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

- **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.