

Interfaith Toolkit on Challenging Racism

2017

An Interfaith Project



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Hard copies of the toolkit area are available for a nominal fee upon request. Updates of the toolkit will be posted on MUUSJN's website`.

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Introduction and purpose of toolkit

For decades our denominations, and many of our congregations, in fact many people who will be using this toolkit, have engaged in anti-racist, anti-oppression trainings and work. We say we are doing it, we say our religious values are based on love, community and the dignity for all. Yet, most of our congregations are still full of white people. Certainly within the hired and elected leadership of our congregations and the national offices, there are very few people of color and even fewer black people. Within our walls, as well as the communities our congregations are in, we are not doing enough to challenge white privilege and supremacy, nor are most of our congregations connected to local organizations or leaders doing the work of black liberation. As we are not acting as part of the solution, we are part of the problem.

With the state of the country today, there is much work to do. The murder of black people by police officers must be stopped! Since the election of President Trump there has been a significant increase in hate crimes against people of color in Michigan. The work of challenging racism must begin within ourselves, then with people closest to us, and within our congregations.

Unitarian Universalists recommitted themselves to racial justice with an Action of Immediate Witness, that was adopted at their June 2015 General Assembly that calls for supporting the Black Lives Matter Movement. www.uua.org/statements/support-black-lives-matter-movement

This inspired the Michigan Unitarian Universalist Social Justice Network to want to create a resource guide for our congregations. In 2016, MUUSJN received grants from both the Unitarian Universalist Funding Program and from the Buck Dinner to create this toolkit and to provide education and action to challenge racism. We expanded the scope of this project from just engaging Unitarian Universalists to include resources from our Jewish and United Church of Christ partners. We are grateful for their participation in creating a more rich interfaith resource for all of our congregations.

This Toolkit seeks to provide information needed by people grounded by their religious and/or humanistic traditions, who seek to challenge white privilege and white supremacy making society more just and humane for all. This Toolkit is limited in its focus on three predominantly white religious traditions: United Church of Christ, Unitarian Universalism, and Judaism. Within Judaism and Unitarian Universalism, there are some followers who see themselves primarily grounded in humanism rather than theism. This Toolkit honors both theist and humanistic traditions found in the varieties of religious experience.

Since the universe of information related to anti-racism work is extensive, this Toolkit will seek to provide highlights of resources that people in this project feel can be useful for our three denominations to take the next steps toward challenging racism within ourselves and within our communities. After the publishing of this toolkit, we will continue to share new resources with our congregations.

Yours in social justice,

Randy Block
Director

Jennifer Teed
Justice Projects Coordinator

Glossary

Ally

Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.

<http://racialequitytools.org/glossary>

Black Liberation

The organized struggle by black people of the dismantling of institutional racism and their freedom from white supremacy.

Jennifer Teed

Colonialism

Colonization can be defined as some form of invasion, dispossession and subjugation of a people. The invasion need not be military; it can begin—or continue—as geographical intrusion in the form of agricultural, urban or industrial encroachments. The result of such incursion is the dispossession of vast amounts of lands from the original inhabitants. This is often legalized after the fact. The long-term result of such massive dispossession is institutionalized inequality. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized.

<http://racialequitytools.org/glossary#colonialism>

Critical Race Theory

The Critical Race Theory...movement considers many of the same issues that conventional civil rights and ethnic studies take up, but places them in a broader perspective that includes economics, history, and even feelings and the unconscious. Unlike traditional civil rights, which embraces incrementalism and step by step progress, critical race theory questions the very foundations of the liberal order, including equality theory, legal reasoning, enlightenment rationalism and principles of constitutional.

<http://racialequitytools.org/glossary#colonialism>

Cultural Appropriation

Theft of cultural elements for one's own use, commodification, or profit — including symbols, art, language, customs, etc. — often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture's right to take other cultural elements.

<http://racialequitytools.org/resourcefiles/idr.pdf>

Discrimination

The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.

<http://racialequitytools.org/resourcefiles/idr.pdf>

Income Inequality

Using data compiled from United States tax records, economists have been able to trace income inequality for almost the entire 20th century to the present (Figure 1) (Saez and Piketty). In 2012, the level of inequality has risen to be as extreme as it was in the 1920s, where the top 10% of the households obtained 50 percent of all income.

https://www.uua.org/sites/live-new.uua.org/files/140926_323_income_inequality.pdf

Institutional Racism

Anonymous, subtle and systemic discrimination based on race, in legal instruments, as well as in private organizations and professions (educational, legal, healthcare, political, religious, etc), private businesses and public decision making bodies.

<http://www.racialequitytools.org/resourcefiles/idr.pdf>

Intersectionality

An approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive.

Exposing [one's] multiple identities can help clarify the ways in which a person can simultaneously experience privilege and oppression. For example, a Black woman in America does not experience gender inequalities in exactly the same way as a white woman, nor racial oppression identical to that experienced by a Black man. Each race and gender intersection produces a qualitatively distinct life.

<http://racialequitytools.org/glossary>

Micro-aggression

A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority).

<https://www.merriam-webster.com/dictionary/microaggression>

Prejudice

A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.

<http://www.racialequitytools.org/resourcefiles/idr.pdf>

Racism

Individual, cultural, institutional and systemic ways by which differential consequences are created for groups historically or currently defined as white being advantaged, and groups historically or currently defined as non-white (African, Asian, Hispanic, Native American, etc.) as disadvantaged. That idea aligns with those who define racism as prejudice plus power, a common phrase in the field. Combining the concepts of prejudice and power points out the mechanisms by which racism leads to different

consequences for different groups. The relationship and behavior of these interdependent elements has allowed racism to recreate itself generation after generation, such that systems that perpetuate racial inequity no longer need racist actors or to explicitly promote racial differences in opportunities, outcomes and consequences to maintain those differences.

www.racialequitytools.org

White Privilege

White privilege is an institutional (rather than personal) set of benefits granted to those of us who, by race, resemble the people who dominate the powerful positions in our institutions. One of the primary privileges is that of having greater access to power and resources than people of color do; in other words, purely on the basis of our skin color doors are open to us that are not open to other people.

<http://www.cpt.org/files/Undoing%20Racism%20-%20Understanding%20White%20Privilege%20-%20Kendall.pdf>

White Supremacy

White supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power and privilege.

<http://www.ywca.org/atf/cf/%7BAC4038C4-BCCA-4F24-B55C-F41063EDF6FE%7D/Racism%20-Definitions%20for%20Class%20.pdf>

Supporting Black Lives vs. Speaking For Black People

People who are not black should not attempt to speak for Black people or the Black Lives Matter movement. Rather, white people should become better listeners, followers and co-conspirators. The people most affected by the violence of our oppressive systems should be the central voice of black liberation work. White people should support that work when and how we are invited in. This toolkit will provide information about the Black Lives Matter movement, as well as other black liberation movements. However; as white people we should primarily focus on our own education and bringing in and bringing along other white people.

A Message to My Fellow White People. Serena Imani Korn. Journal Article.

<http://www.cooperpointjournal.com/2014/12/12/black-lives-matter-a-message-to-my-fellow-white-people/>

SURJ MN Public Statement on Not Talking to the Media. Document.

Showing Up for Racial Justice Minnesota (SURJ MN)

<https://docs.google.com/document/d/13WWzEnO2v6PLkXONXY5Mbd7PrGaoTKOAWC9s1QgdqWk/edit>

American's History of Enslavement and Racism

Across Racial Lines, More Say Nation Needs to Make Changes to Achieve Racial Equality. Pew Research Center. August 5, 2015. Journal Article.

<http://www.people-press.org/2015/08/05/across-racial-lines-more-say-nation-needs-to-make-changes-to-achieve-racial-equality/>

If Anyone Ever Questioned How White Privilege Manifested Itself in America This Is The Perfect Illustration (excerpt from Legalize Democracy). Video.

<http://atlantablackstar.com/2015/02/02/if-anyone-ever-questioned-how-white-privilege-manifested-itself-in-america-this-is-the-perfect-illustration/>

Legalize Democracy | full documentary. Video.

<https://www.youtube.com/embed/QFsq2WMxhzE?ecver=1>

Slavery by Another Name: The Re-Enslavement of Black Americans from the Civil War to World War II. Douglas A. Blackmon. Book.

Blackmon tells how slavery continued throughout American history after the civil war ended

Sundown Towns: A Hidden Dimension of American Racism. James Loewen. Website to purchase the book.

<https://zinnedproject.org/materials/sundown-towns/>

The American Slave Coast: The History of the Slave-Breeding Industry. Ned Sublette & Constance Sublette. Website to purchase the book.

