

## DCPS' Equity Strategy & Programming Team: Recommended Readings and Resources for Race, Racism, and Anti-Racism

The following guide serves as a resource for recommended readings that provide context on educational equity. The following resources are categorized into the following themes and categories:

- [Read](#)
  - [Anti-Racism Resources](#)
  - [Culturally Responsive Teaching, Pedagogy and Practices](#)
  - [DC History](#)
  - [Educational Equity](#)
  - [Identity & Mindsets](#)
  - [Workplace Bias in Management and Professionalism](#)
- [Listen](#)
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Additionally, the [DCPS Equity Framework](#) is a great starting place for grounding yourself in what equity means in the context of DCPS as well as how to approach issues with an equity lens.

If you have any questions or additional resources you'd like to see, e-mail [dcps.equity@k12.dc.gov](mailto:dcps.equity@k12.dc.gov). For daily resources, follow [@DCPSEquity](#) on Twitter.

### [Read](#)

#### *Anti-Racism Resources*

##### 21-Day Racial Equity Habit Building Challenge

*By Eddie Moore Jr.*

For 21 days, do one action to further your understanding of power, privilege, supremacy, oppression, and equity. Plan includes suggestions for readings, podcasts, videos, observations, and ways to form and deepen community connections. (Available [online](#))

##### Steps Latinos Can Take to Combat Anti-Blackness

*By Andrew. S. Vargas*

An article reflecting on anti-blackness in Hispanic and Latino/x communities and outlining concrete steps to combat anti-blackness. (Available via [Remezcla](#))

## Anti-Racism Resources Toolkit (in Spanish) - Recursos antirracistas en español

*Lista recopilada por // list compiled by Dra. Gabriela Kovats Sánchez*

Esta lista incluye recursos del contexto estadounidense, latinoamericano y español ya que el racismo es un tema global y no exclusivo a los Estados Unidos. Estos recursos incluyen temas sobre la comunidad negra y los pueblos originarios.

## Anti-Racism Resources for White People

*By people across the U.S.*

This document is intended to serve as a resource to white people and parents to deepen anti-racism work. If you haven't engaged in anti-racism work in the past, start now. Feel free to circulate this document on social media and with your friends, family, and colleagues. (Available on [Google Docs](#))

## Guide to Allyship

*By Amélie Lamont*

An evolving open-source guide to help you become a more thoughtful and effective ally. (Available via [guidetoallyship.com website](#))

## How to be an Anti-Racist

*By Dr. Ibram X. Kendi*

In this book, Kendi weaves an electrifying combination of ethics, history, law, and science, bringing it all together with an engaging personal narrative of his own awakening to antiracism. *How to Be an Antiracist* is an essential work for anyone who wants to go beyond an awareness of racism to the next step: contributing to the formation of a truly just and equitable society. (Available via [MahoganyBooks](#))

## National Museum of African American History and Culture “Talking About Race” Portal

*By The Smithsonian National Museum of African American History and Culture (NMAAHC)*

The online portal provides digital tools, online exercises, video instructions, scholarly articles and more than 100 multi-media resources tailored for educators, parents and caregivers—and individuals committed to racial equality. (Available via [NMAAHC website](#))

## Resources for Anti-Racism and Talking about Race and Racism with Children

*By The Primary School*

This collection of resources provides some helpful guidance for parents and educators who want to talk with children about racism and violence. Also included are resources for adults who want to learn more about the Black Lives Matter movement, the history of racism in America, and anti-racism and anti-bias. (Available via [The Primary School](#))

## Scaffolded Anti-Racist Resources

*By people across the U.S.*

This is a working document for scaffolding anti-racism resources. The goal is to facilitate growth for white people to become allies, and eventually accomplices for anti-racist work. These resources have been ordered in an attempt to make them more accessible. (Available on [Google Docs](#))

### **This Book is Anti-Racist: 20 lessons on how to wake up, take action, and do the work**

*By Tiffany Jewell*

Who are you? What is racism? Where does it come from? Why does it exist? What can you do to disrupt it? Learn about social identities, the history of racism and resistance against it, and how you can use your anti-racist lens and voice to move the world toward equity and liberation.

