

College of Education & Allied Professions  
Western Carolina University  
Diversity Committee  
[go.wcu.edu/ceapdiversity](http://go.wcu.edu/ceapdiversity)

Resources for Learning & Teaching Anti-Racism

General Resources

Alexander, M. (2012). *The new Jim Crow: Mass incarceration in the age of colorblindness*. New Press.

Biewen, J. (2017). Seeing White. *Scene on Radio (Season 2)*. Center for Documentary Studies at Duke University. <http://www.sceneonradio.org/tag/season-2/>

Bonilla-Silva (1997). Rethinking racism: Toward a structural interpretation. *American Sociological Review*, 62(3), 465-480. DOI: 10.2307/2657316

Bonilla-Silva, E. (2009). *Racism without racists: Color-Blind racism and the persistence of racial inequality in America*. Rowman & Littlefield Publishers.

Crenshaw, K. W., Harris, L. C., HoSang, D. M., & Lipsitz, G. (Eds.). (2019). *Seeing race again: Countering colorblindness across the disciplines*. University of California Press.

DiAngelo, R. (2018). *White fragility: Why it's so hard for white people to talk about racism*. Beacon Press.

DuVernay, A. (Director). (2016). *13<sup>th</sup>* [Documentary]. Netflix.

Gutierrez y Muhs, G., Niemann, Y. F., Gonzalez, C. G., & Harris, A. P. (Eds.) (2012). *Presumed incompetent: The intersections of race and class of women in Academia*. Utah State University Press.

hooks, b. (1994). *Teaching to transgress: Education as the practice of freedom*. Routledge.

Hutcherson, L. L. (2016, July 15). What I said when my white friend asked for my Black opinion on white privilege. *Good Black News*. <https://goodblacknews.org/2016/07/14/editorial-what-i-said-when-my-white-friend-asked-for-my-black-opinion-on-white-privilege/>

Kendi, I. X. (2016). *Stamped from the beginning: The definitive history of racist ideas in America*. Bold Type Books.

Kendi, I. X. (2019). *How to be an antiracist*. One World.

Love, B. (2019). *We want to do more than survive: Abolitionist teaching and the pursuit of educational freedom*. Beacon Press.

Morris, S. (Director). (2013). *White like me* [Documentary]. Scott Morris.

Ray, V. (2019). A theory of racialized organizations. *American Sociological Review*, 84(1). 26-53.  
DOI: 10.1177/0003122418822335

saini, a. (2020). *Superior: The return of race science*. Beacon Press.

Singh, A. A. (2019). *The racial healing handbook: Practical activities to help you challenge privilege, confront systemic racism, and engage in collective healing*. New Harbinger Publications.

### **Counseling Focused Resources**

Anti-Racism Resources from the American School Counselor Association (ASCA):  
<https://www.schoolcounselor.org/Publications-Research/Publications/Free-ASCA-Resources/Anti-Racism-Resources>

Bemak, F., & Chung, R. C. Y. (2008). New professional roles and advocacy strategies for school counselors: A multicultural/social justice perspective to move beyond the nice counselor syndrome. *Journal of Counseling & Development*, 86(3), 372-381.

Diversity, Equity, and Inclusion Specialist Training from the ASCA – FREE TRAINING -  
<https://www.schoolcounselor.org/Events-Professional-Development/Professional-Development/ASCA-U-Specialist-Training/Diversity,-Equity-Inclusion-Specialist>

Eliminating Racism and Bias in Schools: The School Counselor's Role:  
<https://www.schoolcounselor.org/getmedia/542b085a-7eda-48ba-906e-24cd3f08a03f/SIP-Racism-Bias.pdf>

Foxx, S. P., Saunders, R., & Lewis, C. W. (2020). Race, gender, class and achievement: A culturally responsive approach to urban school counseling. *Professional School Counseling*, 23(1), <https://doi.org/10.1177/2156759X19899184>

Jones-Smith, E. (2018). *Culturally diverse Counseling: Theory and practice*. SAGE.

