



THE RACIAL EQUITY, DIVERSITY AND INCLUSION (REDI) MOVEMENT RESOURCE CATALOG

The Center on Education and Training for Employment (CETE) developed The Racial Equity, Diversity, and Inclusion (REDI) Movement **to increase our efforts in workforce development, education, and family and community engagement toward the pursuit of a holistic approach to equity, social justice, and inclusion.**

Our Vision is that individuals, organizations and other societal institutions make racial equity a day-to-day priority resulting in settings that are inclusive, safe, and welcoming and where white privilege is acknowledged and has no negative influence on how individuals of color fare.

Even if you only have five minutes to spare while eating lunch on a Tuesday afternoon, our hope is that you will engage in a podcast, video, or article to discover how racial injustice and social injustice impact our community. Your participation shows a commitment to gain new knowledge, reflect, and engage in meaningful, long-term change.

The resources outlined below encapsulate the five standards of the Getting REDI Curriculum, a program within the overall REDI Movement.



RACISM

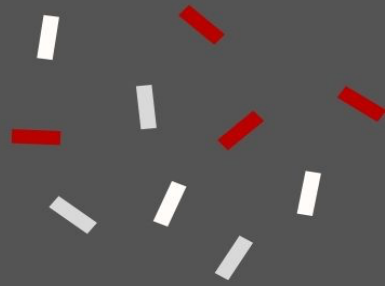
Acknowledge that racism and racial privilege exist. I am prepared to examine how I have been socialized to view history and the role history plays in racism.

ACCOUNTABILITY

Hold myself and others accountable for words and actions. I am prepared to develop interpersonal connections and structures to help maintain antiracist accountability.

CORRECTION

Accept and offer correction with grace. I am prepared to alter my method and practice when offered criticism and offering feedback to others.




BIASES

Understand and mitigate individual biases. I am prepared to investigate my individual biases and implement steps to mitigate them.

GROWTH

Contribute to a culture of growth, both for myself and others. I am prepared to assess areas in which I need to improve, improve in those areas, and support others in their improvement.



PLEASE NOTE: Some of these resources include references to violence and contain the use of derogatory terminology. These recountings are an important part of our history but may be difficult for some. Please take care of yourself.

RACISM

Article: *White People Assume Niceness is the Answer to Racial Inequality. It's not.* This article explores how white people can incorrectly assume that because they are being nice, they cannot perpetuate racism.

<https://www.theguardian.com/commentisfree/2019/jan/16/racial-inequality-niceness-white-people>

Video: *Video contains the use of derogatory terminology. A Racist Attack Was Caught on Camera Nearly 45 Years Later, It Still Stings.* This eight-minute New York Times video highlights the lingering effects of racism, by exploring a racialized event perpetrated by children that occurred in New York in 1978 that connects the past and the future. [8 minutes]

<https://www.nytimes.com/video/nyregion/10000006654178/rosedale-documentary-where-are-they-now.html>

Audio: *Seeing Whiteness. Where does it Come from? What does it Mean? Why does it Exist? Introduction to a series exploring what it means to be White.* By John Biewen, with special guest Chenjerai Kumanyika. [16 minutes]

<https://www.sceneonradio.org/episode-31-turning-the-lens-seeing-white-part-1/>

Video: *White Supremacy Permeates all Aspects of American Society* . Jacqueline Battalora talks about how white supremacy permeates all aspects of American society. [4 minutes]

https://www.youtube.com/watch?v=ziNWW_PePhs&feature=youtu.be

Video: *Racism is Real, A Split-Screen Video Depicting the Differential in the White and Black Lived Experience* . This Brave New Films video breaks down stats and more in a takedown of the idea that systemic racism isn't a real problem in America. [4 minutes]

<https://www.vox.com/2015/4/30/8520305/systemic-racism-video>

Video: *The Highly Invisibility of Race in School-based Family Engagement.* Dr. Kenyona Walker, Dr. Melissa Ross, and Dr. David Julian, of the Center on Education and Training for Employment at The Ohio State University defined racism and placed it in the context of schools and provide interpersonal and systems-level action steps to address and dismantle racism to improve schools' efforts in collaborating with the families they serve. [30 minutes]

<https://www.youtube.com/watch?v=k6Q9GHXxRIE&feature=youtu.be>

Article: *A Conversation with Kayla Patrick: Ending Harsh Discipline Against Girls of Color Online and In-Person.* An interview with Kayla Patrick discusses how school districts punish Black students more harshly than their peers and lose critical learning time due to punitive discipline.