### **So You Want to Talk About Race**

*By Ijeoma Oluo*

Oluo guides readers of all races through subjects ranging from intersectionality and affirmative action to "model minorities" in an attempt to engage in honest conversations about race and racism, and how they infect almost every aspect of American life. (Available via [MahoganyBooks](#))

### **Many black people can't march for justice. They're too busy trying to survive the lack of it.**

*By Theresa Vargas*

This article discusses the reality that many Black people in this segregated city face: they can't march for justice, because they're too busy trying to survive the lack of it. (Available via [Washington Post](#))

### **White Fragility: Why It's So Hard for White People to Talk About Racism**

*By Robin DiAngelo*

Referring to the defensive moves that white people make when challenged racially, white fragility is characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence. These behaviors, in turn, function to reinstate white racial equilibrium and prevent any meaningful cross-racial dialogue. DiAngelo examines how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively. (Available via [MahoganyBooks](#))

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### ***Culturally Responsive Teaching, Pedagogy and Practices***

#### **But That's Just Good Teaching! The Case for Culturally Relevant Pedagogy**

*By Gloria Ladson-Billings*

This academic article attempts to describe what "culturally relevant" teaching looks like. According to Ladson-Billings, "culturally relevant" teaching is "just good teaching," and it is essential to the academic success of all students, including underserved students. (Available on [Academia.edu](#))

## George Floyd. Ahmaud Arbery. Breonna Taylor. What do we tell our children?

*By Alia E. Dastagir*

This article gets at how to talk about recent events with children and includes answers to this question from psychologist and author Beverly Daniel Tatum among others. Although school is now out, this may be a helpful resource for teachers and families. (Available [online](#))

## For White Folks Who Teach in the Hood... and the Rest of Y'all Too: Reality Pedagogy and Urban Education

*By Christopher Edmin*

Drawing on his own experience of feeling undervalued and invisible in classrooms as a young man of color and merging his experiences with more than a decade of teaching and researching in urban America, this educator and author offers a new lens on an approach to teaching and learning in urban schools. (Available on [Amazon](#))

## Is Everyone Really Equal? An Introduction to Key Concepts in Social Justice Education (Multicultural Education Series)

*By Ozlem Sensoy and Robin DiAngelo*

This award-winning guide to social justice education addresses the most common stumbling blocks to understanding social justice and is a detailed and engaging textbook and professional development resource presenting the key concepts in social justice education. (Available on [Amazon](#))

## Learning in a Burning House: Educational Inequality, Ideology, and (Dis)Integration

*By Sonya Douglass Horsford*

Learning in a Burning House is the first book to offer a historical look at the desegregation dilemma with clear recommendations for what must be done to ensure Black student success in today's schools. (Available on [Amazon](#))

## Other People's Children: Cultural Conflict in the Classroom

*By Lisa Delpit*

This analysis of contemporary classrooms includes ways teachers can be better “cultural transmitters” in the classroom, where prejudice, stereotypes, and cultural assumptions lead to ineffective education. The author suggests that many academic problems attributed to children of color are the result of miscommunication, as primarily white teachers teach “other people’s children.” (Available on [Amazon](#))

## Preparing to Discuss Race and Police Violence in the Classroom

*By the Office of Teaching and Learning in Collaboration with the Equity Strategy and Programming Team*

In an effort to help teachers prepare for and navigate difficult discussions with their students on race, racism and police violence, we have compiled a list of resources and a protocol to support these important and necessary conversations. (Available on SharePoint)

### Teaching to Transgress: Education as the Practice of Freedom

*By bell hooks*

In *Teaching to Transgress* bell hooks writes about a new kind of education, education as the practice of freedom. Teaching students to "transgress" against racial, sexual, and class boundaries to achieve the gift of freedom is, for hooks, the teacher's most important goal. (Available on [Amazon](#))

### Young, Gifted, and Black: Promoting High Achievement among African-American Students

*By Theresa Perry, Claude Steele and Asa Hilliard III*

In three separate essays, *Young Gifted and Black* highlights the unique social and cultural position Black students occupy in a society which often devalues and stereotypes African American identity, fundamentally shapes students' experience of school and sets up unique obstacles. (Available on [Amazon](#))

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## DC History

### The Black Washingtonians: The Anacostia Museum Illustrated Chronology 1st Edition

*By Anacostia Museum and Center for African American History and Culture and Eleanor Holmes Norton*

