Be My Neighbor
Definitions & Resources

Resources compiled by:
Ruth Shoge, OD, MPH
Christina Harris, PhD
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Definitions:
- **Ally** - any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive and conscious efforts that benefit people as a whole
  - Sponsor - a person or institution that vocally and actionably supports the work of those from underrepresented groups in all contexts, but specifically in situations that will help boost their standing and reputations
- **Bias**
  - **Explicit (conscious)** - a person is very clear about their feelings and attitudes, and related behaviors are conducted with intent. This type of bias is processed neurologically at a conscious level as declarative, semantic memory, and in words. Conscious bias in its extreme is characterized by overt negative behavior that can be expressed through physical and verbal harassment or through more subtle means such as exclusion.
  - **Implicit (unconscious)** - operates outside of a person’s awareness and can be in direct contradiction to a person’s espoused beliefs and values. What is so dangerous about implicit bias is that it automatically seeps into a person’s affect or behavior and is outside of the full awareness of that person.
- **Cultural competency** - a set of congruent behaviors, attitudes, and policies that come together in a system, agency or among professionals and enable that system, agency or those professions to work effectively in cross-cultural situations
- **Cultural humility** - the ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the person
- **Discrimination** - the act of treating someone differently based on some aspect of their identity
- **Microaggressions** - everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.
  - **Microassaults**: Conscious and intentional actions or slurs, such as using racial epithets, displaying swastikas or deliberately serving a white person before a person of color in a restaurant.

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- **Microinsults**: Verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's racial heritage or identity. An example is an employee who asks a colleague of color how she got her job, implying she may have landed it through an affirmative action or quota system.

- **Microinvalidations**: Communications that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a person of color. For instance, white people often ask Asian-Americans where they were born, conveying the message that they are perpetual foreigners in their own land.

- Read: [https://www.apa.org/monitor/2009/02/microaggression](https://www.apa.org/monitor/2009/02/microaggression)

- **Prejudice**: a preconceived belief/thought about a group/individual based on stereotypes
- **Privilege**: a special right, advantage, or immunity granted or available only to a particular person or group
- **Race vs. Ethnicity**
  - **Race**: a social construct that categorizes people by skin color
  - **Ethnicity**: a category of people who identify with each other, usually on the basis of presumed similarities such as a common language, ancestry, history, society, culture, nation or social treatment within their residing area.

- **Racism**: a conscious or unconscious belief in the superiority of a certain race coupled with the power to determine one's own reality and influence the reality of others

- **Racial Reconciliation**: the spiritual practice of seeking loving, liberating and life-giving relationship with God and one another, and striving to heal and transform injustice and brokenness in ourselves, our communities, institutions, and society

- **Restorative Justice**: a theory of justice that emphasizes repairing the harm caused by criminal behaviour (*the term injustice is preferred*). It is best accomplished through cooperative processes that include all stakeholders. This can lead to transformation of people, relationships and communities.

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Resources:

- Books:
  - *How to Be An Anti-Racist* by Ibram X. Kendi
  - *Just Mercy: A Story Of Justice And Redemption* by Bryan Stevenson (*Also a major motion picture*)
  - *So You Want To Talk About Race* by Ijeoma Oluo
  - *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* by Michelle Alexander
  - *Stamped From the Beginning: The Definitive History of Racist Ideas in America* by Ibram Kendi
  - *The Myth Of The Model Minority: Asian Americans Facing Racism* by Rosalind Chou And Joe Feagin
  - *White Fragility: Why It's So Hard For White People To Talk About Racism* by Robin Diangelo
  - *White Rage: The Unspoken Truth Of Our Racial Divide* by Carol Anderson
  - *When Affirmative Action was White* by Ira Katznelson
  - *American Lynching* by Ashraf H.A. Rushdy
  - *Biased: Uncovering The Hidden Prejudice That Shapes What We See, Think, And Do* by Jennifer Eberhardt
  - *Me and White Supremacy: How to Check Your White Privilege* by Zoe Beaty
  - *Hillbilly Elegy: A Memoir Of A Family And Culture In Crisis* by J.D. Vance
  - *Turning To One Another: Simple Conversations To Restore Hope* by Margaret Wheatley
  - *Why Are All The Black Kids Sitting Together In The Cafeteria? And Other Conversations About Race* by Beverly Tatum
  - *An Essential Reading Guide For Fighting Racism*
  - *31 Children's Books to Support Conversations on Race, Racism, and Resistance - Culturas*

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- Baratunde’s World-Saving Books
  https://books.shop/baratunde?fbclid=IwAR3QdmFDXM68NzY2rS7l42z05e9LmFBk9TP_o31T_LzoDgXfQxVby_ML4U
- The University of Minnesota Press is offering free open access to a collection of their titles dealing with race, racial justice

