

Racial Equity Resources

We are sharing this draft list of accessible online resources, but we are not endorsing any specific group.

Information updated as of April 2019. This list is not exhaustive.

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Name	Type	Source	Overview
"At risk means a minority kid." Deconstructing deficit discourses in the study of risk in education and human services (2012) - Cinzia Pica-Smith & Carmen Valeoria	Publication	Research Gate	The paper examines social construction of the term "at risk", following students in four education and human services undergraduate and graduate courses and the work of two counselor and teacher educators as they engaged students in the process of deconstructing and interrogating this term.
"Letter from Birmingham Jail" (1963) - Martin Luther King, Jr.	Publication	The Atlantic Monthly: August 1963: The Negro Is Your Brother	Dr. King's letter while he was imprisoned as a participant in nonviolent demonstrations against segregation. His response to a public statement of concern and caution issued by eight white religious leaders of the South.
"Taking Stock of the District's Housing Stock: Capacity, Affordability and Pressures on Family Housing" (2018) - Yesim Sayin Taylor	Article	D.C. Policy Center	A comprehensive picture of the District's housing stock to explore a longer-term view of housing affordability, especially for low and middle-income families in D.C.
"The Ones Who Walk Away from Omelas" - Ursula Le Guin	Publication	PDF	A short philosophical fiction by American writer Ursula Le Guin. It depicts a summer festival in the utopian city of Omelas, whose prosperity depends on the perpetual misery of a single child.
20 ways majority-white nonprofits can build authentic partnerships with organizations led by communities of color	Blog	Nonprofit AF	Yu Le describes how to build authentic partnerships with organizations led by communities of color by increasing knowledge and self-awareness, providing resources, using your privilege to help partner organizations fulfill their missions, knowing when to step back, and getting over your guilt to use your privilege for good
AAMC Diversity and Inclusion Strategic Planning Toolkit	Toolkit	Association of American Medical Colleges	Toolkit to help identify what the organization is, who it serves, what it does, and why. Helps articulate diversity and inclusion at the organization, assembling the team, establishing scope, and determining the timeline. It provides directions, context, and resources for navigating the strategic planning process through nine essential tasks.
Addressing Implicit Bias in the Early Childhood System - Linda K. Smith and Shantel Meek	Publication	Office of the Administration for Children & Families	Discusses Dr. Walter Gilliam's research findings on implicit bias. The findings revealed that teachers spent significantly more time looking at the black boy in the video, than any other child. In response to this and the magnitude of expulsions and suspensions, a set of recommendations to prevent and eventually eliminate them and to build workforce capacity to support children's social-emotional development and address implicit bias were made.
Awake to Woke to Work: Building a Race Equity Culture (2018)	Publication	Equity in the Center	This publication is the culmination of the Equity in the Center's research, which illustrates in detail how organizations can move through the Race Equity Cycle by activating specific organizational levers. Awake to Woke to Work: Building a Race Equity Culture provides insights, tactics, and practices social sector organizations can and have used to measurably shift organizational culture, operationalize equity, and move from a dominant organizational culture to a Race Equity Culture.
Bridging: Towards A Society Built on Belonging	Video	Haas Institute for a Fair and Inclusive Society - Youtube	This brief video describes forces shaping politics and power around the world, and how we respond to these changes either as a threat or as an opportunity. The first response is breaking, the latter is bridging. Bridging means acknowledging our shared humanity. When we bridge, we not only open up to others, we also open up to change within ourselves – where we can participate in creating a society built on belonging.
Building Strong Foundations: Racial Inequity in Policies that Impact Infants, Toddlers, and Families (2018)	Publication	ZERO TO THREE and the Center for Law and Social Policy	This report explains how public policy undermines young children of color's healthy development. It highlights key examples in recent history and their continued effects today.
Building Trust Project	Website	UM.Center for Health Equity	Bioethics Research Infrastructure Initiative funded by NIH to help foster greater participation rates of racial and ethnic minority populations in research. Project aims to create training and educational programs designed to increase participation of minorities in public health and biomedical research and strengthen the capacity of researchers and community members to work effectively with each other. Two curricula have been developed, one for community members, and one for investigators, research staff, and IRB members.