Jun, H. (2018). *Social Justice, Multicultural counseling, and practice: Beyond a conventional approach*. (2nd ed.). Springer Publishing.

Kaur, V. (2020). *See no stranger: A memoir and manifesto of revolutionary love*. One World

Kimmerer, R. (2013). *Braiding sweetgrass: Indigenous wisdom, scientific knowledge, and*

*the teachings of plants*. Milkweed Editions.

McBride, J. (2006). *The color of water: A black man's tribute to his white mother*. London: Bloomsbury.

Ratts, M. J., & Greenleaf, A. T. (2017). Multicultural and social justice counseling competencies: A leadership framework for professional school counselors. *Professional School Counseling*, 21(1b), <https://doi.org/10.1177/2156759X18773582>

Sue, D. (2020). *Microaggressions in everyday life (2nd Ed)*. Wiley.

Sue, D. (2015). *Race talk and the conspiracy of silence: Understanding and facilitating difficult dialogues on race*. Wiley.

Sue, D. W. & Sue, D. (2019). *Counseling the culturally diverse: Theory and practice. 8<sup>th</sup> Ed.* Wiley and Sons, Inc.

### **Educational Leadership Focused Resources**

Altbach, P. G., & Lomotey, K. (Eds.). (1991). *The racial crisis in American higher education*. SUNY Press.

Capper, C. A. (2018). *Organizational theory for equity and diversity: Leading integrated, socially just education*. Routledge.

Chun, E. & Evans, A. (2018). *Leading a diversity culture shift in higher education*. Routledge.

Dancy, T. E., Edwards, K. T., & Earl Davis, J. (2018). Historically white universities and plantation politics: Anti-Blackness and higher education in the Black Lives Matter era. *Urban Education*, 53(2), 176-195.

Horsford, S. D., Scott, J. T., & Anderson, G. L. (2018). *The politics of education policy in an era of inequality: Possibilities for democratic schooling*. Routledge.

Khalifa, M. (2020). *Culturally responsive school leadership*. Harvard Education Press.

Khalifa, M. A., Gooden, M. A., & Davis, J. E. (2016). Culturally responsive school leadership: A synthesis of the literature. *Review of Educational Research*, 86(4), 1272-1311.

Lumby, J. & Coleman, M. (2007). *Leadership & Diversity: Challenging theory and practice in education*. SAGE Publications.

Lomotey, K. & Smith, W. A. (Eds.) (in press). *The Racial crisis in American higher*

*education: Continuing dilemmas, ongoing setbacks & new challenges, Volume III.* State University of New York Press.

McNair, T. B., Bensimon, E. M., & Malcom-Piqueux, L. (2020). *From equity talk to equity walk: Expanding practitioner knowledge for racial justice in higher education.* John Wiley & Sons.

Smith, W. A., Altbach, P. G., & Lomotey, K. (Eds.) (2002). *The racial crisis in American higher education, Volume II.* State University of New York Press.

Theoharis, G. (2007). Social justice educational leaders and resistance: Toward a theory of social justice leadership. *Educational administration quarterly*, 43(2), 221-258.

Theoharis, G., & Scanlan, M. (Eds.). (2020). *Leadership for increasingly diverse schools.* Routledge.

Tillman, L. C. & Scheurich, J. J. (2013). *The handbook of research on educational leadership for equity and diversity.* Routledge.

### **Higher Education Focused Resources**

Cabrera, N. L. (2019). *White guys on campus: Racism, white immunity, and the myth of “post-racial” higher education.* Rutgers University Press.

Chatelain, M., Early, G., Blain, K. N., Clair, M., Bernard, E., Bradley, S. M., Martin, D. B., Mcgee, E. O., Fortner, M. D., Rooks, Noliwe, M., & Foley, N. F. (2019). Being a Black academic in America. *The Chronicle of Higher Education*, 65(31).  
<https://www.chronicle.com/interactives/20190418-black-academic>

Diep, F. (2020, June 1). How higher ed can fight racism: ‘Speak up when it’s hard’. *The Chronicle of Higher Education*. <https://goodblacknews.org/2016/07/14/editorial-what-i-said-when-my-white-friend-asked-for-my-black-opinion-on-white-privilege/>