- Articles/Blogs/Posts:
  - About the weary weaponization of white woman tears by Luvvie Ajayi
  - Willing to be disturbed by Margaret Wheatley
  - White privilege: Unpacking the invisible knapsack by Peggy McIntosh
    https://nationalseedproject.org/images/documents/Knapsack_plus_Notes-Peggy_McIntosh.pdf
  - White people, here’s how we can try to be better allies and proactively anti-racist (It’s not enough to say you’re not racist) by Chloe Laws
    https://www.glamourmagazine.co.uk/article/how-to-be-a-white-ally
  - https://www.refinery29.com/en-gb/2020/05/9830372/white-privilege-definition
  - https://www.dazeddigital.com/politics/article/49420/1/a-running-list-of-anti-racism-resources-protest-police-brutality-george-floyd
  - https://graziadaily.co.uk/life/in-the-news/white-privilege-racism-uk/
  - https://chorus.fm/blog/ten-steps-of-non-optical-allyship/

- Documentaries:
  - The 13th directed by Ava Duvernay (Netflix)
  - When They See Us directed by Ava Duvernay (Netflix)

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○ Slavery by Another Name (PBS)
○ 500 Years Later directed by MK Asante
○ Say Her Name: The Life and Death of Sandra Bland (HBO)
○ Time: The Kalief Browder Story (Netflix)
○ Explained: The Racial Wealth Gap (Netflix)
○ I am Not Your Negro, directed by Raoul Peck (Amazon Prime)
○ The Black Power Mixtape 1967-1975 directed by Goran Olsson (Amazon Prime)
○ The Death and Life of Marsha P. Johnson (Netflix)
○ Whose Streets (Amazon Prime)
○ Black American Since MLK: And Still I Rise (Amazon Prime)
○ Eyes on the Prize (PBS)

• Movies:
○ Just Mercy (Amazon Prime)
○ Fruitvale Station
○ Dear White People (Netflix)
○ Do the Right Thing by Spike Lee
○ The Hate U Give (Amazon Prime)
○ Rosewood
○ Roots by Alex Haley

• Videos
○ Divided states of bias - https://youtu.be/m52e9MAIzM
○ The danger of a single story by Chimamande Ngozi Adichie https://youtu.be/D9Ihs241zeg
○ It’s not the racists we need to worry about by Van Jones https://www.cnn.com/videos/us/2020/05/29/van-jones-george-floyd-white-liberal-hillary-clinton-supporter-sot-newday.cnn

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- These are not riots, they are rebellions by Marc Lamont Hill
  https://youtu.be/nVkNMecQ8ow
- George Floyd, Minneapolis Protests, Ahmaud Arbery, and Amy Cooper by Trevor Noah
  https://youtu.be/v4amCpVbA_c
- We cannot stay silent about George Floyd by Hasan Minaj
  https://youtu.be/i_FE78X-qdY

- **Organizations/Funds/Campaigns:**
  - The National Seed Project (Seeking Educational Equity and Diversity) -
    https://nationalseedproject.org/about-us/about-seed
  - Campaign Zero - https://www.joincampaignzero.org/
  - (MN) Minnesota Freedom Fund - https://minnesotafreedomfund.org/
  - (MN) Black Visions Collective - https://www.blackvisionsmn.org/
  - (MN) Reclaim The Block - https://www.reclaimtheblock.org/home
  - Unicorn Riot - https://unicornriot.ninja/

**Topics to Google:**
- Civil Rights
  - Jim Crow
  - Sharecropping
  - Sundown Towns
- Criminal Justice System
  - Bail System
  - Mass Incarceration
  - Plea Bargaining for Racial Minorities
  - School to Prison Pipeline
  - War on Drugs
- Economics
  - Part-time/Unemployment/Underemployment in the Black Community
  - Shift Work in the Black Community

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- Generational Wealth from Businesses/Land ownership, systems that prevented
- Welfare System

○ Education
- The Opportunity Gap
- Funding for Public Schools
- Access to Pre-K
- Read
  - *Pushout: The Criminalization of Black Girls in Schools* by Monique Morris
  - *Why Are All The Black Kids Sitting Together In The Cafeteria? And Other Conversations About Race* by Beverly Tatum
  - *Miseducation of the Negro* by Carter G. Woodson

○ Healthcare
- Flint Water Crisis
- Henrietta Lacks’ Stolen Cells
- HIV in the Black Community
- Tuskegee Syphilis Experiment
- Health Insurance, lack of access
- Maternal Health disparities
- Read *Medical Apartheid* by Harriet Washington

○ Housing
- Gentrification
- Lead Poisoning
- Racism & Discrimination in,
- Redlining

○ Systematic Family Breakdown
- Assassination of Black Leaders
- Crack Epidemic
- Destruction of the Black Family Unit
- Media portrayal of Black People
- Welfare System prohibiting men from being in the home

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- The Moynihan Report
- Other
  - Food Deserts
  - Microaggressions

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