DEI Resources – Stronger By Association Podcast Episode 12

***Black Moments in Film Resource Page***

***Learn, Feel, Do***

**Black Excellence**

**Willie,** is an award winning feature length documentary about the amazing life of Willie O’Ree, the first black player in the National Hockey League who broke the color barrier in 1958. Willie's life transcends hockey - it is a journey in pursuit of opportunity to blaze new trails and inspire people of all races, both historic in its sweep and scope, and relevant to our current day. ESPN bought the rights to the film in February 2020. To learn more about Willie O’Ree, visit <https://www.williedoc.com/>.

***Resources:***

* + <https://www.espn.com/nfl/story/_/id/29297476/doug-williams-first-black-qb-win-super-bowl-shares-42-years-teaching-moments>
  + <https://www.theplayerstribune.com/en-us/articles/hockey-is-not-for-everyone-akim-aliu-nhl>

**Racial Awareness**

**AMERICAN SON** is a gripping tale about who we are as a nation, and how we deal with family relationships, love, loss, and identity as all while an estranged interracial couple reunite in a Florida police station to help find their missing teenage son. The film is based on the Broadway play of the same name. Its writer, Christopher Demos-Brown, also wrote the screenplay.

***Resources:***

* Privilege Video: <https://www.youtube.com/watch?v=4K5fbQ1-zps&feature=youtu.be>
* Crossing the Line Activity (attached)
* Privilege is Real Activity (attached)
* The Crown Act - <https://www.thecrownact.com/>
* Test your tolerance Quiz – <https://www.tolerance.org/professional-development/test-yourself-for-hidden-bias>

**Lack of Equity**

**Just Mercy** takes us inside America’s broken criminal justice system and compels us to confront inequality and injustice. Based on the bestselling book, the Just Mercy movie presents the unforgettable story of Bryan Stevenson (Michael B. Jordan) and the case of Walter McMillian (Academy Award winner Jamie Foxx), who was convicted and sentenced to death for a crime he did not commit.

***Resources:***

* + Systemic Racism Explained - <https://www.youtube.com/watch?v=YrHIQIO_bdQ>
  + Bryan Stevenson TED Talk – “We need to talk about an injustice”: <https://www.ted.com/talks/bryan_stevenson_we_need_to_talk_about_an_injustice#t-272661>
  + Equal Justice Initiative Work and Resources: <https://eji.org/>
  + EJI Lynching in America Initiative: <https://lynchinginamerica.eji.org/>
  + Purchase the book “Just Mercy” - <https://www.amazon.com/Just-Mercy-Story-Justice-Redemption/dp/081298496X>
  + *Follow this link to offer any increment of financial assistance to support EJI,****every****little bit helps:*[*https://support.eji.org/give/153413/#!/donation/checkout*](https://support.eji.org/give/153413/#!/donation/checkout)
  + Check out this organization to volunteer  <http://accessyouthinc.org/what-we-do/>
  + <https://www.youtube.com/watch?v=YrHIQIO_bdQ>

***Police Brutality/Injustice***

***The Hate you Give*** is a 2018 American fictional drama based on the 2017 young adult novel of the same title by Angie Thomas. The story follows the character Starr Carter, who is constantly switching between two worlds. The uneasy balance between these worlds is soon shattered when she witnesses the fatal shooting of her childhood best friend at the hands of a police officer. Facing pressure from all sides of the community, Starr must find her voice and decide to stand up for what's right.

***Resources:***

* + <https://www.aclu.org/know-your-rights/stopped-by-police/>

**Additional Resources**

* + [https://docs.google.com/document/d/1BRlF2\_zhNe86SGgHa6-VlBO-QgirITwCTugSfKie5Fs/preview?pru=AAABcsfve-w\*KlkMPq-RrNHOkKmqPus1Ng](https://docs.google.com/document/d/1BRlF2_zhNe86SGgHa6-VlBO-QgirITwCTugSfKie5Fs/preview?pru=AAABcsfve-w*KlkMPq-RrNHOkKmqPus1Ng)
  + <https://issuu.com/nlc.sf.2014/docs/beyondthestreets_final/1?ff>

**Books:**

* *22 books on race and white privilege that will show you what's really happening in America right now*

[**https://www.businessinsider.com/books-white-privilege-novels-racism-antiracism-black-scholars-2020-6**](https://www.businessinsider.com/books-white-privilege-novels-racism-antiracism-black-scholars-2020-6)

**Podcast:**

* [***1619***](https://www.nytimes.com/2020/01/23/podcasts/1619-podcast.html)from *The New York Times*

Hosted by recent Pulitzer Prize winner Nikole Hannah-Jones, the 1619 audio series chronicles how black people have been central to building American democracy, music, wealth and more.