<http://www.chicagoreviewpress.com/american-slave-coast--the-products-9781613748206.php>

The Half Has Never Been Told: Slavery and the Making of American Capitalism. Edward E. Baptist. Journal Article about the Book.

http://mobile.nytimes.com/2014/10/05/books/review/the-half-has-never-been-told-by-edward-e-baptist.html?_r=0

The Social Construction of Whiteness: Racism by Intent, Racism by Consequence. Teresa J. Guess. Journal Article.

<https://www.cwu.edu/diversity/sites/cts.cwu.edu.diversity/files/documents/constructingwhiteness.pdf>

The Social Construction of Race. Brian Jones. Web Article.

<https://www.jacobinmag.com/2015/06/racecraft-racism-social-origins-reparations/>

What Emancipation Didn't Stop After All. Janet Maslin. Journal Article.

<http://www.nytimes.com/2008/04/10/books/10masl.html>

History of Black Liberation in America

The Birth of a Nation. Film. 2016.

Set against the antebellum South, this film follows Nat Turner, a literate slave and preacher, who orchestrated the greatest uprising in the hopes of leading his people to freedom.

The Black Panthers: Vanguard of the Revolution. Stanley Nelson. Website to purchase the film.

This documentary film explores the history of the political organization the Black Panther Party, and features archival footage and interviews with journalists, critics and former Panthers.

<http://theblackpanthers.com/home/>

The Black Panthers: Vanguard of the Revolution Discussion Guide.

http://independentlens.s3.amazonaws.com/1700/black-panthers/Black-Panthers_Discussion-Guide.pdf

Pages from A Black Radical's Notebook. James Boggs. Book.

Born in the rural American south, James Boggs lived nearly his entire adult life in Detroit and worked as a factory worker for twenty-eight years while immersing himself in the political struggles of the industrial urban north. In *Pages from a Black Radical's Notebook: A James Boggs Reader*, editor Stephen M. Ward collects a diverse sampling of pieces by Boggs, spanning the entire length of his career from the 1950s to the early 1990s.

The Warmth of Other Suns: The Epic Story of America's Great Migration. Isabel Wilkerson. Website to purchase the book.

http://encore.oaklandlibrary.org/iii/encore/record/C__Rb1729691__Sthe%20warmth%20of%20other%20suns__Orightrresult__U__X7?lang=eng&suite=cobalt

Current Black Liberation Movements and Organizations

The work in these organizations is for black people, by black people. Some of the organizations welcome and train white allies, some have white caucus groups, and some don't want white people at the table at all. White people need to respect the work and how and when we are invited in. There is always work for us to do in white communities.

Black Lives Matter (BLM)

BLM is a chapter-based national organization working for the validity of Black life. We are working to (re)build the Black liberation movement. #BlackLivesMatter was created in 2012 after Trayvon Martin's murderer, George Zimmerman, was acquitted for his crime, and dead 17-year old Trayvon was posthumously placed on trial for his own murder. Rooted in the experiences of Black people in this country who actively resist our dehumanization, #BlackLivesMatter is a call to action and a response to the virulent anti-Black racism that permeates our society. Black Lives Matter is a unique contribution that goes beyond extrajudicial killings of Black people by police and vigilantes.

www.blacklivesmatter.com

To find a recognized BLM chapter near you

If the BLM actions and groups are not recognized by the national organization, please notify the closest BLM chapter and be leery.

<http://blacklivesmatter.com/find-chapters/>

Black Youth Project (BYP100)

BYP100 is an activist member-based organization of Black 18-35 year olds, dedicated to creating justice and freedom for all Black people. We do this through building a collective focused on transformative leadership development, direct action organizing, advocacy and education using a Black queer feminist lens.

www.byp100.org

Change Agent Consortium

The Change Agent Consortium is a national coalition of faith, labor, civil rights organizations and active citizens. We combine the best of the protest tradition (direct action) with economic empowerment, community development and community organizing to effect real change and real solutions. We believe that authentic social change must combine the power of grassroots protest (direct action), public policy and local projects that help communities discover themselves, determine themselves and develop themselves.

Detroit Director: Pastor David Alexander Bullock

dalexbull@aol.com

<http://www.actioncac.com/>

Movement for Black Lives Platform

This coalition of more than 50 African-American led organizations developed a “Vision for Black Lives” policy platform. This detailed platform includes six categories: End the War on Black People; Reparations; Invest-Divest; Economic Justice; Community Control; and Political Power. It was introduced in 2016, and is being studied by black activists and their white allies.

<https://policy.m4bl.org/>

National Action Network

National Action Network is one of the leading civil rights organizations in the Nation with chapters throughout the entire United States. Founded in 1991 by Reverend Al Sharpton, NAN works within the spirit and tradition of Dr. Martin Luther King, Jr. to promote a modern civil rights agenda that includes the fight for one standard of justice, decency and equal opportunities for all people regardless of race, religion, nationality or gender. (From their website).

Contact: Detroit Director Reverend Charles Williams

thehistoricksmbc@gmail.com

<http://nationalactionnetwork.net/>

White People Have No Place in Black Liberation. Kevin Rigby Jr. & Hari Ziyad. Article.

<http://racebaitr.com/2016/03/31/white-people-no-place-black-liberation>

Becoming Aware of and Understanding White Privilege & White Supremacy

Are You Sure You're Not a Racist? Jodi Picoult. Article.

<http://time.com/4544356/jodi-picoult-confronts-racism/>

Different Rules Apply. Matt Zoller Seitz. Article.

<http://www.rogerebert.com/mzs/what-white-privilege-really-means-an-anecdote>

18 Things White People Should Know/Do Before Discussing Racism. Tiffanie Drayton. Article.

http://www.thefrisky.com/2014-06-12/18-things-white-people-should-knowdo-before-discussing-racism/?mobile_redirect=false

From Dismantling Racism: A Resource Book for Social Change Groups. Western States Center.

<file:///C:/Users/Renee/Downloads/resource%20book.pdf>

From White Racist to White Anti-racist: The Life-Long Journey. Tema Okun. Article.

http://www.csworkshop.org/pdfs/CARC/White_Identity/4_Life_Long_Journey.PDF

I Don't Discuss Racism With White People. John Metta. Article.

<https://popularresistance.org/i-dont-discuss-racism-with-white-people/>

Race is Always Part of the Story – Many white people's accomplishments are possible, in part, simply because they are white. Robert Jensen. Article.

http://www.alternet.org/story/37569/race_is_always_part_of_the_story

Racial Justice Assessment Tool. Western States Center. Tool.

http://www.resourcesharingproject.org/sites/resourcesharingproject.org/files/AssessingOurOrganizations_RacialJustice.pdf

The Subtle Linguistics of Polite White Supremacy. @YawoBrown//TheMagicalNegro.net. Article.

<https://medium.com/@YawoBrown/the-subtle-linguistics-of-polite-white-supremacy-3f83c907ffff#.bqup6pm5y>

This is What White Privilege Looks Like (delete – link requires password)

<http://mycultureisnotatrend.tumblr.com/post/838746307/heres-what-white-privilege-sounds-like>

Understanding White Privilege. Francis E. Kendell Ph. D. Article.

<http://www.cpt.org/files/Undoing%20Racism%20-%20Understanding%20White%20Privilege%20-%20Kendall.pdf>

A User's Guide to White Privilege. Cynthia Kaufman. Article.

http://www.csworkshop.org/pdfs/WIWP2/8Users_Guide_to_White_Privilege.pdf

Waking Up White. Debby Irving. Book Description/Review.

<http://www.debbyirving.com/the-book/>

What I Said When My White Friend Asked for My Black Opinion on White Privilege. Lori Lakin. Article.
<https://goodblacknews.org/2016/07/14/editorial-what-i-said-when-my-white-friend-asked-for-my-black-opinion-on-white-privilege/>

White Privilege: Unpacking the Invisible Knapsack. Peggy McIntosh, Ph.D. Article.
<https://www.deanza.edu/faculty/lewisjulie/White%20Priviledge%20Unpacking%20the%20Invisible%20Knapsack.pdf>

White Supremacy Culture. Kenneth Jones. Tema Okun. Article.
http://www.csworkshop.org/PARC_site_B/dr-culture.html

White Supremacy Culture - From Dismantling Racism: A Workbook for Social Change Groups. Kenneth Jones. Tema Okun. Article.
http://www.csworkshop.org/PARC_site_B/dr-culture.html

My White Privilege. Bruce Armstrong. Article.
<http://justnomore.com/news/my-white-privilege/>

White Like Me: White Like Me: Reflections on Race from a Privileged Son. Tim Wise. YouTube video. Tim Wise explores racism through the prism of white privilege. Shows many advantages U.S. whites have had throughout history.
<https://www.youtube.com/watch?v=oV-EDWzJuzk>

Challenging Racial Injustice in State Sanctioned Systems of Oppression and Violence

A. What is Systemic Racism?

How racism shows up in our lives across institutions and society. Kat Lazo. 8-part video series.

