

About this Guide

You've already started. By using this resource guide you've already begun the process of shifting your work and your organization into deeper alignment with values that promote racial justice. This path, although joyful, can be difficult to navigate and we're here to help. This resource guide is made for groups just like yours, that may fall in different places along the knowledge and practice spectrum and it includes assessment tools and resources for having introductory conversations on racism and white supremacy, information about collaboration models and movement structures, available workshops, training, and consultants that you can leverage to further your learning.

This guide was written and compiled by Kendra Lara for [One Square World](#), as a resource for grantees of the Barr Climate Program. It was edited by Adeola Oredola, Vatic Kuumba, and Andrea Atkinson.

Anchor Principles

Your organization is already functioning under a set of principles whether they are explicitly stated or implied. If you haven't done the work of articulating your organizational principles, now is the time! Collectively agreed-upon principles can serve as a north star for your work and guide you throughout the process. Here is an example of what that process can look like. Below is a non-exhaustive set of principles that should guide your use of these resources.

Build Collective Buy-In: When considering the journey of becoming a more equitable or anti-racist organization, groups can fall any place along the spectrum. The same is true for the people within your organization. Building collective buy-in doesn't always mean everyone is on the same page, what it does require is that everyone agrees that being a more equitable organization would benefit your work. This often requires internal conversations to gauge interest and commitment.

Agree on Shared Language: Words matter. Building shared language is an integral part of transforming organizations and building a common analysis. It makes the conversations accessible to everyone and helps meet people where they are. Create a list of core concepts relevant to your work, define them collectively.

Bring the Margins to Center: *"nothing about us, without us, is for us"* Work to ensure that the people who are most deeply and often impacted by all interlocking systems of oppression are at the center of the conversations, process design, and implementation of any organizational transformation process without being tokenized.

Deepen Relationships: The work of transformation is vulnerable work. It requires us to interrogate our own external and internalized bias, sometimes publicly. Building deep, trusting relationships with the people in your organization will aid you in having difficult conversations that will move your work forward in a way that brings you closer to alignment with your values.

Core Concepts

Racism

- [Levels of Racism: A Theoretic Framework](#) [short read]

- [Confronting Institutionalized Racism](#) [long read]
- [A Day in a Life: How Racism Impacts Families of Color](#) [infographic]
- [Let's Talk About Anti-Blackness](#) [article, toolkit, resources]
- [Non-Black People of Color Need to Start Having Conversations About the Anti-Blackness in Our Communities](#) [tool, resources]
- [We Have Medicine for Each Other: How Black Liberation and Native Justice Movements are Directly Linked](#)
- [On White Supremacy Culture](#)

Structural Racism

- [What is systemic racism?](#)
- [The Unequal Opportunity Race](#)
- [The House that Racism Built](#)

White Supremacy and White Privilege

- [Reckoning With White Supremacy: Five Fundamentals for White Folks](#)
- [The Problem is White Supremacy](#)
- [The Disruption of White Supremacy](#)
- [Flipping the Script: White Privilege and Community Building](#) [long read, tool, best practices]
- [Seeing White](#) [podcast]
- [From White Fragility](#) [graphic]
- [White Privilege: Let's Talk - A Resource for Transformational Dialogue](#) [tool]
- [Identifying White Privilege in Progressive and Radical Movements](#) [short read, tool]
- [White Anti-Racist Culture Building](#) [toolkit, resources]

Internalized Racism

- [Internalizations](#) [long read, graphics]
- [Internalized Racism: A Definition](#) [short read]
- [Internalized Racism Inventory](#) [assessment tool]
- [Healing from the Effects of Internalized Oppression](#) [toolkit]

Intersectionality

- [What is intersectionality](#) [video]
- [14 Characteristic of an Intersectional Mass Movement](#) [long read]
- [Ten Tips for Putting Intersectionality into Practice](#) [short read]
- [3 Examples That Show Even White Privilege Needs to be Viewed Intersectionally](#) [long read]

Decolonization

- [The Climate Justice Movement Must Include Decolonization and Anti-Imperialism](#) [short read]
- [Preparing for the End of World as We Know It](#) [long read]

- [Decolonizing our Dreams](#) [long read]
- [3 Ways To Decolonize Your Nonprofit As Told By A Black Queer Feminist Organizer](#) [practices]
- [Decolonization: A Resource for Indigenous Solidarity](#) [toolkit]

Racial Equity

- [What is Racial Justice?](#) [short read]
- [3 Liberatory Principles for Emerging Freedom Fighters](#) [practices]
- [An Indigenous Vision for Our Collective Future: Becoming Earth's Stewards Again](#) [long read]
- [The Business Case for Racial Equity](#) [resource]
- [The problem with that equity vs. equality graphic you're using](#) [graphics, short read]