Center for Culturally Responsive Evaluation and Assessment (CREA)	Website	CREA	An international community of scholars/practitioners that promote culturally responsive stance in all forms of systematic inquiry. Provides a resource for organizations and individuals seeking to better understand and apply cultural responsiveness: body of informed practitioners, published scholarship, professional development opportunities, technical assistance resources and advocacy advancing cultural responsiveness.
Children in Persistent Poverty - Urban Institute	Video	Urban Institute YouTube	The video explores the ways persistent poverty affects children, adults, and society at large. It looks at the number of persistently poor children, the demographic groups most affected, and what happens to persistently poor children over time. It suggests ways of shaping policies to help break the vicious circle and put more children and families on a path to economic prosperity and healthier lives.
Completing this 30-minute exercise makes teams less anxious and more productive (2017) - Leah Fessler	Article	Quartz Ideas	Introducing the user manual so teams can bypass workplace miscommunications and angst, helping to amp up every employee's potential and morale from day one.
Creating a Racial Equity & Social Justice Policy	Website	Montgomery County Council	County leaders are in the process of creating a Racial Equity and Social Justice Policy for Montgomery County. The website shares the process and resources.
DEI Expert Hub	Website	Equity in the Center and Catalyst: Ed	Equity in the Center is partnering with Catalyst:Ed to expand their existing DEI Expert Hub, an online platform that connects education leaders with consultant experts who can assess, design, plan and implement diversity, equity and inclusion and race equity initiatives, to serve a broader range of nonprofit and philanthropic leaders.
Demos' Racial Equity Transformation: Key Components, Process & Lessons	Publication	Demos	Demos is a non-profit public policy organization working for an America where we all have an equal say in our democracy and an equal chance in our economy. Demos shares lessons and sample materials from its Racial Equity Transformation to help other organizations create their own unique racial equity transformation plans.
Diversity Doesn't Stick Without Inclusion (2017) - Laura Sherbin and Ripa Rashid	Article	Harvard Business Review	Discusses how "diversity" and "inclusion" are so often lumped together that they're assumed to be the same thing. Numerous studies are cited to look at the differences in measuring one with/without the other.
Diversity-Informed Infant Mental Health Tenets: Together in the Struggle for Social Justice (2013)	Publication	ZERO TO THREE	The field of infant mental health has evolved exponentially. The field's work has been elevated partly because of what the science reveals about brain development and early experiences, and other critically important research that demonstrates how a young child's experience can shape long term outcomes.

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Dr. Camara Jones Explains the Cliff of Good Health - Urban Institute	Video	Urban Institute YouTube	Dr. Jones uses her cliff analogy to explain that it's not often the case where everyone has the opportunity to achieve good health. She explains how we need to address the social determinants of health and equity that protect some people and push others off the cliff.
Embrace Race	Website	Organization Link	Multiracial community of parents, teachers, experts, and other caring adults who support each other to meet the challenges that race poses to our children, families, and communities. They identify, organize, and create tools, resources, discussion spaces, and network to nurture resilience in children of color; nurture inclusive, empathetic children of all stripes; raise kids who think critically about racial inequity; support a movement of kid and adult racial justice advocates for all children
Enhancing Pediatric Workforce Diversity and Providing Culturally Effective Pediatric Care: Implications for Practice, Education, and Policy Making (2013) - Committee on Pediatric Workforce	Policy Statement	The American Academy of Pediatrics	This serves to combine and update 2 previously independent but overlapping statements from the AAP on culturally effective health care (CEHC) and workforce diversity. The health of all children depend on the ability of all pediatricians to practice culturally effective care. The AAP believes that CEHC is a critical social value and that the knowledge and skills necessary for providing CEHC can be taught and acquired through focused curricula across the spectrum of lifelong learning. The AAP believes that efforts must be supported through health policy and advocacy initiatives to promote the delivery of CEHC and to overcome educational, organizational, and other barriers to improving workforce diversity.
Expanding the Table for Racial Equity and Putting Racism on the Table	Video	Washington Regional Association of Grantmakers (WRAG)	Learning series in partnership with Leadership Greater Washington to understand racism and commitment to working for racial justice.