#SystemicRacisms

<https://www.raceforward.org/videos/systemic-racism>

B. Criminal Justice

Building a Movement to End the New Jim Crow: an organizing guide. Daniel Hunter. Website to purchase book.

https://www.amazon.com/dp/B00UCF3U0A/ref=tsm_1_fb_lk

Just Mercy: A story of justice and redemption. Bryan Stevenson. Book.

A powerful true story about the potential for mercy to redeem us, and a clarion call to fix our broken system of justice—from one of the most brilliant and influential lawyers of our time.

Last Week Tonight With John Oliver: Municipal Violations. Video.

<http://www.filmsforaction.org/watch/last-week-tonight-with-john-oliver-municipal-violations/>

Police Conduct, Race and the Justice System from Ferguson to Oakland. Resource Series - Oakland Public Library. Resource List.

<https://docs.google.com/document/d/1sR2hLR8OprPQzcuJrNzu3gMFRT7Zy7578Q5CVZFRjZ8/edit>

Reflections on the Shooting of Alton Sterling. Monica Simpson of SisterSong. Article.

<http://myemail.constantcontact.com/Alton-Sterling-.html?soid=1102470515351&aid=0ryxay32h2A>

The Counted: People killed by the police in the US, recorded by The Guardian. Website.

www.theguardian.com/us-news/series/counted-us-police-killings

The New Jim Crow: Mass Incarceration in the Age of Colorblindness. Michelle Alexander. Book.

This book documents that there are more African-Americans under the criminal justice system in prisons and jails than were enslaved in 1850.

13th. Ava DuVernay. Documentary Film.

An in-depth look at the prison system in the United States and how it reveals the nation's history of racial inequality.

Soldier of Truth, The Trials of Rev. Edward Pinkney. Philip A. Bassett. Book Review.

Bassett's eyewitness account of the persecution of Rev. Edward Pinkney for his leadership in a fight against the takeover of a town by a corporate giant.

<http://peopletribune.org/pt-news/2016/11/great-read-soldier-truth-trials-rev-edward-pinkney/>

Understanding Mass Incarceration. A People’s Guide to the Key Civil Rights Struggle of Our Time.

James Kilgore. Book.

Drawing on a growing body of academic and professional work, the book describes the many competing theories of criminal justice – from rehabilitation to retribution, from restorative justice to justice reinvestment. Kilgore examines the difference between prisons and jails, probation and parole, and concepts such as the War on Drugs, broken-windows policing, three-strikes sentencing, the school-to-prison pipeline, recidivism, and prison privatization. He addresses the rapidly increasing incarceration of women, Latinos, and transgender people, the growing imprisonment of immigrants, and the devastating impact of mass incarceration on communities.

C. Education

Detroit, G.P. schools’ Economic Divide Listed as Worst. Shawn D. Lewis. News Article.

<http://www.detroitnews.com/story/news/local/detroit-city/2016/08/22/detroit-grosse-pointe-schools-economic-divide/89131386/>

Literacy Not a Right for Detroit School Kids According to State. News Article.

<http://detroit.cbslocal.com/2016/11/21/literacy-not-a-right-for-detroit-school-kids-says-state/>

D. Economic Injustice/Employment

The enslavement of millions of Africans became America’s greatest economic resource in building a new nation. The violent exploitation of labor was embedded in America’s origins. “The heart of racism was and is economic...Due to 146 years of brutal slavery and an additional 100 years of legal segregation and discrimination, no area of the relationship between black and white people in the United States is free from the legacy of racism”, Source: “America’s Original Sin”, Jim Wallis, page 46. Previously, cities like Detroit had good paying employment opportunities in factories that could sustain families. Now, however, good paying jobs are going to professionals, manager, investors, technician who run systems. Due to racism, Black or brown people are disproportionately consigned to the lower paying jobs. Black youth’s unemployment has been alarmingly high. In the year before March 2015, between 25 and 35 percent of black teenagers who looked for work, couldn’t find it. Source: “The employment Situation -- March 2015”, U.S. Department of Labor Bureau of Labor Statistics.

D15 Campaign. Website.

Detroit fast food and retail workers have come together to form the D15 campaign to fight for fair wages and the right to form a union without interference.

www.detroit15.org

Wealth Inequality Has Widened along Racial, Ethnic Lines since End of Great Recession. Pew Research Center. Article.

<http://www.pewresearch.org/fact-tank/2014/12/12/racial-wealth-gaps-great-recession/>

E. Environmental

East Michigan Environmental Action Council. Website.

To empower the Detroit community to protect, preserve and value the land, air and water. We build

community power through environmental justice education, youth development and collaborative relationship building. (From their website).

www.emecac.org

How Environmental Injustice Connects to Police Violence. Brentin Mock. Article.

<http://www.citylab.com/politics/2016/07/how-environmental-injustice-connects-to-police-violence/492053/>

Why Black Lives Matter is fighting alongside Dakota Access Pipeline protesters. Ashoka Jegroo. Article.

<http://fusion.net/story/346460/black-lives-matter-fighting-alongside-dakota-access-pipeline-protesters/>

F. Housing/Gentrification/Land

Detroit Eviction Defense. Website.

Detroit Eviction Defense is a coalition of homeowners, union members, faith-based activists, community advocates, and allied groups united in the struggle against fore-closure and eviction. We believe that affordable housing is a human right, the foundation of a viable community.

<http://detroitevictiondefense.org/>

Moratorium Now. Newsletter.

Moratorium NOW! Coalition to Stop Foreclosures, Evictions, and Utility Shutoffs

<http://moratorium-mi.org/>

Origin of the Urban Crisis: Race and Inequality in Postwar Detroit. Thomas J. Sugrue. Book.

White supremacy and class privilege in Detroit. Tommy Airey. Article.

<https://themennonite.org/feature/white-supremacy-and-class-privilege-in-detroit/>

G. Transportation

Freedom Riders. Website.

The Motor City Freedom Riders is an organization of metro Detroit bus riders and our allies, working together across city and county lines to unite bus riders in a movement for better public transit service, and so bring about transportation freedom. We believe that bus riders ourselves – 150,000 strong in the metro region – must be key to real improvement in public transit service.

<https://motorcityfreedomriders.org/>

H. Health

Detroit Black Food Security Network. Website.

DBCFSN works to build self-reliance, food security and justice in Detroit's Black community by influencing public policy, engaging in urban agriculture, promoting healthy eating, encouraging cooperative buying and directing youth towards careers in food-related fields.

<https://detroitblackfoodsecurity.org/>

Earthworks. Website.

The Capuchin Soup Kitchen's Earthworks Urban Farm is a 2.5 acre certified organic farm located in the City of Detroit. We seek to build a just, beautiful food system through education, inspiration, and community development. As a working study in both social justice and in knowing the origins of the food we eat, Earthworks strives to restore our connection to the environment and community.

<http://www.cskdetroit.org/earthworks/>

4 Not-So-Easy Ways to Dismantle Racism in the Food System. Leah Penniman. Article.

<http://www.yesmagazine.org/people-power/4-not-so-easy-ways-to-dismantle-racism-in-the-food-system-20170427>

I Do Mind Dying. Website.

This is a documentary-in-progress about access to affordable water in Detroit.

<http://www.detroitmindsdying.org/>

On Food, Race and Power in Detroit. Tom Perkins. Article.

<http://www.metrotimes.com/table-and-bar/archives/2017/03/07/a-roundtable-on-food-justice>

Our Kitchen Table. Website.

A grass-roots, nonprofit organization serving the communities of greater Grand Rapids, Our Kitchen Table (OKT) seeks to promote social justice and serve as a vehicle that empowers our neighbors so that they can improve their health and environment, and the health and environment of their children, through information, community organizing and advocacy.

<https://oktjustice.org/>

Water Affordability- The Peoples Water Board. Website.

The People's Water Board is a coalition of three dozen Southeast Michigan organizations working together to protect our water from pollution, high water rates, privatization; and the denial of water and sanitation services to people unable to afford it. Founded in 2008, we work collectively with Michigan community-based groups and national coalitions to advocate for policies and programs to ensure clean and affordable water for all residents — regardless of their ability to pay.

www.peopleswaterboard.org

Water You Fighting For. Website.

Resources and updates related to the poisoning of Flint's water.

<http://www.wateryoufightingfor.com/>

We the People of Detroit- Mapping the Water Crisis. Website.

The Community Research Collective has used the knowledge gained through working with public data to lead community workshops about how to make FOIA requests. We worked with the Detroit Health Department to use the data to illustrate the impact of water shutoffs on public health.

<http://wethepeopleofdetroit.com/communityresearch/water/#healthimpact>

Institutional Racism in Health Care. Sha'Ann Branch, Eastern Michigan University Healthcare Administration. Research Summary.