* ***[Intersectionality Matters!](https://aapf.org/podcast)***from *The African American Policy Forum*

Hosted by Kimberlé Crenshaw, a leading critical race theorist who coined the term "intersectionality," this podcast brings the academic term to life.

* [***Throughline***](https://www.npr.org/podcasts/510333/throughline)from*NPR*

Every week at *Throughline,*our palsRund Abdelfatah and Ramtin Arablouei "go back in time to understand the present.

* ***[Code Switch](https://aapf.org/podcast)***from *NPR*

It's the fearless conversations about race that you've been waiting for! Hosted by journalists of color, our podcast tackles the subject of race head-on. <https://www.npr.org/podcasts/510312/codeswitch>

* [***Together Apart***](https://www.npr.org/podcasts/510333/throughline)from*The New York Times hosted by Priya Parker*

Together Apart is part guide, part reminder of the resiliency of the human spirit to still creatively meaningfully gather, even while we have to be apart.

***Black Education Movie List***

**Black Excellence**

-Hidden Figures

-Willie

-Black Panthers - The Black Panthers: Vanguard of the Revolution

**Racial Awareness**

-American Son

-Crash

-Remember The Titans

-Higher Learning

-The Blindside

-Black or White

-To Sir with Love

-White Privilege – Chelsea Handler

-White Man’s Burden

**Lack of Equity**

-When they see us

-Just Mercy and book option

-JohnQ (relate to COVID)

-Monsters and Men

**Police Brutality/Injustice**

-Do the right thing

-Fruitvale station

-The Hate You Give and book option

-Rodney King

-Ferguson uprising – Whose Streets?

-Detroit

***DEI Activities***

**How Diverse is Your Universe?**

**Materials:**

Clear cup

Colored circles (1 color for each category)

**Purpose:** To visually see the types of people you encounter in your daily life

**How to play**:

Explain the color chart. Give everyone an empty cup. Tell participants that after each question is read, they need to pick a colored circle for the type of person they come in contact with.

After the questions have been asked, reflect on what people’s universe looks like.

* Is it a good thing?
* Is it dominated by one group of people? If yes why? How can you change that? Do you want to change that?
* Why is it important to work with and live with a variety of people that are different from you?

1. Select a circle that most closely represents the race/identity of your significant other.
2. The people in my social circle are…
3. The race/identity of the people with whom I celebrate cultural traditions and/or worship with are…
4. My neighbors (at home) on either side of my house and the people in my community/town are…
5. My health care provider (dentist, doctor, etc.) is…
6. My lawyer/attorney/financial advisor is…
7. My co-workers are…
8. The author of the last book I read was…
9. In the last good movie I saw and the people in my favorite TV shows were/are…
10. During the course of a day, the people with whom I come in contact with are…
11. The person who I most admire or who has had the greatest impact on my life is…
12. The people in my favorite music group or band are…
13. The instructors and professors leading my professional development/continued education are….
14. The teachers or caretakers of my child(ren), nieces/nephews, or grandchildren are…
15. Select a circle that most closely represents the race/identity of people you have discussed the current and past events effecting black lives and the BLM movement with…

**Look into your cup and ask yourself: How diverse is my universe?**

CROSSING THE LINE

This exercise is difficult, yet increases a great deal of awareness into self and others; about your identity and others. I will make a statement to indicate or call out specific categories/labels/descriptions that may represent you. I will ask that all those that the description applies to step across the line, turn and face the rest of the group. I will pause for a few seconds and then you will return to the rest of the group.

You will need to follow 2 critical rules in this exercise.

1. LISTENING: Let’s have silence throughout the exercise – no giggling or talking.

Silence will enable us to experience our personal thoughts and feelings more clearly.

2. RESPECT: It is imperative that we respect the dignity of everyone in the class.

Everything shared should remain confidential. If you feel the need to talk about

something that comes up in the workshop, talk to the person(s) it involves, not others.

Some guidelines are:

1. No pressure to respond

2. Each of the categories will have some “gray areas”. Define the terms used as YOU

understand them. If you have serious reservations about the clarity or meaningfulness

of a word then the best thing to do is not cross to the other side of the room.

3. Once we begin, there can be NO talking, No interruptions and please do not ask

questions. There will be plenty of time at the end to ask questions or make

comments.