This illustrated chronology shares the history of African American life in our nation's capital, through imagery. *The Black Washingtonians* introduces readers to a host of African American men and women who have made the city what it is today and explores their achievements in politics, business, education, religion, sports, entertainment, and the arts. (Available on [Amazon](#))

### Carter G. Woodson in Washington, D.C.: The Father of Black History (American Heritage)

*By Pero Gaglo Dagbovie PhD*

Dr. Carter G. Woodson was an educator and activist living in Washington, D.C. Dr. Woodson dedicated his entire life to sustaining the early black history "mass education movement," and this book traces his relationship to the District. (Available on [Amazon](#))

### Chocolate City: A History of Race and Democracy in the Nation's Capital

*By Chris Myers Asch and George Derek Musgrove*

*Chocolate City* discusses the relationship between race, politics and democracy in Washington, D.C. While touching on the very real issues facing the District, the authors also highlight the city's history of activism. (Available on [Amazon](#))

## Dream City: Race, Power, and the Decline of Washington, D.C. Anniversary Edition

*By Harry S. Jaffe and Tom Sherwood*

Written by two D.C. journalists, this book investigates the history and identity of Washington, D.C. as it relates to race, class and power. In this new edition, the authors highlight the District’s transformation over the last 20 years including new leadership and gentrification. (Available on [Amazon](#))

## Empire of Mud: The Secret History of Washington, DC

*By J.D. Dickey*

*Empire of Mud* tells the story our nation’s capital and its transformation from a “tainted” city into a “proud citadel of the republic.” (Available on [Amazon](#))

## First Class: The Legacy of Dunbar, America’s First Black Public High School

*By Alison Stewart*

Dunbar High School in Washington, DC, defied the odds and, in the process, changed America. In the first half of the twentieth century, Dunbar was an academically elite public school, despite being racially segregated by law and existing at the mercy of racist congressmen who held the school’s purse strings. This book explores these challenges as well as the history of the local community rallying for the cause of educating its children. (Available on [MahoganyBooks](#))

## Race, Class, and Politics in the Cappuccino City

*By Derek S. Hyra*

A cappuccino has essentially the same ingredients as a cup of coffee with milk, but is considered upscale, and is double the price. The author explores this concept with regard to the black inner-city neighborhood of Shaw/U Street, which is undergoing enormous transformations and becoming racially “lighter” and more expensive by the year. (Available on [Amazon](#))

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## *Educational Equity*

### Academic Profiling: Latinos, Asian Americans, and the Achievement Gap

*By Gilda L. Ochoa*

This book focuses on the achievement gap as it relates to the two fastest-growing demographic groups in the United States: Asian Americans and Latinos. Ochoa turns to the students, teachers, and parents of one California public school to learn about the very real disparities--in opportunity, status, treatment, and assumptions--that lead to more than just gaps in achievement. (Available on [Amazon](#))

### **Assimilation Blues: Black Families in White Communities, Who Succeeds and Why (Contributions in Afro-American and African Studies)**

*By Beverly Daniel Tatum, Ph.D.*

This book amplifies the voices of black families and the sacrifices and achievements they deem necessary to coexist and thrive in white communities. The book explores race and identity within one community while also highlighting the “hidden racism” that trickles into the classroom and the day-to-day lives of black children and their parents. (Available on [Amazon](#))

### **Black Male Teachers: Diversifying the United States' Teacher Workforce (Advances in Race and Ethnicity in Education)**

*By Chance W. Lewis and Ivory Toldson*

This academic textbook provides suggestions for diversifying the teaching profession, including policy and practice recommendations in each chapter. Black male teachers do not hold primary responsibility for the success of Black students, but that a more diverse workforce leads to positive outcomes for all students. (Available on [Amazon](#))

### **Can We Talk about Race?: And Other Conversations in an Era of School Resegregation (Race, Education, and Democracy)**

*By Beverly Daniel Tatum, Ph.D.*

This book shares the stories of the author and her experience as an “integration baby.” Born in 1954, she now sees the currently underreported resegregation of America as deeply problematic. In her opinion, the answer to this problem may live within schools to bridge the racial divide many of us live within today. (Available on [Amazon](#))