Freeda, B., Ellenwood, D., & Lazzaro, A. E. (2015). In pursuit of antiracist social justice: Denaturalizing whiteness in the academic library. *Library Trends*, 64(2), 246-284. DOI: 10.1353/lib.2015.0048

Higher Ed Live. (February 7, 2018). *Racial justice & decolonization in practice at ACPA.* [Video]. YouTube.  
[https://www.youtube.com/watch?time\\_continue=1&v=kgQ3Wtwrm5k&feature=emb\\_logo](https://www.youtube.com/watch?time_continue=1&v=kgQ3Wtwrm5k&feature=emb_logo)

Garrett, K. (2020). *The last negroes at Harvard: The class of 1963 and the 18 young men who changed Harvard forever.* Houghton Mifflin Harcourt.

McGuire, P. (2019, July 26). How higher education can atone for its long history of racism. *The Chronicle of Higher Education*. <https://www.chronicle.com/article/How-Higher-Education-Can-Atone/246784>

McNair, T. B., Bensimon, E. M., & Malcom-Piqueux, L. (2020). *From equity talk to equity walk: Expanding practitioner knowledge for racial justice in higher education*. Jossey-Bass.

Mwangi, C. A. G., Thelamour, B., Ezeofor, I., & Carpenter, A. (2018). "Black elephant in the room": Black students contextualizing campus racial climate within US racial climate. *Journal of College Student Development*, 59(4), 457-474. DOI: 10.1353/csd.2018.0042

Quaye, S. J., Aho, R. E., Jacob, M. B., Domingue, A. D., Guido, F. M., Lange, A. C., Squire, D., & Stewart, D-L. (2019). A bold vision forward: A framework for the strategic imperative for racial justice and decolonization. ACPA – College Student Educators International. [https://www.myacpa.org/sites/default/files/SIRJD\\_GuidingDoc2.pdf](https://www.myacpa.org/sites/default/files/SIRJD_GuidingDoc2.pdf)

Starcke, M., & Porter, S. R. (2019). Do student conduct administrators discriminate against Black students?: An analysis of drug sanctions using vignettes. *The Review of Higher Education*, 42(2), 765-792. DOI: 10.1353/rhe.2019.0014

Thomas, J. M. (2018). Diversity regimes and racial inequality: A case study of diversity university. *The Southern Sociological Society*, 5(2), 140-156.

Wilder, C. S. (2013). *Ebony and ivy: Race, slavery, and the troubled history of America's universities*. Bloomsbury Press.

Williamson-Lott, J. A. (2018). *Jim Crow campus: Higher education and the struggle for a new southern social order*. Teachers College Press.

## **Human Resources**

Banks, K. H. & Harvey, R. (2020). *Is Your Company Actually Fighting Racism, or Just Talking About It?* Harvard Business Review. [https://hbr.org/2020/06/is-your-company-actually-fighting-racism-or-just-talking-about-it?utm\\_medium=email&utm\\_source=newsletter\\_weekly&utm\\_campaign=insider\\_activesubs&deliveryName=DM84811](https://hbr.org/2020/06/is-your-company-actually-fighting-racism-or-just-talking-about-it?utm_medium=email&utm_source=newsletter_weekly&utm_campaign=insider_activesubs&deliveryName=DM84811)

BLM. (2020). *BLM Survival Fund-2020 Impact Report*. <https://blacklivesmatter.com/resources/>

Caver, K. A. & Livers, A. B. (2002). Dear White Boss... Harvard Business Review. [https://hbr.org/2002/11/dear-white-boss?utm\\_medium=email&utm\\_source=newsletter\\_weekly&utm\\_campaign=insider\\_activesubs&deliveryName=DM84811](https://hbr.org/2002/11/dear-white-boss?utm_medium=email&utm_source=newsletter_weekly&utm_campaign=insider_activesubs&deliveryName=DM84811)