<https://www.newamerica.org/education-policy/edcentral/conversation-kayla-patrick-ending-harsh-discipline-against-girls-color-online-and-person/>

Video: *Why Racial and Ethnic Data on COVID-19's impact is Badly Needed American Medical Association (AMA)* . Panelists from a diverse range of association leaders explain racial and ethnic barriers and equity approaches. [1 hour]

https://www.youtube.com/watch?v=KFCo_VLcFvI&feature=emb_logo

ACCOUNTABILITY

Video: *Importance of Speaking Up at Work: Leaders Do the Right Thing.* Video discusses why racism should be addressed regardless of how it might impact you. [7 minutes]

<https://youtu.be/QBz3axmFBMc>

Video: *How Can We Win?* Author Kimberly Jones gives a powerful, spontaneous, eloquent speech explaining in detail why this is happening (racism across 450 years) and the difference between protesting, rioting and looting in 2020. [7 minutes]

<https://www.youtube.com/watch?v=llci8MVh8J4>

Video: *Not Everyone is Your Friend by Trent Shelton Speaks to the Negative Pull we can Feel From old Friends When we Try to Spread our Wings.* Trent Shelton speaks to the negative pull we can feel from old friends when we try to spread our wings. [3 mins each]

<https://www.youtube.com/watch?v=1Xs4JXfeVs&feature=youtu.be>

Video: *How to Overcome our Biases?* TED Talk by Vernā Myers, encourages work vigorously to counter balance bias by connecting with and learning about and from the groups we fear. [19 minutes]

https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them

Video: *'We the People' - the Three Most Misunderstood Words in US History* TED Talk by Mark Charles. TED Talk by Mark Charles offers a unique perspective on three of the most misinterpreted words in American History and their connection to obstructing life, liberty, and justice for all people. [17 minutes]

https://www.youtube.com/watch?v=HOKtqY5wY4A&fbclid=IwAR1OPMijjMslqaBzG3Be3fpy_u5jzpd3o1genqvay4pvzO5ijM-gEQU5hQ

Audio: *Nice White Parents.* The New York Times and Serial audio podcast looks at the 60 year old relationship between white parents and the public school down the block. Chana Joffe-Walt, a reporter, looked at inequality in education, she saw that most reforms focused on whom schools were failing: Black and brown kids. But what about whom the schools are serving? In this five-part series, she turns her attention to what is arguably the most powerful force in our schools: white parents. [Episode times vary]

<https://www.nytimes.com/2020/07/30/podcasts/nice-white-parents-serial.html>

Article: *Why have the Demands of Black Students Changed so Little Since the 1960?*

Why have the demands of black students changed so little since the 1960?

<https://theconversation.com/why-have-the-demands-of-black-students-changed-so-little-since-the-1960s-50695>

CORRECTION

Video: *Systemic Racism Explained Act.* Systemic Racism Explained Act.TV animated short illustrates how systemic racism affects every area of U.S. from incarceration to predatory lending, and how we can solve it. [4 minutes]

https://www.youtube.com/watch?v=YrHIQIO_bdQ&feature=youtu.be&fbclid=IwAR2IXGXxBWOEBVfQXmXbZfsDZZvJY9fmFts6mKwhY6KBHd2KN5e-9_W1qEU

Video: *How I Learned to Stop Worrying and Love Discussing Race.* How I Learned to Stop Worrying and Love Discussing Race, TEDx Talk by Jay Smooth that suggests a new way to think about receiving feedback on our racial blind spots. [12 minutes]

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

Video: *What Would You Do? Bicycle Thief Episode.* What Would You Do?: Bicycle Thief Episode ABC's popular show explores the impact of racial and gender bias and prejudice at a family friendly park. Before this video, would you have anticipated this differential treatment? [5 minutes]

<https://www.youtube.com/watch?v=ge7i60GuNRg&feature=youtu.be>

Video: *Dr. Pedro Noguera Shares his Insights on Educational Equity, Project-Based Learning.* Dr. Pedro Noguera, Distinguished Professor of Education at the Graduate School of Education and Information Studies and Faculty Director for the Center for the Transformation of Schools at UCLA, shares his insights on educational equity, Project-Based Learning. [45 minutes]