Grantmaking with a Racial Equity Lens	Toolkit	Candid	Explores how a racial equity lens can help you scan your field or community, cultivate new leaders, encourage creative approaches, get people talking, and nourish change inside your own foundation.
High-Performing Teams Need Psychological Safety. Here's How to Create It (2017) - Laura Delizonna	Article	Harvard Business Review	Outlines steps on how to increase psychological safety, which is the belief that you won't be punished when you make a mistake. Studies have shown that psychological safety allows for moderate risk-taking, speaking your mind, creativity, and sticking your neck out without fear. Studies on team performance revealed teams with the highest performance all have psychological safety.
How America's justice system is rigged against the poor	Video	Vox YouTube	Explains how there are invisible cages that extend far beyond prison walls, specifically, how many of America's formerly incarcerated people face numerous obstacles when integrating back into public life once free.
How Can We Create an Inclusive and Equitable Planning Process? (2013) - MP Associates and CAPD	Publication	Racial Equity Tools Tip Sheet	The tip sheet focuses on four issues: process issues, practices, decision-making, and accountability. These tips apply to a wide variety of group formations and processes, including coalitions, collaborations, system interaction, dialogue processes, etc.
How I Learned to Stop Worrying and Love Discussing Race - Jay Smooth	Video	TEDx Talk	Smooth discusses the sometimes thorny territory of how we discuss issues of race and racism, offering insightful and humorous suggestions for expanding our perception of the subject.
How Racism May Cause Black Mothers To Suffer The Death of Their Infants (2017) - Rhitu Chatterjee and Rebecca Davis	Article/Podcast	NPR	As heard on Morning Edition, a story about Samantha Pierce's pregnancy and the death of her twins. This details the rate of black infant deaths and how its burden is much greater compared to whites.
How Slavery Inspired Modern Business Management (2018) - Caitlin C. Rosenthal	Article	Boston Review	Adapted from Accounting for Slavery: Masters and Management, which details how plantation owners used advanced accounting and management techniques to increase the productivity and profitability of the people they enslaved.
How to Become More Self-Aware (2018)	Podcast/transcript	Harvard Business Review	Tasha Eurich, an organizational psychologist and executive coach, talks about why we all should be working on self-awareness. Few people are truly self-aware, she says, and those who are don't get there through introspection. She explains how to develop self-awareness through the feedback of loving critics and how to mentor someone who isn't self-aware.
How wealth inequality is dangerous for America	Video	Vox YouTube	Explains how the top 1% of the population controls 40% of the nation's wealth.
Inclusion Nudges	Website	Community platform	Non-profit solution platform & global community. People in this Inclusion Nudges community empower and enable each other to increase inclusion by sharing their nudges for inclusion. This initiative is free for all and provides equal access
Living Cities Report: What Does it Take to Embed a Racial Equity & Inclusion Lens?	Publication	Living Cities	The report captures themes from the team's field and internal scan, as well as what they've learned from grantmaking and investments in cities across the country (applied research), and seeks to inform the next phase of Living Cities' racial equity and inclusion work. Useful to other organization wrestling with how to better operationalize racial equity and inclusion in their own work.
Look Twice (2008) - Susan T. Fiske	Article	Greater Good Magazine	Fiske suggests how prejudice might be hardwired in our brains but the good news is that we can still learn to override our prejudices and embrace difference.
Making Mindfulness Practices Relevant for People of Color (2018) - Chris Lyford	Article	Psychotherapy Networker	"In a racially unjust world, what good is mindfulness?" This blog post explores how mindfulness practice is being rethought on an institutional level, with people of color and their experiences in mind.
Massachusetts General Hospital: Improving Quality and Achieving Equity, Guide for Hospital Leaders	Guide	Massachusetts General Hospital	Racial and ethnic disparities in health care have an impact on quality, safety, cost, and risk management. The guide's goals are: - Present evidence for racial/ethnic disparities in health and provide rationale for addressing them - with a focus on quality, cost, risk management and accreditation - Highlight model practices - hospitals and leaders who are actively engaged in addressing disparities and achieving equity - Recommend a set of activities and resources that can help hospital leaders initiate an agenda for action in this area
Mission: Diversity (2018) - Timothy Sandoval	Article	The Chronicle of Philanthropy	How the national nonprofit, Lift, has expanded in recent years and added significant diversity to its ranks.