The Institution of Slavery: Peculiar and Thoroughly American

- [How Well Do You Know Slavery?](#) [quiz]
- [New England's Hidden History](#) [article]
- [Slavery and Capitalism](#) [essay] or [episode 2 of 1619: The Economy that Slavery Built](#) [podcast]

Starting the Conversation: on Racial Equity and Environmental Justice

[Why Climate Action is the Antithesis of White Supremacy](#) [short read]

[The Environmental Movement Needs to Reckon with Its Racist History](#) [long read]

[How Native and White Communities Make Alliances to Protect the Earth](#) [long read]

[Organizing Cools the Planet: Tools and Reflection to Navigate the Climate Crisis](#) [toolkit]

[Indigenous Communities and Environmental Justice](#) [short read, data]

[Green Equity Toolkit](#) [toolkit]

Assessment Tools

[An Introduction to Racial Equity Assessment Tools](#)

Organization: Race Forward

Description: Race Forward advances racial justice through research, media, and practice. Race Forward brings systemic analysis and an innovative approach to complex race issues to help people take effective action towards racial equity. Race Forward publishes the daily news site Colorlines and presents Facing Race, the country's largest multiracial conference on racial justice.

[Power Analysis Survey](#)

Organization: Communities Creating Healthy Environments

Description: The Power Analysis is a visual and interactive tool used to map and understand power relationships in the communities where we live or work. This tool can help us answer the

following questions: Who has power? How and for what do they use power? What do unequal power relationships have to do with the problems we face? What kind of power would it take for grassroots organizations to win the social justice change we want?

[Racial Equity Impact Assessment](#)

Organization: Race Forward

Description: A Racial Equity Impact Assessment (REIA) is a systematic examination of how different racial and ethnic groups will likely be affected by a proposed action or decision. REIAs are used to minimize unanticipated adverse consequences in a variety of contexts, including the analysis of proposed policies, institutional practices, programs, plans and budgetary decisions. The REIA can be a vital tool for preventing institutional racism and for identifying new options to remedy long-standing inequities.

[Measuring Love in the Journey for Justice: A Brown Paper](#)

Organization: Shiree Teng and Sammy Nuñez

Description: As this is a Brown—not white—Paper, we want to give some perspectives before you dig in. In a sovereign, self-determining perspective, we see Two-Spirit people as sacred gifts. Children are treasured. Elders are respected and privileged. Womyn are beloved and respected and have power and voice. Fathers, sons, and boys are lifted up as the warriors, believers, and loyal friends that they are. Mothers, daughters, and girls are as valued as life itself, seen and treated as blessings. And all relations are sacred.

[RACIAL EQUITY TOOLKIT: Applying a Racial Equity Lens to Your Organization](#)

Organization: Housing Development Consortium

Description: Through education, advocacy, and leadership, HDC supports and inspires its members as they work collaboratively to meet the housing needs of low-income residents throughout King County. Our toolkit is separated by three major characterizations: education, identification, and creation & implementation.

[Moving a Racial Justice Agenda Organizational Assessment: Are you ready?](#)

Organization: Western States Center

Description: Not every organization is ready to take on racial justice work even if they are eager to do so. The following assessment is designed to raise critical issues as organizations and organizers think about their capacity to move a racial justice agenda. This assessment is designed to identify potential barriers to taking on a racial justice focus and outline the preparatory work that may be needed to effectively engage in and sustain racial justice work.

Workshops and Training

Organization: [PISAB \[People's Institute for Survival and Beyond\]](#)

Description: Undoing Racism for Community Organizing-We stand on the shoulders of generations who served before us as we bring people from all walks of life into a network of anti-racist community organizers. We've been organizing in the community to address structural racism and power for over 40 years. Before it was popular. Before it was profitable. We've heard many times from people that the Undoing Racism workshop is the Gold Standard when it comes to supporting people to understand how racism dehumanizes all of us, and how it can be undone.

Cost: varies

Organization: Interaction Institute for Social Change

Description: [Fundamentals of Facilitation for Racial Justice Work](#) - Are you looking for new ways to help people who are different from one another talk about racism and then figure out what to do together? Have you ever been leading a group and been stopped in your tracks by someone's comment or question? In our work as leaders, knowing about structural racism and understanding the difference between "inclusion" and "equity" are one thing; being effective at helping other people talk about them and facilitate impactful action is another. The workshop will deepen your skills to do just that, in both virtual and in-person environments.