<https://www.youtube.com/watch?v=2XCskVAtPU&feature=youtu.be>

BIASES

Video: *Confronting 'Intergroup Anxiety': Can You Try Too Hard to be Fair?* Confronting 'intergroup anxiety': Can you try to hard to be fair? Explores why we may get tongue tied and blunder when we encounter people from groups unfamiliar to us. [5 minutes]

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

Video: *The Urgency of Intersectionality*. The urgency of intersectionality, TED Talk by Kimberlé Crenshaw that asks us to see the ways Black women have been invisibilized in the law and in media. [19 minutes]
https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality#t-1117454

Article: *White Fragility in Teaching While White*. Founders Jenna Chandler-Ward and Elizabeth Denevi, is a call to action in which the authors share their experiences in school and after school where white students and adults lack the knowledge or skill to navigate.
<https://www.teachingwhilewhite.org/blog/2020/2/6/white-fragility-in-students>

Article: *How to Confront Your Implicit Bias, an interview by Katie Couric*. Katie Couric with Jennifer L. Eberhardt, PhD, psychology professor at Stanford University, examine how racial bias infiltrates every level of society based on her book.
<https://medium.com/wake-up-call/how-to-confront-your-implicit-bias-74a28584b512>

Article: *Overview of Being an Active Bystander and Strategies for Challenging the Emergence of Bias*. Lena Tenney of the Kirwan Institute for the Study of Race and Ethnicity provides strategies for how individuals can be active bystanders when faced with the emergence of bias in interpersonal interactions.
<https://cete.osu.edu/wp-content/uploads/2020/09/Being-an-Active-Bystander-2017.pdf>

Handout for *Ways to Respond to Microaggression and Bias*. Dr. Diane Goodman created this handout from Promoting Diversity and Social Justice: Educating People from Privileged Groups to provide concrete responses that can be used alone or in combination when responding to racist comments and microaggression.
<https://cete.osu.edu/wp-content/uploads/2020/09/Responding-to-Microaggressions-and-Bias-Goodman.pdf>

GROWTH

Audio: *Teaching While White (TWW)* Longtime educators Jenna Chandler-Ward and Elizabeth Denevi, TWW’s podcast focuses on how whiteness shows up in the education sector and what anti-racist educators are doing to challenge that. Episodes feature different nationally renowned anti-racist educator guests. [Episode times vary]
<https://www.teachingwhilewhite.org/podcast>

Video: *I Didn’t Tell You, Ever Wonder What a Day in the Life of a Person of Color is Like?* Listen to this poem, written and spoken by Norma Johnson. [7 minutes]
<https://www.youtube.com/watch?v=3UVlgjuovt8>

Video: *CBS News Analysis: Students May Be Miseducated About Black History.* Ibram X. Kendi reviews current history curriculum production and use across the U.S. [6 minutes]
<https://www.facebook.com/watch/?v=219213469246807>

Video: *White Bred* A quick intro to how white supremacy shapes white lives and perception. [5 minutes]
<https://vimeo.com/226104095>

Video: *Anti-racism: You May be Doing it Wrong. Here’s Why.* This Washington Post “The New Normal” video discusses why white allies need to continue doing their racial work and offers concrete steps on how they can do it. [5 minutes]
https://www.washingtonpost.com/video/the-lily/anti-racism-you-may-be-doing-it-wrong-heres-why/2020/07/02/4fedc1c3-80ae-45a8-8408-7f204d2d440b_video.html

Video: *Why you Need to Keep Talking About Race With Your White Family.* This Washington Post “The New Normal” video discusses the importance of having conversations with family regarding race and it offers concrete ways on how to approach those conversations. [5 minutes]
https://www.washingtonpost.com/video/the-lily/why-you-need-to-keep-talking-about-race-with-your-white-family/2020/07/23/67e45dc3-cf46-498a-9391-29579ede7bca_video.html

Article: Ten Things Every White Teacher Should Know When Talking About Race. 10

key tips on how to be an anti-racist.

<https://thecornerstoneforteachers.com/truth-for-teachers-podcast/10-things-every-white-teacher-know-talking-race/>