Columbia University. (2020). *Manager Guide on Workplace Discussions About Race and Protest*.  
[https://www.cumc.columbia.edu/hr/sites/default/files/mgr\\_guide-abridgedFINALAug2020v2.pdf](https://www.cumc.columbia.edu/hr/sites/default/files/mgr_guide-abridgedFINALAug2020v2.pdf)

Hirsch, A. (2018). Taking Steps to Eliminate Racism in the Workplace.  
<https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/taking-steps-to-eliminate-racism-in-the-workplace.aspx>

Khokhar, A. (2020). *Anti-Racism Resources for Everyone in the Workplace*.  
<https://www.kuder.com/blog/downloads-resources/antiracism-resources-for-everyone-in-the-workplace/>

Mckesson, D. (2018). *How you can be an ally in the fight for racial justice*.  
<https://ideas.ted.com/how-you-can-be-an-ally-in-the-fight-for-racial-justice/>

National Museum of African American History & Culture. (2020). *Talking about Race*.  
<https://nmaahc.si.edu/learn/talking-about-race/topics/being-antiracist>

Neal-Barnett, A. (2020). *How Organizations Can Support the Mental Health of Black Employees*.  
[https://hbr.org/2020/06/how-organizations-can-support-the-mental-health-of-black-employees?utm\\_medium=email&utm\\_source=newsletter\\_weekly&utm\\_campaign=insider\\_activesubs&deliveryName=DM84811](https://hbr.org/2020/06/how-organizations-can-support-the-mental-health-of-black-employees?utm_medium=email&utm_source=newsletter_weekly&utm_campaign=insider_activesubs&deliveryName=DM84811)

Western States Center. (2015). *Racial Justice Assessment Tool*.  
[https://www.resource-sharing-project.org/sites/default/files/AssessingOurOrganizations\\_RacialJustice.pdf](https://www.resource-sharing-project.org/sites/default/files/AssessingOurOrganizations_RacialJustice.pdf)

Western States Center. (2015). *Dismantling Racism: A Resource Book*.  
<https://www.resource-sharing-project.org/sites/default/files/DismantlingRacismforSocialChangeGroups.pdf>

### **Parks & Recreation Focused Resources**

Davis, J. (2018). Black faces, black spaces: Rethinking African American underrepresentation in wildland spaces and outdoor recreation. *Environment and Planning E: Nature and Space*, 2(1), 89-109. DOI: 10.1177/2514848618817480

Fields, K. E., & Fields, B. J. (2014). *Racecraft: The soul of inequality in American life*. Verso.

Finney, C. (2014). *Black faces, white spaces: Reimagining the relationship between African Americans to the great outdoors*. UNC Press.

Go Camp Pro. <https://gocamp.pro>  
- Various resources through the Blog.

Mowatt, R. A. (2018). A people's history of leisure studies: Leisure, the tool of racecraft. *Leisure Sciences, 40*(7), 663-674. DOI: 10.1080/01490400.2018.1534622

Pinckney, H. P., Outley, C., Brown, A., & Theriault, D. (2018). Playing while Black. *Leisure Sciences, 40*(7), 675-685. DOI: 10.1080/01490400.2018.1534627

Rose, J., Paisley, K. (2012). White privilege in experiential education: A critical reflection. *Leisure Sciences, 34*(2), 136-154. DOI: 10.1080/01490400.2012.652505

### **Psychology Focused Resources**

Broman, C. L., Mavaddat, R., & Hsu, S. (2000). The experience and consequences of perceived racial discrimination: A study of African Americans. *Journal of Black Psychology, 26*(2), 165-180. <http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.939.6448&rep=rep1&type=pdf>

Carter, D. J. (2008). Cultivating a critical race consciousness for African American school success. *Educational Foundations, 22*(1), 11-28. <https://files.eric.ed.gov/fulltext/EJ839495.pdf>

Garcia, J. J., & Sharif, M. Z. (2015). Black Lives Matter: A commentary on racism and public health. *American Journal of Public Health, 105*(8), e27-e30. DOI: 10.2105%2FAJPH.2015.302706 <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4504294/>

Green, A. (2016, January 21). The cost of balancing academia and racism. *The Atlantic*. <https://www.theatlantic.com/education/archive/2016/01/balancing-academia-racism/424887/>