Institutional racism in healthcare expresses the disparity among racial groups in access to quality of care, treatment, and opportunity involving who gets what and why. Indeed, there is evidence that racism exists within the U.S. health care system and among healthcare providers. However, to better understand racism one must consider how deeply it is rooted in our health care settings. According to Griffith et al., "the most common assumption is that racial and ethnic disparities in health care are the result of providers' lack of cultural competence" (p.382). Lack of cultural competence in providers can lead to an increase in implicit biases; which affect the quality of patient-provider interactions and patient health outcomes. Implicit bias refers to the mental attitudes or stereotypes that a person may hold at an unconscious level that affects our understanding, actions, and decisions. The goal to ensure health equity requires access to the same opportunities and advancing societal efforts to address unnecessary inequalities and the elimination of health and health care disparities.

Health disparities are differences in health care services received by the two groups that are not due to differences in the underlying health care needs or preferences of members of the groups (cited in Cook, McGuire, Zaslavsky, 2012, para. 8). Due to health disparities, the vulnerable populations' quality of care decreases and poor health outcomes increases. Social determinants of health are closely linked to health disparities and include social and economic factors. For example, low income and lack of employment, often leads to lack of access to health insurance; resulting in illnesses and injuries that go untreated, causing more complications. Other social determinants of health include lack of access to quality grocery stores that stock healthy food such as; fresh fruits and vegetables (also known as food desserts). Race and ethnicity are also factors in health disparities. According to National Center for Health Statistics, " Non-Hispanic black persons (49.6%) were more likely than non-Hispanic white (45.1%) and Mexican-American persons (42.6%) to have at least one of three diagnosed or undiagnosed conditions: hypertension, hypercholesterolemia, or diabetes" (p.3). Indicating that African-American man and women are more likely to have one of the chronic conditions compared to a White and Mexican-American person. Furthermore, quality disparities continue, especially among different ethnicity limiting the overall improvement of health. "Blacks, Hispanics, and American Indians and Alaska Natives received worse care than Whites for about 40% of quality measures" (the U.S Department of Health and Human Service, p.11). A quality measure is defined as effectiveness, efficiency, equity of care. The disparities in the health care institution do not only influence an individual's health status, but also its environmental, and socioeconomic status.

In conclusion, institutional racism results in persistent health disparities in the United States, causing the vulnerable populations to consistently face limited access, lower quality of care and opportunity which eventually result in poorer health outcomes. To live in a community free of disparities in health and health care we must address this issue by promoting health and wellness, getting involved in cultural competency training, and requiring health report cards from health institutions. People within the community can start promoting health and wellness by encouraging others to exercise, support the development of community gardens to increase access to healthy foods, support healthier eating habits by providing outreach and education to help people learn where to purchase healthy foods and how to prepare them. According to the U.S. Department of Health & Human Services, "a poor diet is associated with major health risks that can cause illness and even death" (2017). Additionally, cultural competency training of

health professionals will serve to reduce biases that research shows has a role in unequal care. The community can also require an annual health report card from their provider or health care agency. The report should contain, at a minimum, health outcomes by race and ethnicity, quality measures by race and ethnicity, and diversity services and initiatives. The health report card can be used as a tool for reporting progress or lack of progress towards equity in health care delivery and health outcomes.

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April 2016. AHRQ Pub. No. 16-0015.

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Moving Towards Justice

A. Reparations

40 Acres and a Mule Would Be at Least \$6.4 Trillion Today—What the U.S. Really Owes Black America.

Tracy Loeffelholz Dunn. Jeff Neumann. Article.

<http://www.yesmagazine.org/issues/make-it-right/infographic-40-acres-and-a-mule-would-be-at-least-64-trillion-today>

Georgetown University Formally Apologized for Role in Slavery. Carol Kuruvilla. Article.

http://www.huffingtonpost.com/entry/georgetown-university-formally-apologizes-for-role-in-slavery_us_58f75b3de4b029063d3566e6

The Case for Reparations. Ta-Nehisi Coates. Article.

<http://www.theatlantic.com/magazine/archive/2014/06/the-case-for-reparations/361631/>

The Vast Wealth Gap Between Black And White America Would Take Centuries To Close: Report. Andy Campbell. Article.

http://www.huffingtonpost.com/entry/racial-wealth-gap-america_us_57a9e4ede4b0b770b1a44ba9

B. Abolish Policing

Alternatives to Policing. Justice in Policing Toolkit. Article.

<http://www.justiceinpolicing.com/beyond-policy/alternatives-to-policing/>

Policing is a Dirty Job but Nobody's Gotta Do It: 6 Ideas for a Cop-Free World. José Martin. Article.

<http://www.rollingstone.com/politics/news/policing-is-a-dirty-job-but-nobodys-gotta-do-it-6-ideas-for-a-cop-free-world-20141216>

A Practical Solution: Run Police Departments Like Fire Departments. Tom Mullen. Article.

http://www.huffingtonpost.com/tom-mullen/a-practical-solution-run-police-departments-like-fire-departments_b_7871434.html

To Fight for Black Lives is to be Anti-Police. Rad Fag. Article.

<https://radfag.com/2016/07/21/to-fight-for-black-lives-is-to-be-anti-police/>

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<http://www.complex.com/life/2016/09/black-lives-matter-alicia-garza-charlotte>

What you Can Do Right Now About Police Brutality. Ravishly. Article.

http://www.huffingtonpost.com/ravishly/what-you-can-do-right-now_1_b_7050424.html

C. Abolish Prison Industrial Complex / Mass Incarceration

Building a Movement to End the New Jim Crow: an organizing guide. Daniel Hunter. Website to purchase book.

https://www.amazon.com/dp/B00UCF3U0A/ref=tsm_1_fb_lk

D. Freedom Schools

Detroit Freedom School. Website.

<http://www.d-rem.org/freedom-schools/>

Responding to White Privilege & White Supremacy: Movement Building Resources for White People

A Few Pointers for Protesting While White. Tucker Fitzgerald. Article.

<https://medium.com/@tuckerfitzgerald/a-few-pointers-for-protesting-while-white-2fc667a86fa5>

Accomplices Not Allies: Abolishing The Ally Industrial Complex. Indigenous Action Media. Article.

<http://www.indigenouaction.org/accomplices-not-allies-abolishing-the-ally-industrial-complex/>

Catalyst Project: Anti-Racism for Collective Liberation. Website.

<http://collectiveliberation.org/>

Catalyzing Liberation Toolkit: Anti-Racist Organizing to Build the 99% Movement. Collective Liberation. Toolkit.

<http://collectiveliberation.org/wp-content/uploads/2012/06/catalyzing%20liberation%20toolkit.pdf>

8 Lessons from "The Future of Solidarity: How White People Can Support the Movement for Black Lives". Catalyst Project. Article.

<http://collectiveliberation.org/8-lessons-from-the-future-of-solidarity-how-white-people-can-support-the-movement-for-black-lives/>

4 Ways White People Can Process Their Emotions Without Bringing the White Tears

<http://everydayfeminism.com/2016/02/white-people-emotions-tears/>

The Future of Solidarity: How White People Can Support the Movement for Black Lives

A conversation with members from the Bay Area chapter of Black Lives Matter including: Robbie Clark, Housing Rights Campaign Lead Organizer, Just Cause/Causa Justa; Devonté Jackson, Bay Area Organizer, Black Alliance for Just Immigration; Janetta Johnson, Executive Director, Transgender, Gender Variant, and Intersex Justice Project; with Clare Bayard, Catalyst Project Organized by Catalyst Project, White Noise Collective, Bay Area Solidarity Action Team, and Showing Up for Racial Justice, March 8, 2016, Oakland, CA

Full Video

<https://vimeo.com/158373249>

Full Transcript

<https://docs.google.com/document/d/1ZAbGgBIVXAe-oDcDSumKTUA91S4HqOU0ifFCi4GwJ6s/edit>

Introduction to Towards a Radical White Identity. Susan Goldberg. Cameron Levin. Article.

<https://awarela.files.wordpress.com/2008/07/towards-a-radical-white-identity.pdf>

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http://www.nytimes.com/2005/04/17/books/review/john-brown-abolitionist-a-soldier-in-the-army-of-the-lord.html?_r=0

Practice Showing Up: A Practice Guide for White People Working for Racial Justice. Jardana Peacock. Guide.

http://www.jardanapeacock.com/uploads/1/6/1/9/16192474/practice_showing_up.pdf

So You Want to Work in Solidarity with Black and Indigenous Peoples. Toby Rollo. Article.

<http://www.toboldrollo.com/2016/04/26/so-you-want-to-work-in-solidarity-with-black-and-indigenous-peoples/>

10 Books I Wish My White Teachers Had Read. Crystal Paul. Article.

<http://www.bustle.com/articles/153390-10-books-i-wish-my-white-teachers-had-read>

Ten Counterproductive Behaviors of Well Intentioned People. Cody Charles. Article.