4. It is important that you be as honest as you can, yet do not risk more than you feel

comfortable sharing. You decide what to share and expose. Risk as much as you

can. Exercise the option to pass if you wish.

5. If you cross the line notice who is with you, notice who is across from you, note your

feelings and please cross back.

Statements:

Cross the line if…

You are female

You are male

You are left-handed

You are from a large city or town

You know what you want to major in

You have attended a \_\_\_ football game

You took a family vacation this summer

You saw Harry Potter over the last 2 weeks

You are left handed

You are an athlete

You are the first one in your family to go to college

You have cheated on a test

You receive financial aid

You are affiliated with a Greek Lettered Organization

You were born outside of the United States

You are over 21

You are the oldest child in your family

You are the youngest child in your family

You are an only child

Your parents are divorced or separated

You are from a single parent household

You grew up in a family where there was alcohol or drug abuse

You are Native American or a member of an indigenous tribe of North America

You are Chicano/a, Latino/a or Hispanic

You are African American

You are Haitian

You are Jamaican

You are Indian

You are Asian, Asian American, Hawaiian or Pacific Islander

You are White European or European American

You are of mixed heritage

You are a person of color

You feel you know very little about your cultural heritage

You practice a religion

You are Catholic

You are Protestant

You are Jewish

You are another religion other than those 3 major US religions

You are of non-Jewish or non-Christian belief system

You are atheist or agnostic

You have at least one parent who did not complete high school

You have at least one parent who graduated from college

You or a family member has were/was/is incarcerated

You consider your family as blue-collar or working class

You consider your family as middle class

You consider your family as upper class

You have felt embarrassed about the economic class your family is in

You were raised with less than enough resources or poor

You live independently of your parents

You have low self-esteem

You or a family member has had an eating disorder

You identify yourself as or have been identified as fat

You would like to lose 10 or more pounds

You feel lonely

You consider yourself a Democrat

You consider yourself a Republican

You have a visible or non-visible physical or learning disability

You have cried at least once this year

You know someone personally who has tested HIV positive

You or a family member is HIV +

You know someone who died from AIDS

You or a family member has a terminal disease

You know someone who is a survivor of sexual assault or abuse

You are a survivor of sexual abuse or sexual assault

You support pro-choice

You support the right to die

You support the death penalty

You think the drinking age should be lowered to 18

You think marijuana should be legalized

You know someone who died in a car accident

You or a friend or family member has attempted suicide

You know someone who committed suicide

You have driven a vehicle under the influence of alcohol or another drug

You are comfortable with homosexuality

You or someone you know is gay, lesbian, bisexual or transgender

You believe that gay/lesbian couples should be allowed to marry

You believe that gay/lesbian couples should be allowed to adopt

You have participated in a racial, sexual, or cultural joke

You don’t like these jokes but you don’t do anything to stop them

You consider yourself a feminist

You are uncomfortable with the way you look

Your parents or grandparents might still have prejudicial thoughts

You are prejudice

You have been in love and been hurt

You feel that you haven’t formed a close friendship

You would be involved in an interracial relationship given the right person

You have been involved in an interracial relationship

You hate yourself

You feel unfairly treated

You feel threatened

You have had a person close to you pass away in the last year

You want a hug right now

Discussion:

How are you feeling right now?

Is there anything you want to say about why you crossed for a particular question?

How did you feel when you got to choose an answer (pro-choice, etc) vs. when you had no say in the answer (parents divorced, etc.)?

Were there any questions difficult to choose an answer for?

How did you feel when there were lots of people on your side of the line? How did you

feel when there were few people on your side of the line?

What do you think the purpose of this activity was?

**Privilege is Real - check your privilege edition – Put a finger down**

* Put a finger down if….you’ve been called a racial slur
* Put a finger down if… you’ve been followed in a store unnecessarily
* Put a finger down if….someone has crossed the street to avoid passing you
* Put a finger down if….had someone clinch their purse in an elevator with you
* Put a finger down if… had someone step off an elevator to keep from riding with you
* Put a finger down if….you’ve been accused of not being able to afford something expensive
* Put a finger down if….you have had fear in your heart when being stopped by the police
* Put a finger down if….you have never been given a pass on a citation that you deserved
* Put a finger down if….if you have been stopped or detained by police for no valid reason
* Put a finger down if….you have been bullied solely because of your race
* Put a finger down if….if you have been denied service solely because of the color of your skin
* Put a finger down if….you’ve ever had to teach your child about how to not get killed by the police

Any fingers left?? …..That’s privilege!!!