### **Despite the Best Intentions: How Racial Inequality Thrives in Good Schools (Transgressing Boundaries: Studies in Black Politics and Black Communities) 1st Edition**

*By Amanda E. Lewis and John B. Diamond*

This book exposes the achievement gap of one public school that appears to be the “post-racial idea” on the surface, yet black and Latino students continue to lag behind their peers. The authors challenge common explanations for the racial achievement gap and identify the factors causing such disparities in this suburban, well-funded school situated in such a diverse, affluent and liberal district. (Available on [Amazon](#))

### **Excellence Through Equity: Five Principles of Courageous Leadership to Guide Achievement for Every Student**

*By Alan M. Blankstein, Pedro Noguera and Lorena Kelly*

*Excellence Through Equity* offers a look at how real-world educators are creating schools where all students can thrive. In these schools, educators are committed to ensuring that each student receives what he or she individually needs to develop their full potential and succeed. (Available on [Amazon](#))



## Note to Educators: Hope Required; When Growing Roses in Concrete

*by Jeffrey M. R. Duncan-Andrade*

In this essay, Duncan-Andrade explores the concept of hope, which was central to President Obama’s 2008 campaign, as essential for nurturing urban youth. He first identifies three different kinds of “false hope” in urban schools, and compares them to “critical hope” which he describes through student and teacher voices. (Available on [Harvard Educational Review](#))

## Pushout: The Criminalization of Black Girls in Schools

*By Monique W. Morris*

Just 16 percent of female students, Black girls make up more than one-third of all girls with a school-related arrest. This book addresses the policies, practices, and cultural illiteracy that push countless students out of school and into unhealthy, unstable, and often unsafe futures. (Available on [Amazon](#))

## Racism, Public Schooling, and the Entrenchment of White Supremacy: A Critical Race Ethnography

*By Sabina E. Vaught*

This race ethnography explores institutional relationships in a large, urban, West Coast school district, and how they have led to the undereducation of black and Latino youth. Vaught examines the policies and practices that created and sustain racialized inequity and White supremacy in this district. (Available on [Amazon](#))

## Racism without Racists: Color-Blind Racism and the Persistence of Racial Inequality in America (5<sup>th</sup> Edition)

*By Eduardo Bonilla-Silva*

This academic text documents how arguments, phrases, and stories are used to account for—and ultimately justify—racial inequalities. Topics include color blind racism, the Black Lives Matter movement, the Obama presidency, the 2016 election, and Trump’s presidency, and what readers can do to confront racism—both personally and on a larger structural level. (Available on [Amazon](#))

## “Say their names” – A Toolkit for Discussing Racism

*By Chicago Public Schools*

A toolkit to help foster productive conversations about race and civil disobedience. (Available [online](#))

## Savage Inequalities: Children in America's Schools

*By Jonathan Kozol*

In *Savage Inequalities*, Kozol delivers a searing examination of the extremes of wealth and poverty and calls into question the reality of equal opportunity in our nation’s schools, including a deep dive in Washington D.C., New York and other urban districts. (Available on [Amazon](#))



## Some of My Best Friends Are Black: The Strange Story of Integration in America

*By Tanner Colby*

This book offers an honest view of race in America, specifically as it relates to the integration of schools, neighborhoods and community spaces following the civil rights movement. The author compiles real stories to reveal the history of “what was supposed to be the end of Jim Crow, but turned out to be more of the same with no name.” (Available on [Amazon](#))

## The Mis-Education of the Negro

*By Dr. Carter Godwin Woodson*

Dr. Carter G. Woodson, is known to many as “the Father of Black History Month.” In this book, he explores the ways in which the education system and curriculum neglect to include positive and varied depictions of the Black community. First published in 1933, Dr. Woodson explains the negative outcomes of this “mis-education” and its impact on students in the classroom, which still apply today. (Available on [Amazon](#))

## The Trouble with Black Boys: ...And Other Reflections on Race, Equity, and the Future of Public Education

*By Pedro A. Noguera*

In *The Trouble with Black Boys*, the author examines the role of race in schools and society, and shares his perspective on what it will take to improve outcomes for all students. Noguera touches on a range of issues influenced by race, from the achievement gap to immigration. (Available on [Amazon](#))