Hamer, J. F., & Lang, C. (2015). Race, structural violence, and the neoliberal university: The challenges of inhabitation. *Critical Sociology, 41*(6), 897-912. DOI: 10.1177/0896920515594765 <http://convention.myacpa.org/houston2018/wp-content/uploads/2017/11/Hamer-and-Lang-2015.pdf>

Hasford, J. (2016). Dominant cultural narratives, racism, and resistance in the workplace: A study of the experiences of young Black Canadians. *American Journal of Community Psychology, 57*, 158-170. <https://onlinelibrary.wiley.com/doi/pdf/10.1002/ajcp.12024>

Johnson-Ahorlu, R. N. (2010). The academic opportunity gap: How racism and stereotypes disrupt the education of African American undergraduates. *Race Ethnicity and Education, 15*(5), 633-652. DOI: 10.1080/13613324.2011.645566

Jones, T., & Norwood, K. J. (2017). Aggressive encounters & white fragility: Deconstructing the trope of the angry Black woman. *Iowa Law Review, 102*. <https://ilr.law.uiowa.edu/print/volume-102-issue-5/aggressive-encounters-and-white-fragility-deconstructing-the-trope-of-the-angry-black-woman/>



Klonoff, E. A., Landrine, H., & Ullman, J. B. (1999). Racial discrimination and psychiatric symptoms among Blacks. *Cultural Diversity and Ethnic Minority Psychology*, 5(4), 329-339. DOI: 10.1037//1099-9809.5.4.329

[https://www.researchgate.net/profile/Hope\\_Landrine/publication/224071379\\_Racial\\_Discrimination\\_and\\_Psychiatric\\_Symptoms\\_among\\_Blacks/links/0deec52822c9ec7351000000/Racial-Discrimination-and-Psychiatric-Symptoms-among-Blacks.pdf](https://www.researchgate.net/profile/Hope_Landrine/publication/224071379_Racial_Discrimination_and_Psychiatric_Symptoms_among_Blacks/links/0deec52822c9ec7351000000/Racial-Discrimination-and-Psychiatric-Symptoms-among-Blacks.pdf)

Picca, L., & Feagin, J. (2007). *Two-Faced racism: Whites in the backstage and frontstage*. Routledge.

Schmader, T., Major, B., & Gramzow, R. H. (2001). Coping with ethnic stereotypes in the academic domain: Perceived injustice and psychological disengagement. *Journal of Social Issues*, 57(1), 93-111.

<http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.319.2897&rep=rep1&type=pdf>

Sellers, R. M., Copeland-Linder, N., Martin, P. P., & Lewis, R. L. (2006). Racial identity matters: The relationship between racial discrimination and psychological functioning in African American adolescents. *Journal of Research on Adolescence*, 16(2), 187-216. DOI: 10.1111/j.1532-7795.2006.00128.x

<https://onlinelibrary.wiley.com/doi/full/10.1111/j.1532-7795.2006.00128.x>

Thomas, D., & Zuckerman, A. (2018). Black Lives Matter in community psychology. *Community Psychology in Global Perspective*, 4(2), 1-8. DOI: 10.1285/i24212113v4i2p1

[https://www.researchgate.net/publication/328367211\\_Black\\_Lives\\_Matter\\_in\\_Community\\_Psychology](https://www.researchgate.net/publication/328367211_Black_Lives_Matter_in_Community_Psychology)

Williams, D. R., & Williams-Morris, R. (2000). Racism and mental health: The African American experience. *Ethnicity & Health*, 5(3/4), 243-268.

<https://www.isr.umich.edu/williams/All%20Publications/DRW%20pubs%202000/racism%20and%20mental%20health.%20the%20African%20American%20experience.pdf>

Young, J. L., & Hines, D. E. (2018). Killing my spirit, renewing my soul: Black female professors' critical reflections on spirit killings while teaching. *Women, Gender, and Families of Color*, 6(1), 18-25. <https://muse.jhu.edu/article/698585/pdf>

### **Teacher & Teacher Educators Focused Resources**

Black Lives Matter at School. <https://blacklivesmatteratschool.com>

Brazas, C., & McGeehan, C. (2020). What white colleagues need to understand: White supremacy doesn't stop at the teachers' lounge door. *Teaching Tolerance*, 64.

