



Part One: Get Ready > 5. Build shared language and analysis.

## TOOLS FOR A DEEPER DIVE

For even more on the history of systemic racism, racist ideas, anti-Blackness in the United States and other core concepts, consult these resources.

### A few important readings about how white supremacy culture manifests in organizational life

- [Infiltration: How the values of oppressive systems tend to arise in organizations \(and what to do about it\)](#), AORTA Cooperative
- [White Dominant Culture and Something Different](#), Adapted by Partners for Collaborative Change, based on “White Supremacy Culture”  
By Tema Okun and Kenneth Jones, drWorks

### A few of our favorite books

- [The Color of Law: A Forgotten History of How Our Government Segregated America](#), Richard Rothstein
- [Stamped from the Beginning: A definitive history of racist ideas in America](#), Ibram Kendi

### A few key online resources

- [RacialEquityTools.org/Core Concepts page](#), includes a variety of readings, video resources and curricula (some free and some at modest cost)
- [Seeing White Series](#), Scene on Radio, a 14-part series that features some of the authors above and many others
- [Decoded](#), “a weekly series on MTV where the fearless Franchesca Ramsey tackles race, pop culture, and other uncomfortable things, in funny and thought-provoking ways. Half sketch comedy, half vlog.”
- [Race + Class](#), readings and resources from CLASS Action
- [Understanding Race: Are We So Different](#), An interactive companion to the traveling science museum of the same name, with notes on history, science and human variation and lived experiences.

### A few useful training resources

See on-line resources above, plus:

- [Cracking the Codes: The System of Racial Inequity](#), World Trust
- [Diversity Toolkit: A Guide to Discussing Identity, Power and Privilege](#), a facilitator’s guide for a day-long workshop
- [Give your own unbiasing workshop](#), a resource from Google that includes a customizable slide deck and facilitator’s agenda for offering workshops about unconscious bias
- [Managing Bias](#), a series of short training videos from Facebook that focuses on unconscious bias and covers the implications of the following topics for employees and managers: introductions and first impressions; stereotypes and performance bias; performance attribution bias; competency/likability tradeoff bias; maternal bias; business case for diversity and inclusion; and what you can do.
- [Project Implicit](#), Mahzarin Banaji and Anthony Greenwald. This online test of implicit association (aka unconscious bias) offers separate tests focused on race, gender, sexual orientation and other topics.

Notes