## This Is Not a Test: A New Narrative on Race, Class, and Education

*By Jose Vilson*

Through stories from the classroom and researched essays, José Vilson writes about race, class, and education in *This Is Not a Test*. Vilson calls for the reclaiming of the education profession while seeking social justice. (Available on [Amazon](#))

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## *Identity and Mindsets*

### Blindspot: Hidden Biases of Good People

*By Mahzarin R. Banaji and Anthony G. Greenwald*

This book explores biases we carry from exposure to cultural attitudes about identities include age, gender, race and more. The authors also reveal how our perceptions of different social groups shape our judgments about people’s character, abilities and potential. (Available on [Amazon](#))

## Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools

*By Glenn E. Singleton and Curtis W. Linton*

This book examines the achievement gap through the prism of race, and provides examples of ways to lead and leverage "courageous conversations" to create a learning community that promotes educational equity. (Available on [Amazon](#))

## Parent Toolkit: Eye on Equity

*By Katie Mustian*

This resource provides multiple tools for parents and families to engage with their children of all ages on the concepts of race, bias and discrimination. (Available [online](#)).

## Transgender Children and Youth: Cultivating Pride and Joy with Families in Transition

*By Elijah C. Nealy, PhD, MDiv, LCSW*

This book provides a comprehensive guide to the medical, emotional, and social issues of trans kids. (Available on [Amazon](#))

## What Does It Mean to Be White?

*By Dr. Robin DiAngelo*

Speaking as a white person to other white people, Dr. DiAngelo raises the question of what it means to be white in a society that claims to be over race despite the racial inequities and segregation that persist today. She also describes how race shapes the lives of white people, and identifies the many factors that contribute to "white racial illiteracy." (Available on [Amazon](#))

## Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do (Issues of Our Time)

*By Claude M. Steele*

This book offers an insider's look at research on stereotypes and identity. The author, a social psychologist, sheds light on "stereotype threats" and lays out a plan for mitigating these threats and reshaping American identities. (Available on [Amazon](#))

## White America's Racial Illiteracy: Why Our National Conversation is Poisoned from the Start

*By Dr. Robin DiAngelo*

This article is written by Dr. Robin DiAngelo, the same author of another recommended book on this list, "[What Does It Mean to Be White?](#)" In this article, Dr. DiAngelo lists specific examples of challenges that trigger racial stress for white people and the benefit of having tough conversations about race despite the discomfort these conversations may bring. (Available on [Salon](#))

## Why Are All the Black Kids Sitting Together in the Cafeteria: And Other Conversations About Race (20<sup>th</sup> Anniversary Edition)

*By Beverly Daniel Tatum, Ph.D.*

This classic book dives into the psychology of racism and allows readers to understand the dynamics of race in America and in our schools, from the classroom to the cafeteria. The book also encourages conversations about our racial identities to enable communication across racial differences. The newest edition, updated 20 years after its 1997 original debut, includes important milestones including the elections of President Obama and Trump, the Black Lives Matter movement, and the many police shootings targeting young, black men across the country. (Available on [Amazon](#))

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### *Workplace Bias in Management and Professionalism*

#### The Bias of ‘Professionalism’ Standards

*By Aysa Gray*

Professionalism has become coded language for white favoritism in workplace practices that more often than not privilege the values of white and Western employees and leave behind people of color. This article explores such biases to examine professionalism standards. (Article available via [SSIR](#))

#### How to Manage When Things Are Not Okay (And Haven’t Been For Centuries)

*By The Management Center*

Tools for managers that honor the humanity of their teammates—especially those who are Black, including Black women, men, and non-binary people, Black queer and trans folks, and Black people with disabilities (among many other intersecting marginalized identities). (Article available [online](#))

#### You’re Black Colleagues May Look Okay- Chances are They’re Not

*By Danielle Cadet*

How to be mindful of the space Black colleagues and peers may need during this time. (Article available [online](#))

#### Don’t Say Nothing.

*By Jamilah Pitts*

Although written in 2016, this speaks to what many are experiencing now. It is important to recognize that silence is a choice. This resource may be especially beneficial for non-black teachers in affinity but also all teachers who may be struggling with where to start when it comes to reflecting on what we have experienced these past few months and many times before. (Article available [online](#))