<http://www.yesmagazine.org/peace-justice/ten-counterproductive-behaviors-of-well-intentioned-people-20160217>

10 Ways to be an Ally. Christopher Bowers. Article.

<http://mn-mesalatina.blogspot.com/2012/12/10-ways-to-be-ally-by-christopher-bowers.html>

The Hidden Brain (Chapter 5). Shankar Vedantam. Book Description.

<https://www.buffalolib.org/vufind/Record/1784228/Reviews>

Tools for White Guys Who are Working for Social Change. Chris Crass. Article.

<http://www.coloursofresistance.org/734/tools-for-white-guys-who-are-working-for-social-change-and-other-people-socialized-in-a-society-based-on-domination/>

Towards the “Other America” Anti-Racist Resources for White People Taking Action for Black Lives Matter. Chris Crass. eBook.

<http://www.chriscrass.org/uploads/1/7/7/9/17797213/towards-the-other-america-ebook.pdf>

White Fear and Fragility Will Be the Death of Us All. Leslie Scanion. Article.

<https://pres-outlook.org/2016/10/white-fear-fragility-will-death-us/>

White People in Solidarity Against Racism. Chris Crass. Dara Silveman. Video.

<https://www.youtube.com/watch?v=KahoDlihsKI>

Organizations for White Allies for Racial Justice – Local and National

Showing Up for Racial Justice (SURJ)

SURJ is a national network of groups and individuals organizing white people for racial justice. Through community organizing, mobilizing and education, SURJ moves white people to act as part of a multi-racial majority for justice with passion and accountability.

www.showingupforracialjustice.org

Showing Up for Racial Justice – Southeast Michigan.

Several cities involved. Has monthly public meetings on third Sundays in Detroit.

Contact: surjsemichigan@gmail.com

<http://surjmetrodetroit.org/>

Showing Up for Racial Justice – Southwest Michigan, Battle Creek

Launched network in September 2016. Working to support the Movement for Black Lives platform.

Contact: Chris Kindy

ckindy@gmail.com

Showing Up for Racial Justice – Upper Peninsula Facebook

<https://www.facebook.com/keweenawsurj>

Additional Michigan Racial Justice Organizations

Detroit Coalition Against Police Brutality

The mission of the Detroit Coalition Against Police Brutality is to mobilize a powerful, visible local national and international protest against brutality and institutional violence. They aim to unite and support those most directly affected by police brutality and to involve other sectors of society in this fight.

230 Bagley, Suite 808, Detroit, MI 48226

Contact: Sandra Hines

313-658-2072

<http://detroitcoalition.org/>

Michigan Coalition of Human Rights

MCHR's mission is to educate, organize and advocate on behalf of human rights. Sponsors speakers, events, spring and fall film series. Sponsors annual youth tours of the civil rights historic places. Offers library of justice films that can be rented by community groups and speaker's bureau.

9200 Gratiot, Detroit, MI 48213

Contact: Marge Sears

313-579-9071

support@mchr.org

www.mchr.org

Michigan Roundtable for Diversity and Inclusion – Race2Equity Project. Website.

Detroit is one of the most segregated cities in America. It is the segregation of hope and opportunity for the future that impairs our ability to thrive as a region. This multi-year campaign will engage the larger community in dialogue and planning to grow a more equitable, vibrant region and city by 2020.

<http://www.miroundtable.org/index.html>

Michigan ACLU

The ACLU works in courts, legislatures, and communities to defend and preserve the Constitution's promise of liberty for everyone in our country. The ACLU is committed to combating racism in all its forms.

2966 Woodward Avenue, Detroit 48201

313-578-6800

<https://www.aclumich.org/key-issues/racial-justice>

National Association for the Advancement of Colored People (NAACP)

Founded in 1909, the NAACP is the nation's oldest and largest civil rights organization. The mission of the National Association for the Advancement of Colored People (NAACP) is to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate race-based discrimination. The vision of the National Association for the Advancement of Colored People is to ensure a society in which all individuals have equal rights without discrimination based on race.

www.naacp.org

Phillip Randolph Institute (APRI)

The APRI is an AFL-CIO affiliated national organization of Black Trade Unionists to fight for racial equality and economic justice. It's described by the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) as "the Senior Constituency Group". There are APRI chapters in the following Michigan cities: Grand Rapids, Greater Battle Creek, Greater Flint, Kalamazoo, Lansing, Metro-Detroit, Michigan State and Saginaw.

www.api.org

Resources

TRAINING

Allies for Change

Provides anti-oppression education, training, and resources for individuals and organizations committed to social change. Believing that justice work is deeply spiritual work, our programs invite participants to sharpen their tools for structural change while enlarging their capacities for compassion, hope, and joy.

Contact: Melanie Morrison

<http://alliesforchange.org/>

Healing from Systemic Oppression and Responding with Love and Justice

On-line training provided by Everyday Feminism. On-line training program for white people committed to racial justice.

<http://compassionateactivism.teachable.com/>

Safety Pin Box

A monthly subscription box for white people striving to be allies in the fight for Black Liberation. Box memberships are a way to not only financially support Black femme freedom fighters, but also complete measurable tasks in the fight against white supremacy.

<https://www.safetypinbox.com/>

Undoing Racism Workshop

The People's Institute for Survival and Beyond focuses on understanding what racism is, where it comes from, how it functions, why it persists and how it can be undone.

<http://www.pisab.org/>

White Privilege Conference

www.whiteprivilegeconference.com/

CONSULTANTS AND SPEAKERS

Harriet Speaks

Harriet SpeaksSM is a racial equity consultancy that specializes in helping organizations increase their capacity for equity and inclusion through training, developing strategies, and creating powerful writings that challenge, inspire, and teach. Harriet Speaks provides a voice that is both honest and authentic and consistent with the values of UU congregations.

Contact: Jyarland Daniels

jdaniels@harrietspeaks.com

<http://www.harrietspeaks.com/>

Rosa and Raymond Parks Institute for Self-Development

Contact: Lila Cabbil

<http://www.rosaparks.org/>

Peter Hammer, Wayne State University. Profile.

Peter Hammer is the director of the Damon J. Keith Center for Civil Rights at Wayne State University. The Keith Center is dedicated to promoting the educational, economic and political empowerment of under-represented communities in urban areas and to ensuring that the phrase "equal justice under law" applies to all members of society. Professor Hammer has become a leading voice on the economic and social issues impacting the city of Detroit.

<http://law.wayne.edu/profile/ar7084>

Frank Joyce

Frank Joyce was a founder of People Against Racism (PAR) in the 1960's. Ever since he has been a writer, activist and consultant combating the theory and practice of white supremacy as manifested in both foreign and domestic policy, primarily focusing on white audiences. He is a longtime Board Member of the Michigan Coalition for Human Rights (MCHR), a member of the Leadership team of the National Council of Elders (NCOE.org), and co-editor with Karin Aguilar-San Juan of *The People Make The Peace—Lessons from the Vietnam Antiwar Movement*.

fjoyce512@gmail.com

Marsha Music. Website.

Marsha Music was born in Detroit and raised in Highland Park and she has lived all of her life in these two cities. She is a writer, poet and self-described "Detroitist," daughter of a pre-Motown record producer, Joe Von Battle. She grew up as a student activist, then a labor activist and union president. Marsha Music reflects on Detroit's history and music in numerous books, periodicals and on her eponymous blog. She is a noted speaker, narrator, storyteller and griot featured in Detroit oral histories, podcasts, voice-overs and documentary films. She has written acclaimed works on race and gentrification -- an essay "The Kidnapped Children of Detroit, and poem, Just Say Hi".

Contact: Marsha Battle Philpot

lingting2000@yahoo.com

<https://marshamusic.wordpress.com>

Tawana "Honeycomb" Petty. Website.

Toni Cade Bambara said, "The role of the artist is to make revolution irresistible." Through her organization "Petty Propolis", Tawana "Honeycomb" Petty strives to embody that responsibility in written and spoken poetry, workshops, literature, commissioned art and presentations.

<https://www.honeycombthepoet.org/home.html>

Antonio Rafael

Antonio is a Detroit, a gardener, teacher, beekeeper, artist and community organizer. He consults with organizations about equity in their mission and praxis. He educates around privatization and the political economy, settler colonialism and the connection to racism, the history of Detroit, and a wide range of issues!

nstrs.raizup@gmail.com

313-207-2076

Joe White

Shows film "The House I live In". Speaks about decriminalization. Works with youth in Detroit.

joewhite51@gmail.com

248-875-2625

Mike Whitty

Economics professor who teaches Drug Policy at University of Michigan Dearborn. Published articles on human rights issues related to the War on Drugs.

mikewhitty@prodigy.net 248-723-0105

MUSIC FOR WORSHIP SERVICES

Intellect

Interesting Concept Live, is a human exchange art event geared toward the artist within everyone. I.C seeks to rid people of their fears to interact with other humans by challenging them to “consider the possibility”. It would be an honor to share my music or co-create programs with you.