NACCHO Roots of Health Inequity Learning Collaborative	Website	Roots of Health Inequity	Online learning collaborative that explores social processes that produce health inequalities, strategizing more effective ways to act on the root causes of health inequity and form relationships with other local health departments.
National Institutes of Health (NIH): Scientific Workforce Diversity (SWD)	Toolkit	NIH Toolkit and Webinar	Efforts to diversify the national scientific workforce and expand recruitment and retention. Free NIH Scientific Workforce Diversity toolkit and a webinar on the toolkit.

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Opportunity Insights	Website	Link	Based at Harvard University, our team of researchers and policy analysts work together to analyze new data and create a platform for local stakeholders to make more informed decisions. Website includes published research, raw data, policy partnerships, and courses.
Outsmarting Our Brains	Publication	EY and RBC	EY and RBC hosted nearly 300 corporate and community leaders at a special diversity in leadership event featuring Dr. Banaji, Harvard University professor of social ethics and co-author of <i>Blindspot: Hidden Biases of Good People</i> . With a conscious effort, leaders can overcome involuntary biases and foster the high-performing diverse teams that help their organizations thrive.
Patrolling Your Blind Spots: Introspection and Public Catharsis in a Medical School Faculty Development Course to Reduce Unconscious Bias in Medicine (2013) - Seth Donal Hannah and Elizabeth Carpenter-Song	Publication	Cult Med Psychiatry	Examines a faculty development course offered to medical school faculty that seeks to reduce bias in a way that avoids the problem of how cultural competence education has been criticized and met with resistance.
PBS - RACE documentary - Episode 3 "The House We live In"	Video/Website	PBS Online Companion to Documentary	3-part documentary that addresses the underlying social, economic, and political conditions that disproportionately channel advantages and opportunities for white people. The final episode, "The House We Live In" focuses on ways our institutions and policies advantage some groups at the expense of others. It discusses the benefits, which often are invisibly accrue to white people, not necessarily experience because of merit or hard work, but because of the racialized nature of our laws, courts, customs, and perhaps most pertinently, housing.
Principles for Building Healthy and Prosperous Communities	Website	Build Healthy Places Network	Foundation for successful work across sectors in low-income communities to improve health and wellbeing
Privileged by Kyle Korver	Article	The Players Tribune	Kyle Korver, of the Utah Jazz, examines his privilege as a white NBA player, the racism his teammates face, and systemic ways white allies can become part of the solution.
Proven Strategies for Addressing Unconscious Bias in the Workplace (2008)	Publication	Cook Ross	Howard Ross explores unconscious bias, how to test your own, the purpose of bias, and steps to address it.
Race - The Power of an Illusion	Film Series	California Newsreel	RACE—The Power of an Illusion asks a question so basic it's rarely raised: what is this thing we call race? Since its release in 2003, the series has become one of the most widely used documentaries ever in formal and non-formal education in the US. Millions of people have used the film to scrutinize their own deep-seated beliefs about race and explore how our social divisions are not natural or inevitable, but made.
Race Equity and Inclusion Action Guide, Embracing Equity: 7 Steps to Advance and Embed Race Equity and Inclusion Within Your Organization	Guide	The Annie E. Casey Foundation	Advancing race equity and inclusion can sometimes seem daunting and often leaves many wondering how and where to start. One way to achieve social change in an organization is to incorporate race equity and inclusion at every stage of work. The seven steps in this guide provide a clear framework for undertaking this important work. This tool adds to the resources already created by partners who have been working in the field. It works by demonstrating how a race equity lens can be adopted by foundations or other organizations that work directly with systems, technical assistance providers and communities.
Race: The U.S. Creation Myth and Its Premise Keepers - Elizabeth (Betita) Martinez	Publication	Link to PDF	Offers a basic, introductory understanding of racism to a mostly white audience and to help open minds that the society has kept closed for centuries.
Racial Equity in D.C.	Publication	D.C. Policy Center	A series of publications examining racial inequities in D.C., ranging from housing to workforce practices. The projects seek to examine the roots of present-day inequities to help lay the groundwork for community-driven solutions.