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## Listen

### **Listen to 557: Birds & Bees**

*By This American Life*

Comedian W. Kamau Bell has two daughters, and tries to figure out just how much about the violent history of racism and oppression his four-year-old can handle. W. Kamau Bell hosts the CNN show *United Shades of America*. (Available on [Apple Podcasts](#))

### **Love & Walkouts**

*By Code Switch*

In 1968, thousands of students participated in a series of protests for equity in education that sparked the Chicano Movement. (Available on [Apple Podcasts](#))

### **Raising Kings: A Year of love and Struggle at Ron Brown College Prep**

*By Cory Turner and Kavitha Cardoza*

In this three-part series, the NPR Code Switch team have NPR reporter Cory Turner and *Education Week* reporter Kavitha Cardoza discuss their one-year experience with Washington D.C.'s new all-boy public school which opened its doors to 100 freshmen of color in 2016. (Available on [NPR](#))

### **'Raising White Kids' Author On How White Parents Can Talk About Race**

*By Michel Martin*

Martin talks to Jennifer Harvey, author of *Raising White Kids: Bringing Up Children in a Racially Unjust America*, about how to talk with white kids about racially-charged events. (Available on [NPR](#))

## Unlocking Us: Brené with Ibram X. Kendi on How to Be an Antiracist

*By Brene Brown and Dr. Ibram Kendi*

Conversation about racial disparities, policy, and equality, and How to Be an Antiracist, which is a groundbreaking approach to understanding uprooting racism and inequality in our society and in ourselves. (Available [online](#))

## Urban Education Podcast: The Success of D.C. Public Schools (Podcast)

*By Brian Pick and Jessica Rauch*

In this episode, Brian Pick, Chief of Teaching and Learning at D.C. Public Schools is joined Jessica Rauch, President and Executive Director at D.C. Public Education Fund which has raised over \$100 million for education, to discuss the success of D.C. Public schools. (Available on [Blog Talk Radio](#))

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## Watch

### 26 Mini-Films for Exploring Race, Bias and Identity With Students

*By Michael Gonchar*

26 short New York Times documentaries that range in time from 1 to 7 minutes and tackle issues of race, bias and identity. To help teachers make the most of these films, they also provide several teaching ideas, related readings and student activities. (Available on [New York Times](#))

### America to Me

*By Starz*

America to Me opens the doors to a high school outside of Chicago, where students and teachers struggle to navigate crucial issues of race, identity, and education. Access episodes, guides, and tools for free if you are an educator- use conference code ATM2019. (Episode facilitator guides available [online](#)).

### "Because I'm Latino, I can't have money?" - Kids on Race

*By WNYC*

Hear some straight talk from middle-schoolers about race and what it's like to grow up in such racially charged times. More from our Being 12 series: <http://being12.org/> (Available on [YouTube](#))

### DCPS Parent University: Talking About Race With Your Child

*By Taylor Stanley and Lizz Rene*

Talking with children about various topics in developmentally appropriate ways can be a challenge. But talking about race doesn't have to be one of them. Discuss strategies for talking about race with children of all ages. ([Part 1](#) and [Part 2](#) available via YouTube)

### **"I [STILL] can't breathe": Supporting kids of color amid racialized violence**

*By Dr. Allison Briscoe-Smith*

A webinar about policing, violence, race, safety, justice, we should be having with our kids now. A lot of them, we should be having before now but in this context as well, which is pretty fraught for many reasons, that you're all very familiar with. (Available on [EmbraceRace](#))

### **Let's Talk About Race**

*By Grant High School*

Students and teachers share why they think that it is important to have conversations around race using the Courageous Conversation protocol. (Available on [YouTube](#))

### **Mindfulness/Wellness: Self-care with an Equity Lens**

*By Javi Rodriguez*

During this joy and wellness session, participants learned mindfulness strategies and practices to implement through an equity lens. These practices can be leveraged throughout the year but are especially beneficial during times where staff may be experiencing trauma from racial events – especially race-based trauma. (Available via Teams)

### **Systemic Racism – Explained for Kids**

*By act.tv*

Systemic racism affects every area of life in the US. From incarceration rates to predatory loans, and trying to solve these problems requires changes in major parts of our system. Here's a closer look at what systemic racism is, and how we can solve it. (Available on [YouTube](#))

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