InterestingConceptic@gmail.com 248.275.6193

<https://soundcloud.com/search?q=intellect%20movement> Music Sample

Joe Reilly

Joe Reilly is a singer, songwriter, and educator from Ann Arbor, Michigan, who writes songs from his heart. Joe’s songs are playful, clever, engaging, joyful, and always have something meaningful to say. The core of his message is an invitation to heal our relationships with our selves, with each other, and with the earth.

<http://www.joereilly.org/>

Reverend Robert Jones and Matt Watroba – Music That Matters. Website.

American Roots Music (Folk, Blues, Spirituals, Work Songs, Chants, etc.) is music that matters. This is the music that America and the world have in common. It is music that reflects history, social change, migration, hopes and dreams. It is music that is rich and diverse, direct and powerful. Matt and Robert together form a synergy that hard to describe. Whether for a performance, a workshop or a school presentation any organization would be well served by bringing in this duo.

[http://www.revrobertjones.com/music that matters-jones watroba](http://www.revrobertjones.com/music%20that%20matters-jones_watroba)

Reverend Sekou and the Holy Ghost. Website.

This band is a re-imagination of how liberation can sound, a supple merger between funk and intellect, a determination to rip away the very foundation of oppression and replace it with the wildness of rock and the sleekness of blues the reverence of spirituals and the tantalizing thirst of soul.

<http://www.rshgmusic.com/>

PLACES TO VISIT

Black History Mobile Museum

This unique award winning collection of over 7,000 original artifacts of Black memorabilia has traveled to 23 states, over 60 college campuses, numerous K-12 schools, libraries, conferences and cultural events for the past 10 years. Some prominent artifacts featured in the collection include rare documents signed by: Martin Luther Kings, Jr., Malcolm X, Rosa Parks, Booker T. Washington, Fredrick

Douglas, Dr. Dorothy Height, The Honorable Elijah Muhammad, Ralph Bunche, Coretta Scott King, Michael Jackson, Muhammad Ali, Shirley Chisholm, Barbara Jordan, Angela Davis and many others. The collection also has a rare slave bill of sale and shackles. The Black History 101 Mobile Museum has a variety of themed exhibits to fit the educational needs of diverse clientele.

Contact: TKhalid el- Hakim
313-645-4197
history101@yahoo.com

The Black Scroll Network

History & Tours, L.L.C., These tours provide a personal experience with the history of African Americans and Black people throughout the Diaspora. Tours are offered in Detroit, other places in Michigan, and even historical sites throughout the United States.

To schedule a tour
Contact: Jamon Jordan
313-983-9216
BlackScrollNetwork@gmail.com

For upcoming tours visit
<http://www.eventbrite.com/o/black-scroll-network-history-amp-tours-10947541087?ref=eofblike>

***The Boggs Center.* Website.**

Detroit Tours: East Side Tour – From Growing Our Economy to Growing Our Souls; West Side Tour – From Rebellion to Resting Caring Communities

Contact: Rich Feldman richardfeldman60@gmail.com
www.boggscenter.org

First Congregational Church of Detroit – The Underground Railroad Living Museum. Website.

The Flight to Freedom Tour is a “storytelling” re-enactment of the original Underground Railroad passage that operated between 1840 and 1863.

<http://www.friendsoffirst.com/underground-railroad-tours/>

The Second Baptist Church – The Underground Railroad Tour. Website.

Tours of the church are conducted by members of the Detroit Underground Railroad Historical Society (DUHRS). Their mission is to collect, preserve and disseminate church history through lectures, tours and educational programming.

<http://www.secondbaptistdetroit.org/ugrr>

Charles H. Wright African American Museum. Website.

The Wright Museum opens minds and changes lives through the exploration and celebration of African American history and culture. An amazing adventure of history, art and achievement awaits you or your group at The Wright!

<https://thewright.org>

MENTAL AND SPIRITUAL HEALTH

Finding a Space for Black Healing at a Time of Pain. Sevonna M. Brown. Article.
<http://www.ebony.com/news-views/black-healing-opinion#axzz4K4Oczb7A>

Eposide 1: Lena K. Gardner & Rev. Osagyefo Sekou. Fortification Podcast.
A podcast about the spiritual lives and spiritual sustenance of leaders in social justice movements
<https://soundcloud.com/fortification/episode-1>

How to Hold Space for Yourself. Azriel ReShel. Article.
<http://upliftconnect.com/hold-space-for-yourself/>

Racial-Battle-Fatigue-Insights From the Front Lines of Social Justice. Jennifer L. Martin. Book.

Resources for Parents

Activist Mamas Guide to Taking Kids to a March. Jenn Sutherland-Miller. Article.

<https://medium.com/move-towards-joy/activist-mamas-guide-to-taking-kids-to-a-march-ff5a56340a86#.ds6ifemmq>

Are We Raising Racists? Jennifer Harvey. Article.

https://www.nytimes.com/2017/03/14/opinion/are-we-raising-racists.html?_r=0

TALKING TO KIDS ABOUT PROTESTING: 5 Things I Want My Kids to Know. We Stories. Blog.

<http://www.westories.org/blog/2016/9/22/talking-to-kids-about-protesting-5-things-i-want-my-kids-to-know>

Four Family Centered Collective Actions Your Family Can Take For Black Lives Matter (and Four Others You Shouldn't). Julie Roberts-Phung. Article.

http://www.showingupforracialjustice.org/four_family_centered_actions_your_family_can_take_for_black_lives_matter_and_four_others_you_shouldn_t

Like Me, Like You Kids. On-line Store.

A place to buy toys and decorative items for kids that reflect diversity.

<http://likemelikeyoukids.com/shop/>

Raising Race Conscious Children. Website.

<http://www.raceconscious.org/>

Talking to Kids About Racial Violence. Haig Chahinian. Blog.

http://well.blogs.nytimes.com/2016/07/12/talking-to-kids-about-racial-violence/?_r

Talking to your Kids about Racism and Justice. Oakland Public Library. Resource List.

<https://docs.google.com/document/d/1s0ICA3FluIVhK6DFE2d3uYCipc6ApY8Gn2rMwm6fYqw/edit>

10 Lessons I've Learned as a White Parent Striving for Racial Justice. Striving Shannon. Article.

<https://strivingparent.com/2016/07/20/10-lessons-ive-learned-as-a-white-parent-striving-for-racial-justice/>

What White Children Need to Know About Race. Ali Michael. Article.

<http://www.nais.org/Magazines-Newsletters/ISMagazine/Pages/What-White-Children-Need-to-Know-About-Race.aspx>

Religious Organizational Resources – Local & National

A. Unitarian Universalist

Allies for Racial Equity

Resources and training for anti-racism, anti-oppression and multiculturalism work.

www.alliesforracialequity.wildapricot.org

Black Lives UU Organizing Collaborative

Formed in the wake of conversations among Black UUs at the July 2015 Movement for Black Lives Convening in Cleveland, Ohio, the BLUU Organizing Collaborative works to provide support, information and resources for Black Unitarian Universalists. It also works to expand the role and visibility of Black UUs within the UU faith.

www.blacklivesuu.com

Diverse Revolutionary Unitarian Universalist Multi-Cultural Ministries

DRUUMM includes religious professionals, adults, youth, children, joined together to affirm, celebrate and strengthen the racially diverse communities within Unitarian Universalism. In 2005, anti-racist white allies founded Allies for Racial Equity (ARE) as a partner with DRUUMM. Together, DRUUMM and ARE work for an anti-racist, anti-oppressive, multicultural Unitarian Universalist Association of Congregations.

<http://druumm.onefireplace.org/>

Michigan Unitarian Universalist Social Justice Network (MUUSJN)

A statewide network of Unitarian Universalists individuals, congregations and our allies who work together for progressive change.

www.uujustice.org

Standing on the Side of Love

A national public advocacy campaign that seeks to harness love's power to stop oppression. It is sponsored by the Unitarian Universalist Association. All are welcome to join.

www.standingonthesideoflove.org

UUA Office of Multi-Cultural Growth and Witness

The mission of the Multi-cultural Growth and Witness staff group is to empower Unitarian Universalist congregations to minister to our multi-cultural world, to help Unitarian Universalists to: Create justice-seeking religious communities inclusive of people of all races, ethnicities, sexual orientations, gender identities/expressions, abilities, ages and economic and educational backgrounds; Live our faith through service, education witness, advocacy and congregation-based community organizing; Dismantle racism, heterosexism, classism and ableism at home and in our larger society and stand on the side of love.