Racial Equity Toolkit	Toolkit	Government Alliance on Race and Equity	Integrates explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets. Can help develop strategies and actions that reduce racial inequities and improve success for all groups.
Racial Equity Tools	Website	racialequitytools.org	Designed to support individuals and groups working to achieve racial equity. Site offers tools, research, tips, curricula and ideas for people who want to increase their own understanding and to help those working toward justice at every level.
Racism is the Toxin That Triggers Far Too Many Preterm Births in America: New Powerful Data Presented for California Births (2018)	Article	Institute for InterGroup Understanding	In a recent report of results from California's Maternal and Infant Health Assessment survey, researchers reported that education and economic levels of over 2000 African American mothers did not predict premature birth differences between mothers very well, nor did violence from the mother's significant partner or even homelessness for the mother at some point in the pregnancy. What did predict prematurity levels at a very high level for the women who gave birth was racism — as measured by the question about whether the mother perceived racism to be a problem in her life and for her family.
Recognizing Privilege and Bias: An Interactive Exercise to Expand Health Care Providers' Personal Awareness (2017) - Holm, Gorosh, Brady, and White-Perkins	Publication	Academic Medicine	Health care providers' unconscious bias resulting from unrecognized social privilege is one contributor to disparities among socio-cultural groups. Therefore, the Henry Ford Health System initiated the Healthcare Equity Campaign to raise employees' awareness of inequalities related to the social determinants of health and to increase their motivation to reduce them.
Recommendations for Teaching about Racial and Ethnic Disparities in Health and Health Care (2007) - Smith et al.	Publication	Annals of Internal Medicine	The Society of General Internal Medicine Health Disparities Task Force recommends a curricula address 3 areas of racial and ethnic health disparities and focus on the following specific learning objectives: 1) examining and understanding attitudes, such as mistrust, subconscious bias, and stereotyping, which practitioners and patients may bring to clinical encounters; 2) gaining knowledge of the existence and magnitude of health disparities including the causes and solutions required; 3) acquiring the skills to effectively communicate and negotiate across cultures, languages, and literacy levels
Reduction of Peripartum Racial/Ethnic Disparities	Website	Council on Patient Safety in Women's Healthcare	Includes many resources on readiness, recognition & prevention, response, reporting/systems learning. Additionally, patient safety bundles and tools for maternal, non-obstetric, maternal early warning criteria, severe maternal morbidity forms and toolkits.
Rethinking Schools	Website	Nonprofit Link	Rethinking Schools balances classroom practice and educational theory. It is an activist publication, with articles written by and for teachers, parents, and students. Yet it also addresses key policy issues, such as vouchers and marketplace-oriented reforms, funding equity, and school-to-work.
School Choice May Be Accelerating Gentrification (2018) - Matt Barnum	Article	The Atlantic	Outlines the effects of gentrification, school choice, and segregation.

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Showing Up for Racial Justice (SURJ)	Website	SURJ	A network part of a multi-racial movement to undermine white support for white supremacy and to help build a racially-just society. They believe in resourcing organizing led by people of color, and maintaining strong accountability relationships with organizers and communities of color. They're made up of chapters and affiliates across the country. They also run several programs and have resources such as political education and toolkits.
Talking Productively About Race in the Colorblind Era (2015) - Philip J. Mazzocco	Publication	Kirwan Institute	When considering specific events, the succession of electing a Black president since the prohibition of slavery would appear to represent a march of progress toward a more fully egalitarian society where individual freedoms and opportunities are not unequally partitioned by race or ethnicity. However, another story is possible to reflect the lived experiences of Blacks in present-day U.S.
The Case for Reparations (2014) - Ta-Nehisi Coates	Article	The Atlantic	Discusses how America will never be whole until recognizing the compounding moral debts of 250 years of slavery, 90 years of Jim Crow, 60 years of separate but equal, and 35 years of racist housing policy.
The Curb-Cut Effect (2017) - Angela Glover Blackwell	Article	Stanford Social Innovation Review	Discusses how laws and programs that are designed to benefit vulnerable groups, such as the disabled or people of color, often end up benefiting all of society.