[https://www.tolerance.org/magazine/spring-2020/what-white-colleagues-need-to-understand?fbclid=IwAR2NmCy\\_MYIBrhI08TuEzkuL64tcMnJ6zW7um7vS7A80T2joNgClEwlwvXU](https://www.tolerance.org/magazine/spring-2020/what-white-colleagues-need-to-understand?fbclid=IwAR2NmCy_MYIBrhI08TuEzkuL64tcMnJ6zW7um7vS7A80T2joNgClEwlwvXU)



Darling-Hammond, L. (2010). *The flat world and education: How America's commitment to equity will determine our future*. Teacher's College Press.

Dennis, T., Schuschke, J., Chan, W. Y., & Holcomb -McCoy, C. (2022). *Creating and antiracist teacher workforce: Policy and practice recommendations*. American University.  
<https://www.american.edu/soe/upload/gates-report-23-11am.pdf>

Ladson-Billings, G. (2006). From the achievement gap to the education debt: Understanding achievement in US schools. *Educational Researcher*, 35(7), 3-12. DOI: 10.3102%2F0013189X035007003

Meiners, E. R. (2007). *Right to be hostile: Schools, prisons, and the making of public enemies*. Routledge.

Milner, H. R. (2012). Beyond a test score: Explaining opportunity gaps in educational practice. *Journal of Black Studies*, 43(6), 693-718.

National Museum of African American History & Culture. (n.d.). *Talking about race*. Retrieved June 3, 2020, from <https://nmaahc.si.edu/learn/talking-about-race?fbclid=IwAR0vIBJXR7bsJNjYDjKiN263oMNGUtHLyFJ-SibxgJC3Qig6gk0nQFUWW4U>

Pitts, J. (2016). Don't say nothing: Silence speaks volumes. Our students are listening. *Teaching Tolerance*, 64. <https://www.tolerance.org/magazine/fall-2016/dont-say-nothing>

Teachers Pay Teachers. (n.d.) Classroom clapback. Retrieved June 3, 2020, from <https://www.teacherspayteachers.com/Store/Classroom-Clapback>

## Activities

Discussion of the 1619 Project. The use of the following sources to guide a classroom discussion.

Shapiro, A. (2020, May 5). A project about the first enslaved Africans on American shores wins a Pulitzer Prize. All Things Considered. NPR.  
<https://www.npr.org/2020/05/05/850964109/a-project-about-the-first-enslaved-africans-on-american-shores-wins-a-pulitzer-p>

Silverstein, J. (2020, March 11). An update to the 1619 project. The New York Times Magazine. <https://www.nytimes.com/2020/03/11/magazine/an-update-to-the-1619-project.html>

Mclaughlin, D. (2020, May 7). The 1619 project wins a Pulitzer Prize for Agriprop. The National Review. <https://www.nationalreview.com/2020/05/new-york-times-1619-project-wins-pulitzer-prize-for-agritprop/>

## Other

Another page of resources on anti-racism can be found here.

[https://docs.google.com/document/d/1BRIF2\\_zhNe86SGgHa6-VIBO-QgirlTwCTugSfKie5Fs/mobilebasic](https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirlTwCTugSfKie5Fs/mobilebasic)

Antiracist Resources for Children

<https://researchguides.wcu.edu/antiracism>

Parenting Resources

<https://www.prettygooddesign.org/blog/Blog%20Post%20Title%20One-5new4>

75 Things white People can do for Racial Justice

<https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234>

Instagram Accounts about youth and racial justice

<https://www.instagram.com/theconsciouskid/?igshid=15f0rywpw29v9>

<https://www.instagram.com/shiftingtheculture/?igshid=1hobi3qckt24j>

<https://www.instagram.com/officialblackwallstreet/?igshid=1lq02i8xci1je>