<http://www.uua.org/directory/staff/mgw>

Additional references

<https://medium.com/@BlackLivesUU/black-lives-of-uu-organizing-collective-urges-adoption-of-8th-principle-in-unitarian-universalism-377480e615ef>

www.questformeaning.org/news/uu-white-supremacy

<http://blueboat.blogs.uua.org/2017/03/28/reflection-on-white-supremacy-in-our-uua>

B. United Church of Christ

Prophetic Integrity Mission Area Team. Website.

http://www.michucc.org/index.php?option=com_content&view=article&id=114&Itemid=518

The UCC Justice & Peace Action Network. Website.

<http://ucc.org/justice/>

C. Jewish

Detroit Jews for Justice. Website.

www.detroitjewsforjustice.org

National Council of Jewish Women. Website.

This organization addresses civil rights.

www.ncjw.org

http://www.ncjw.org/public_policy.cfm?navID=217

Faith Specific Resources

A. Unitarian Universalist

Black Lives of UU for a LIVE Multi-Faith Panel Discussion: Whose Faith Is It Anyway? Confronting White Supremacy in Faith. Website.

This online panel discussed the issues facing people of faith doing liberation work within long standing institutions

<http://www.blacklivesuu.com/bluuwhosefaith/>

Building the World We Dream About: A Welcoming Congregation Curriculum on Race and Ethnicity

<http://www.uua.org/multiculturalism/curricula/building-the-world-we-dream-about>

Engaging the Vision for Black Lives - ARE/CLF Fall Webinar Series. Video.

<https://www.youtube.com/watch?v=IdRKbxZSme8>

Examining Whiteness: An Anti-Racism Curriculum

Contact: Christy Cardinal

971-533-6522

<http://www.uua.org/multiculturalism/curricula/whiteness>

What would have happened if Martin Luther King Jr. had cast his lot with the Unitarian Universalists? A reflection on race and theology. Rosemary Bray McNatt. Essay.

<http://www.uuworld.org/articles/why-martin-luther-king-jr.-wasnt-uu>

Suggested Reading

A Unitarian Universalist ‘Black Lives Matter’ Theology. Kenny Wiley. Article.

<https://kennywiley.com/2015/03/26/a-unitarian-universalist-black-lives-matter-theology/>

An Open Letter to the Church: Make May A Month of Black Girl Sermons. Candice Benbow. Article.

<http://www.urbancusp.com/2014/05/open-letter-church-make-may-month-black-girl-sermons/>

Black Lives of UU Organizing Collective Urges Adoption of 8th Principle in Unitarian Universalism.

Bruce Pollack-Johnson. Paula Cole Jones. Article.

<https://medium.com/@BlackLivesUU/black-lives-of-uu-organizing-collective-urges-adoption-of-8th-principle-in-unitarian-universalism-377480e615ef>

Black Lives of UU statement on UU & UUA power structures & hiring practices. BLUU Organizing Collective. Article.

<https://medium.com/@BlackLivesUU/black-lives-of-uu-statement-on-uu-uua-power-structures-and-hiring-practices-6f099a154ffc>

BLUU Risk Statement to UU Congregations. BLUU Organizing Collective. Article.

<https://medium.com/@BlackLivesUU/bluu-risk-statement-to-uu-congregations-9730cee5300e>

Confessing My White Supremacy. Ryan Stewart. Article.

<https://sojo.net/articles/confessing-my-white-supremacy>

Dear Church: #decolonizelutheranism. Article.

<http://formerlyunchurched.com/dear-church-decolonizelutheranism/>

Dear Church, You Aren't Dying You Are Becoming A Minority. Article.

<http://formerlyunchurched.com/dear-church-you-arent-dying-you-are-becoming-a-minority/>

For Sisters With Nothing Left To Give Up For Lent. Candice Benbow. Article.

<http://www.candicebenbow.com/blog/lent2017>

If Your Pastor says "Racism Isn't a Skin Problem, It's a Sin Problem," You Need to Find Another Church.

Lawrence Ware. Article.

<http://www.newblackmaninexile.net/2017/04/if-your-pastor-says-racism-isnt-skin.html?m=1>

Lifting UU Voices: Anger Welcome. Kenny Wiley. Article.

<https://kennywiley.com/2015/07/17/lifting-uu-voices-anger-welcome/>

Living Portrait: Vahisha Hasan of Movement in Faith. Angeli Wright. Article.

http://www.citizen-times.com/story/life/2017/02/09/living-portrait-vahisha-hasan-movement-faith/97559686/?utm_source=dlvr.it&utm_medium=twitter

Reflection on White Supremacy in Our UUA. T. Resnikoff. Article.

<http://blueboat.blogs.uua.org/2017/03/28/reflection-on-white-supremacy-in-our-uua>

Reformation Goals. List.

#decolonizeLutheranism

<http://decolonizelutheranism.org/>

<http://decolonizelutheranism.org/decolonizelutheranism-reformation-goals/>

Resist – a call from the Black Lives of Unitarian Universalism Organizing Collective. BLUU Organizing Collective. Article.

<https://medium.com/@BlackLivesUU/a-call-from-the-black-lives-of-unitarian-universalism-organizing-collective-41adf01fb30f>

Sermon: Which Side Are You On? Kenny Wiley. Article.

<https://kennywiley.com/2015/09/29/sermon-which-side-are-you-on/>

The Black Church in Trump's America: Refuge & Resistance. Leslie D. Callahan. Article.

http://religiondispatches.org/black_church_refuge/

The next Selma How the Black Lives Matter movement challenges Unitarian Universalists. Kenny Wiley. Article.

<https://www.uuworld.org/articles/the-next-selma>

The 7 Principles of Black Lives. BLUU Organizing Collective. Article.

<https://medium.com/@BlackLivesUU/the-7-principles-of-black-lives-8afb62c797ab>

UU White Supremacy. Rev. Meg Riley. Arif Mamdani. Article.
www.questformeaning.org/news/uu-white-supremacy

We are all bound up together: Frances E. W. Harper (1825–1911) challenged us to practice a religion of justice. Kenny Wiley. Article.
<https://www.uuworld.org/articles/we-are-all-bound-together>

What If God Was One of Us? Seeing Black Girls As Holy. Candice Benbow. Article.
<http://www.urbancusp.com/2014/03/god-one-us-seeing-black-girls-holy/>

Worship Resources

Black Live Matter Worship Collection. Resource List.
<http://www.uua.org/worship/collections/black-lives-matter>

Rise Up O Flame: A Ferguson Worship Toolkit for UUs. Toolkit.
<https://static1.squarespace.com/static/5449513ee4b025f84fddfa72/t/54ef6c15e4b0827fd8add825/1424976917947/Ferguson-Worship-Toolkit.pdf>

B. United Church of Christ

A Pastoral Letter on Racism: A New Awakening. The Rev. Geoffrey A. Black. The Rev. M. Linda Jaramillo. The Rev. J. Bennett Guess. The Rev. James Moos. The Rev. Elizabeth Leung. Article.
http://www.ucc.org/pastoral-letter-new-awakening_01162015

Doctrine of Discovery – The Repudiation of the Doctrine of Discovery: A Biblical Reflection. Article.
The repudiation of the Doctrine of Discovery by General Synod 29 provides an invaluable teaching moment for our congregations to understand systemic and continuous impact of racism on the daily lives of indigenous peoples in the U.S.
<http://www.ucc.org/justice-racism-doctrine-of-discovery>

Racial Justice Resources. Website.
<http://www.ucc.org/justice-racism>

White Privilege: Let's Talk—A Resource for Transformational Dialogue. Curriculum and Lesson Outline. Facilitator Resources.

A Resource for Transformational Dialogue is an adult curriculum from the United Church of Christ that's designed to invite church members to engage in safe, meaningful, substantive, and bold conversations on race.

<http://privilege.uccpages.org/>

Worship Resources

Dear White Christians. Jennifer Harvey. Book.

"I Will Not Keep Silent": Seven Days of MLK. Reflections on King's Speeches, Writings, and Sermons.
<http://www.ucc.org/seven-days-of-mlk>

Sacred Conversations on Race. Article and Video.
<http://www.ucc.org/sacred-conversation/>

Sacred Conversation on Race Worship Materials. Resource List.
http://www.ucc.org/sacred-conversation_worship-resources

C. Jewish

A Set of Jewish Experiential Education Materials on Anti-racism and Diversity Engagement

https://docs.google.com/document/d/1PQg07a95EZ6atmJ7B_VhM57YPPeFzqMfKx9JoxewNgE/edit

Black Lives Matter Resources

This online resource provides links to Jewish: rituals such as Passover and Hanukkah; literature, sermons, training and education and toolkits in the context of the BLM Movement.
www.blacklivesmatterjewishresources.org

How the Jewish Community Can Be a Better Ally to Black Lives Matter. Krissy Roth. Article.
<http://www.haaretz.com/opinion/.premium-1.729921>

Racial and Ethnic Diversity in the Jewish Community. Guide.
<http://werrepair.org/wp-content/uploads/2016/12/Racial-and-Ethnic-Diversity-in-the-Jewish-Community.pdf>

Worship Resources

Black Lives Matter Jewish Resources: Sermons. Website.
<http://blacklivesmatterjewishresources.org/project/sermons/>
<http://jufj.org/content/resources-rabbis>

Black Lives Matter Jewish Resources: Holidays & Rituals – Hanukkuh and Passover. Website.
<http://blacklivesmatterjewishresources.org/project/holidays-rituals/>

Michigan Faith Racial Justice Models

Congregation: All Souls Community Church of West Michigan

Program/Activity: Black Lives Matter Public Vigil. First Wednesday of EVERY month in downtown Grand Rapids at the Rosa Parks Statue.