The Daily, The New York Times: Interviewing Nikole Hannah-Jones on Linda Brown	Podcast	iTunes	Podcast from Mar. 30, 2018. Behind the landmark Supreme Court ruling of Brown v. Board of Education was a girl named Linda Brown, whose story led to states being ordered to desegregate schools, mostly against their will. Ms. Brown died on Sunday. Who was she, and what has changed in the 64 years since the case was decided?
The Danger of a Single Story - Chimamanda Ngozi Adichie (2009)	Video	TED	Novelist tells the story of how she found her authentic cultural voice and warns that if we hear only a single story about another person or country, we risk a critical misunderstanding.
The myth of race, debunked in 3 minutes - Vox	Video	Vox YouTube	Jenée Desmond Harris explains how race is a social construct and how you may know what race you are, but how to prove it if somebody disagreed with you.
The Racial Wealth Gap in America - Urban Institute	Video	Urban Institute YouTube	Illustrates how although the U.S. is one of the wealthiest countries, many Americans remain out of reach of this prosperity. Blacks and Hispanics are not given the same asset building opportunities.
The Road to Tolerance and Understanding (2017) - Szilagyi, Dreyer, Fuentes-Afflick, Coyne-Beasley, First	Publication	American Academy of Pediatrics	Pediatricians discuss steps they believe we can all take to be more welcoming, tolerant, and understanding of those who may see things differently from us.
The US medical system is still haunted by slavery - Vox	Video	Vox YouTube	Explores Black women's history in the progression of medicine. Specifically, it looks at how the US is the most dangerous industrialized country in which to give birth, and racial disparities in maternal mortality make it even worse for women of color.
Thought papers and videos	Website/Publications	Cook Ross	Free papers on unconscious bias, 10 steps to greater diversity, etc.
Trust for America's Health Health Equity Series (2018)	Webinars	TFAH	Designed to inform a broad, national audience about compelling and replicable health equity initiatives and how to address the grass roots issues that will impact their success
Uncovering unconscious bias (2015) - Gwen Houston	Article	Microsoft	Introduces the Unconscious Bias Training, publicly available via Microsoft's Global Diversity & Inclusion training website. The training is fully interactive and includes thought-provoking scenarios, video and knowledge checks, available in seven different languages.
Ways to Reduce Racial Bias in Your Children	Article	UC Berkeley's GGSC: Greater Good Magazine	Research reveals how parents influence the formation of racial bias in children through both explicit and implicit messages. Article states 5 ways parents can help combat prejudice in their children like having cross-group friendships in adults.
We all have implicit biases. So what can we do about it? - Dushaw Hockett	Video	Tedx Talk on Implicit Bias	The founder and Executive Director of SPACes delivers talk on how we all have implicit biases and what we can do about it.
We Just Can't Handle Diversity (2016) - Lisa Burrell	Article	Harvard Business Review	Discusses the conflicts between the benefits of diversity and the merits of who deserves what during the process of hiring, development, and compensation.
What's the Difference Between a Frat and a Gang? (2018) - Ibram X. Kendi	Article	The Atlantic	How systems address the racial differences around problems such as crime and violence among gangs and college campuses.
Where Bias Begins: The Truth About Stereotypes (1998) - Annie Murphy Paul	Publication	Psychology Today	Discusses how stereotyping is not limited to those who are biased.
White Ally Toolkit	Toolkit	Toolkit	Engaging white folks who are skeptical of racism so they can examine and potentially revisit their views should be the primary task of white allies and not a key task for people of color. Toolkit includes quizzes, workshop/discussion group content, bootcamps, and workbooks.
Why America's Black Mothers and Babies Are in a Life-or-Death Crisis (2018) - Linda Villarosa	Article	The New York Times Magazine	Looking at the disparity in maternal/infant mortality rates and how it has everything to do with the lived experience of being a black woman in America.
Why I Don't Bring My 'Whole Self' To Work (2017) - Jonathan Jackson	Blog	Medium	Jackson's experience about black identity and how people address diversity in the workplace.
Why Lead with Race	Website	HealthEquityGuide.org (A Human Impact Partners Project)	Examples of how health departments lead with race because racial inequities persist in every system across the country and inequities are based on race.