beautiful Bald Head and Discusses Alopecia for the First Time</i>, The Root (Jan. 16, 2020), <a href="https://theglowup.theroot.com/exclusive-rep-ayanna-pressley-reveals-beautiful-bald-1841039847">https://theglowup.theroot.com/exclusive-rep-ayanna-pressley-reveals-beautiful-bald-1841039847</a></p> <p><i>Hair Love</i>, Oscar®-Winning Short Film (Full), Sony Pictures Animation, YouTube (Dec. 5, 2019), <a href="https://www.youtube.com/watch?v=kNw8V_Fkw28&amp;feature=youtu.be">https://www.youtube.com/watch?v=kNw8V_Fkw28&amp;feature=youtu.be</a></p>
20	<p>National Conference for Community and Justice, <i>Colorism</i> (History, Facts, and Videos), <a href="https://www.nccj.org/colorism-0">https://www.nccj.org/colorism-0</a></p> <p>Natasha S. Alford, <i>Why Some Black Puerto Ricans Choose 'White' on the Census: The island has a long history of encouraging residents to identify as white, but there are growing efforts to raise awareness about racism</i>, The New York Times (Feb. 9, 2020), <a href="https://www.nytimes.com/2020/02/09/us/puerto-rico-census-black-race.html">https://www.nytimes.com/2020/02/09/us/puerto-rico-census-black-race.html</a></p>
21	<p>Karyn Lacy, <i>How to Convince a White Realtor You're Middle Class</i>, New York Times (Jan. 21, 2020), <a href="https://www.nytimes.com/2020/01/21/opinion/black-discrimination-study.html">https://www.nytimes.com/2020/01/21/opinion/black-discrimination-study.html</a></p> <p><i>Who is "Karen" and Why Does She Keep Calling the Police on Black Men?</i>, On the Media (Podcast) (May 29, 2020),</p>

## Syllabus: 21-day Racial Equity Habit Building Challenge

ABA Labor & Employment Law Section: 2020 Council

	<p><a href="https://www.wnycstudios.org/podcasts/otm/segments/who-karen-and-why-does-she-keep-calling-police-black-men-on-the-media?fbclid=IwAR2TkeMeXL0kLv1ilZutGFZpd3AQByLFgkPIFc2p2LYS7ha9_ygbn3F2U9c">https://www.wnycstudios.org/podcasts/otm/segments/who-karen-and-why-does-she-keep-calling-police-black-men-on-the-media?fbclid=IwAR2TkeMeXL0kLv1ilZutGFZpd3AQByLFgkPIFc2p2LYS7ha9_ygbn3F2U9c</a></p>
Extra Resources	<p>“The Smithsonian’s National Museum of African American History and Culture today launched Talking About Race, a new online portal designed to help individuals, families, and communities talk about racism, racial identity and the way these forces shape every aspect of society, from the economy and politics to the broader American culture.” <a href="https://nmaahc.si.edu/learn/talking-about-race">https://nmaahc.si.edu/learn/talking-about-race</a></p> <p>Robin DiAngelo, Ph.D, <i>Critical Racial and Social Justice Education: List of Resources</i>, <a href="https://robindiangelo.com/resources/">https://robindiangelo.com/resources/</a></p> <p>Verna Myers, <i>How to Overcome Our Biases? Walk Boldly Toward Them</i>, TED Talk (video) (Dec. 15, 2014), <a href="https://www.youtube.com/watch?v=uYyvbGINZkQ">https://www.youtube.com/watch?v=uYyvbGINZkQ</a></p> <p>John Biewen, <i>Seeing White</i> (14-part series podcast, 2017), <a href="https://www.sceneonradio.org/seeing-white/">https://www.sceneonradio.org/seeing-white/</a></p> <p>Janice Gassam, <i>Your Unconscious Bias Trainings Keep Failing Because You’re Not Addressing Systemic Bias</i> (Forbes, Dec. 29, 2019), <a href="https://www.forbes.com/sites/janicegassam/2020/12/29/your-unconscious-bias-trainings-keep-failing-because-youre-not-addressing-systemic-bias/#4b51df181e9d">https://www.forbes.com/sites/janicegassam/2020/12/29/your-unconscious-bias-trainings-keep-failing-because-youre-not-addressing-systemic-bias/#4b51df181e9d</a></p> <p>Michael Harriott, <i>How to Be a Better White Person in 2020</i>, The Root (Jan 9, 2020), <a href="https://www.theroot.com/how-to-be-a-better-white-person-in-2020-1840868641?utm_medium=sharefromsite&amp;utm_source=facebook&amp;fbclid=IwAR12F3wQnflAPPY8VKCT5tr6Fa60nT7VT2OT4CKDoWzudGdJSuOkfldpaTU">https://www.theroot.com/how-to-be-a-better-white-person-in-2020-1840868641?utm_medium=sharefromsite&amp;utm_source=facebook&amp;fbclid=IwAR12F3wQnflAPPY8VKCT5tr6Fa60nT7VT2OT4CKDoWzudGdJSuOkfldpaTU</a></p>