Purpose: Support the Black Lives Matter movement; build partnerships in the community who are seeking racial justice and equity. Large Black Lives Matter signs carried by participants.

Benefits: Public demonstration of our support for the Black Lives Matter movement in the center of the largest city in western Michigan at lunch hour when people are out and about.

Contacts:

Kristyn Vander Zouwen, Social Justice Chair socialjustice@allsoulscommunity.com
Rev. Colleen Squires 617-538-8139 miister@allsoulscommunity.org

Congregation: First Unitarian Universalist Church of Detroit

Program/Activity: Kim Redigan, guest speaker on “White Silence”

<https://radicaldiscipleship.net/2016/12/22/the-violence-of-white-silence-as-sick-as-our-secrets/>

Purpose: Educational

Contact:

Jennifer Teed jennifer.a.teed@gmail.com

Program/Activity: Intensive, Small Group Curriculum Study and Review of Building the World We Dream About.

Purpose: To offer suggestions/edits for its future use. Upon completion in June, they will have information to report with suggestions for how you use the curriculum.

Contact:

Mary Lou Malone maryloumaloneuu@gmail.com

Other Activities include: Gentrification Community Dialogue; Book discussion on The Third Reconstruction

Congregation: Marquette UU Congregation

Program/Activity: Six Part Discussion: A “Vision for Black Lives” Platform

Purpose: Education for Action

Benefits: Excellent background and grounding for delving into unaware racism within ourselves,

our congregation and our community. For some, it provided ways to take action.

Contact:

Barbara Michael

906-361-7380 Michael.barbara.102@gmail.com

Program/Activity: Supported black political prisoner Rev. Edward Pinkney. Wrote letters, visited and advocated on behalf of Rev. Pinkney weekly. Shared information with the congregation about Rev. Pinkney's situation and prisons. Created a Facebook page to share his case with others outside congregation. Participated in national conference calls for Rev. Pinkney and other minority prisoners experiencing discrimination. Outreached to Berrien County clergy. Purchased and distributed "Soldier of Truth: Trials of Rev. Pinkney" to other UU congregations with support from MUUSJN. Wrote letters to the editor of local SW Michigan and Marquette newspapers.

Purpose: Raise awareness of prison conditions and the relationship of black citizens being given unjust prison sentences. An example of the New Jim Crow.

Benefits: Education of church members about how the legal and prison system discriminates against people of color and about prison conditions in general.

Contact:

Sarah Redmond

906-361-0003 sarah.redmond2007@gmail.com

Congregation: Northwest UU Church

Program/Activity: Black Lives Matter (BLM) campaign. Anti-racism discussions. Engaged the congregation in discussion and adopted a BLM resolution. Displayed a BLM banner in front of church and distributed BLM signs and buttons. Communicated with sermons, discussions, distributed literature and organized two community forums related to people of color, local police and mental health.

Purpose: Raise awareness in congregation and community about the value of black lives and the importance of the BLM movement.

Contact:

Randy Block

248-549-5170 randyblock@yahoo.com

Program/Activity: Minister holding five workshops on "Examining Whiteness" based on UUA curriculum of Rev. Doctor William Gardiner.

Purpose: Help white adults understand their racial identity and develop positive, anti-racist ways of being white.

Contact:

Rev. Kimi Riegel

248-730-5464 kriegel@uuma.org

Congregation: Peoples Church Kalamazoo

Peoples Church Kalamazoo is 2012 Unitarian Universalist Association (UUA) Bennett Award for Congregational Action of Human Justice and Social Action Winner! Trainings supported by a grant from

the Kalamazoo Community Foundation.

<http://www.uua.org/action/stories/199486.shtml>

Program/Activity: “Introduction to Systemic Racism (1 day) – To develop common language about the systemic nature of racism (one day) (Provided through Crossroads Antiracism Organizing and Training/Eliminating Racism and Claiming/Creating Equity (ERACCE)

Program/Activity: “Understanding and Analyzing Systemic Racism” (2.5 days) – Provided by ERACCE

Purpose: “Explore systemic racism and examine basic strategies for dismantling it within organizations.”

Contact:

Lillie Wolff/Fernando Ospina 269-389-9956 eracce@eracee.org

Program/Activity: “Beloved Conversations”

Purpose: Explore spiritual and intellectual dimensions of racism in our lives

Contact:

Dr. Mark A. Hicks, Director of the Fahs Collaborative, Religious Education Professor,
Meadville Lombard Theological School mhicks@meadville.edu

Program/Activity: “Examining Whiteness” (6-8 modules)

Purpose: Assists white individuals and groups further their anti-racist identifies

Contacts:

UUA website <http://www.uua.org/multiculturalism/curricula/whiteness>

Program/Activity: “Micro-aggressions” (based on work of Derald Wing Sue)

Purpose: Help people understand micro-aggressions, everyday insults and denigrating messages sent to people of color by well-intentioned white people who are not aware of the hidden messages being communicated.

Contacts:

Nadine Godin-Nassaney ngnassaney@gmail.com
Carolyn Heineman carolynheineman@aol.com

Other Activities include: sermons, films/videos, and books with discussions, two all-congregation events to present and discuss ideas; ongoing leadership participation in trainings and conferences across the country to increase knowledge and commitment.

Take Action

Take the Pledge – Movement for Black Lives (M4BL)

<http://action.movementforblacklives.org/>

Study and Endorse the Platform – Movement for Black Lives (M4BL)

<https://policy.m4bl.org/>

You're White. You Live in the Most Segregated City in the Country. What Can You Do?

<https://medium.com/@garrettbucks/youre-white-you-live-in-the-most-segregated-city-in-the-country-what-can-you-do-d32f15c30125#.so4h3jm12>

But here's the thing... I think you actually DO know what to do right now on Structural Racism and Daily Intention

<https://medium.com/@garrettbucks/but-heres-the-thing-i-think-you-actually-do-know-what-to-do-right-now-b13a7961eba5#.8q0umdg18>

Be On Call for the Movement-Weekly Interfaith Conference Calls

These virtual mass meetings are spaces for deepening of political analysis and collective development of the moral imagination and moral imperative needed to build and sustain a moral revolution.

<http://wesayenough.org/events/virtual-mass-meetings/>

Ban the Box Take the Fair Chance Pledge

<http://bantheboxcampaign.org/>

Help free the innocent, that were wrongly convicted and serving time in prison.

<http://www.innocenceproject.org/>

Read – The Third Reconstruction, Moral Mondays, Fusion Politics, and the Rise of a New Justice Movement. The Reverend Dr. William J. Barber II. Book.

Read – Pre-Post Racial America, Spiritual Stories From the Front Lines. Sandhya Rnai Jha. Book.

Addresses race and racism in a way that is grounded in real people's stories and that offers solid biblical grounding for thinking about race relations in America, reminding us that God calls us to build Beloved Community.

Join a local SURJ chapter

Host conversations

Donate space, food, water to local black liberation activists for meetings and protests

Show up at demonstrations and educational event hosted by black liberation movements when invited

Confront power holders and oppressive institutions

Sing outside your congregation's building with your Black Lives Matter or Standing on the Side of Love banner before or after services.

Listen to people of color

Keep educating yourself

Talk to and organize other white people

Start a study group on *The New Jim Crow* or another book at a church or in the community

Call the District Court in your area and find out when you can come to observe criminal case proceedings. (Court Watch)

Contact your legislator about needed, pending, or recent legislation: e.g., the need change in sentencing guidelines for rock vs. powder cocaine, cost of phone calls, moving inmates far from families, etc.

Start a pen-pal relationship or begin ministering to inmates after taking training.

Concluding Remarks

Thank you for your commitment to this work. In order to make change we need members in all of our congregations taking the lead and inviting others in on this long, but necessary struggle.

This is a continued body of work. As the work in all of our lives and congregations moves forward there will be more resources to share. We hope to continue to add to this toolkit and to share information between congregations, and across the faiths. This is all of our work to do alone and together. As you move forward, please share your experiences and findings with us!

“Do not be daunted by the enormity of the world’s grief.

So justly, now. Love Mercy, now. Walk Humbly, now.

You are not obligated to complete the work,

but neither are you free to abandoned it.”

- from The Talmud 303