Cost: \$750/per person Nonprofit | \$950/per person Foundation

Organization: Interaction Institute for Social Change

Description: [Facilitative Leadership for Social Change – Virtual](#) - Effective leadership in these times is not about striving to control what is uncontrollable; rather, it is about creating the conditions for groups, teams, organizations, and communities to effectively and creatively intervene in the structural, institutional, interpersonal, and internalized effects of the systems that shape our lives. This includes making it easy for others — regardless of race, class, gender, ability, sexuality, and other identities and experiences — to offer their perspectives and talents, speak up when they have problems, take initiative, make decisions, work with others, and share responsibility for the health of the team, organization, or community.

Cost: \$1,050/per person Nonprofit | \$1,325/per person Foundation

Organization: Interaction Institute for Social Change

Description: [Advancing Racial Justice: An Online Learning Series](#) - Advancing Racial Justice in Organizations (ARJ) is a capacity-building offering designed for multiracial teams of three to four people who want to develop plans for advancing and operationalizing racial justice and racial equity within their organizations or networks. The ideal team will include members of a new or ongoing Race, Equity, and Inclusion Team. Your team will be part of a cohort,

learning alongside other teams about resources to design an organizational change process that includes different kinds of learning and plan.

Cost: The price for this series is \$7,350 per team (pricing may vary for foundations and for-profit organizations).

Organization: One Square World

Description: Understanding Structural Racism and Building Liberatory Power - One Square World offers trainings primarily for people and groups working to center climate and environmental justice in organizing, power building, and policy-making. 1SW's trainings focus on understanding the systemic nature of oppression and how to create systems that center liberation.

Cost: \$300-600 per person. Contact andrea@onesquareworld.org for more information

Organization: Race Forward

Description: [Building Racial Equity \(Level 1\)](#) - Race Forward's Building Racial Equity series is a collection of interactive training for those who wish to sharpen their skills and strategies to address structural racism and advance racial equity. Unlike "diversity training" which primarily focuses on interpersonal relations and understanding, the Building Racial Equity training emphasizes how to challenge and change institutional racial inequities.

Cost: \$100 - \$450

Early Bird rates are available in a few locations until a month before the event, only full price tickets are available within a month leading to the event. For scholarship applications and any questions, email the Building Racial Equity team at bre@raceforward.org.

Organization: Race Forward

Description: [Building Racial Equity \(Level 2\)](#) - Race Forward believes that the root of our current conditions is structural racism. Our offering in this moment is to fortify our communities with the tools and analysis we will need to effectively shift power for racial justice within our institutions, policies, and lives. This entirely new training is the next step in our Building Racial Equity training series. You must have participated in a foundational Building Racial Equity training in order to access Organizing Racial Equity: Shifting Power.

Cost: \$100 - \$450

Early Bird rates are available in a few locations until a month before the event, only full price tickets are available within a month leading to the event. For scholarship applications and any questions, email the Building Racial Equity team at bre@raceforward.org.

Organization: AORTA [Anti-Oppression Resource & Training Alliance]

Description: [Uprooting White Supremacy in Organizations](#) - In this 2-hour online workshop, we will focus on unpacking the subtle ways that white supremacy tends to show up inside of organizations working to do good. AORTA will share specific examples from our work with hundreds of nonprofits, grassroots organizations, academic institutions, worker co-ops, and progressive businesses; highlight common challenges and missteps in policy and practices, and lay the groundwork for the ongoing discussion and change work within your organization

Cost:

\$500-\$1,500 [Solidarity Rate]

For organizations that are: doing movement-building work and/or work to build a solidarity economy (see our definitions below, in FAQ), have a budget under \$400,000, and are led by people of color, immigrants, and/or working-class and poor people.

\$1,500-\$2,500 [Full Cost Rate]

For organizations with annual budgets of under \$2 million.

\$2,500-\$5,000+ [Redistribution Rate]

For organizations with annual budgets of over \$2 million.

Organization: Community Healing Network

Description: Community Healing Network has a diverse team of Black experts who are well-versed in the areas of anti-Black racism, healing, wellness and other issues affecting Black communities. If you would like to have one of them come to speak, facilitate, or train, please [complete this form](#) and they will reach out to you.

Organizational Models that Support Equity

Worker Self-Directed Nonprofit

- [Transforming Resist: An Introduction to a Series on Radical Philanthropy](#)
- [A Practice in Emergence: Creating Resist's New Theory of Change, Strategic Priorities, and Culture of Care](#)
- [Planting Our Roots: Developing Resist's Organizational Principles and Living Into Our Purpose](#)
- [Resist as a Worker Self-Directed Nonprofit: Part One](#)
- [Resist as a Worker Self-Directed Nonprofit Part Two: The Work of Connection](#)