

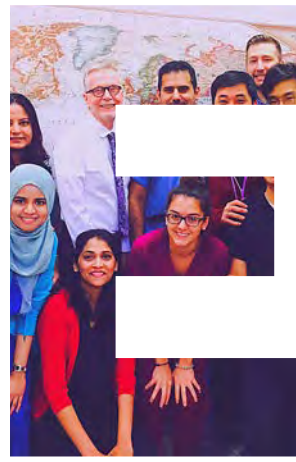
COLLEGE
OF DENTISTRY



ANTI-RACISM RESOURCE GUIDE



Diversity, Inclusion, Equity and Equality



COLLEGE OF DENTISTRY



DIVERSITY, INCLUSION, EQUITY AND EQUALITY STATEMENT

The University of Illinois Chicago College of Dentistry is committed to creating and maintaining a diverse and inclusive college environment for all. In our practices, behaviors and programs we consistently demonstrate a commitment to embracing diverse ideas, learning from and celebrating the benefits that are derived from interactions with diverse peoples, and engaging in activities that are purposely designed to explore diverse ideas. We believe everyone in our community shares responsibility for creating, maintaining, and developing a learning environment in which difference is valued, equity and equality are sought, and inclusiveness is practiced. We created this guide to serve as a resource for our college community in our efforts to strengthen our diversity, inclusion, equity and equality.

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Beginning Steps for Being Anti-Racist

The following information was taken from the UIC School of Public Health website. Thank you UIC SPH for sharing such great resources!

Discuss racism openly

- Find out how slavery, the civil war, and Jim Crow are being taught in your school district. Advocate that it is taught correctly.
- Teach your loved ones if the system won't.
- Explain redlining to someone who doesn't understand systemic oppression.
- Talk to white people who are not upset using "I" statements. (I feel [feeling] when you [behavior]).
- Use mass media to raise awareness, reframe the debate, share petitions, and amplify other's voices.
- Tell your friends who are people of color that you see them, hear them, and love them.

Engage politically

- Vote in all elections.
- Send letters to representatives signed by your institution or representatives.
- Sign petitions:
 - Justice for George Floyd
 - Justice for Breonna
- Attend town halls, write to, and call your legislators.
- Highlight scholarly sources:
 - Chicago Beyond Guide to Research
 - Chicago Beyond COVID-19 Edition
 - Dr. Camara Jones' antiracist public health research
- Write policy and research briefs that support anti-racist policies.
- Participate in advocacy events (e.g., demonstrations and marches).

Books

1. *Stamped from the Beginning: The Definitive History of Racist Ideas in America* by Ibram X. Kendi
2. *White Fragility* by Robin DiAngelo
3. *Locking Up Our Own* by James Forman
4. *Fatal Invention: How Science, Politics, and Big Business Re-create Race in the Twenty-first Century* by Dorothy Roberts
5. *Freedom Is A Constant Struggle* by Angela Davis
6. *They Can't Kill Us All: Ferguson, Baltimore, And A New Era In America's Racial Justice Movement* by Wesley Lowery
7. *The New Jim Crow: Mass Incarceration In The Age of Colorblindness* by Michelle Alexander
8. *Between The World And Me* by Ta-Nehisi Coates
9. *Beloved* by Toni Morrison
10. *Reconstruction* by Eric Foner
11. *North of Slavery* by Leon Litwack
12. *Slavery by Another Name* by Douglas A. Blackmon
13. *The Condemnation of Blackness* by Khalil Gibran Muhammad's
14. *The Color of Law* by Richard Rothstein's
15. *The Origins of the Urban Crisis* by Thomas J. Sugrue
16. *The Warmth of Other Suns* by Isabel Wilkerson
17. *A More Beautiful and Terrible History* by Jeanne Theoharis
18. *Your Silence Will Not Protect You* by Audre Lorde
19. *The Autobiography of Malcolm X* by Alex Haley and Malcolm X
20. *Eloquent Rage* by Brittney Cooper
21. *Just Mercy* by Bryan Stevenson

Books continued

22. Medical Apartheid by Harriet A. Washington
23. Give Us the Ballot by Ari Berman
24. An American Crisis: The Growing Absence of Black Men in Medicine and Science by the National Academies of Sciences, Engineering, and Medicine
25. *Caste* by Isabel Wilkerson
26. *Four Hundred Souls: A Community History of African America, 1619-2019* by Ibram X. Kendi (Editor), Keisha N. Blain (Editor).

Reading Lists



1. [The Anti-Racist Reading List: 38 books for those open to changing themselves, and their world.](#)
2. [Vogue's Essential Anti-Racist Reading List](#)
3. [BuzzFeed: An Essential Reading Guide For Fighting Racism](#)
4. [15 books For Those of Us Who Want to be Actively ANTI-Racist](#)
5. [Comprehensive List of Anti-Racism Books by Category](#)
6. [Anti-Racist Young Adults/Middle Grade Reading List](#)
7. [Anti-Racist Kids Reading List](#)
8. [A Reading List On Race For Allies Who Want To Do Better](#)
9. [An Essential Reading Guide For Fighting Racism](#)
10. [Bookshop.com: Anti-racist Reading Recommendations](#)
11. [ABC News: Eight books on Race and Racism to Learn How to be a White Ally](#)

Curriculum Resources

Anti-Oppression Resources

This is a comprehensive collaborative excel document that offers resources and training tools for anti-oppression curriculum topics, including but not limited to prison abolition, equity, and restorative justice. A URL and description is provided for each individual resource under these curriculum topics.

Anti-Racism Primer for Medical Educators

This primer and toolkit provides a structured approach to equip new and existing faculty with the tools to engage learners in topics of health disparities, social justice, bias, and racism in the classroom and clinical environment.

Moving the Race Conversation Forward - Part 1 and Part 2

"Moving the Race Conversation Forward" is a report by Race Forward: The Center for Racial Justice Innovation that aims to reshape and reform the way we talk about race and racism in our country.

Racial Equity Tools

Curricula designed for use by educators & trainers to deepen the understanding and develop skills of those working toward racial equity. Content is structured to facilitate deep learning and dialogue about equity.

Dismantling Racism Works Web Workbook

This web-based workbook was originally designed to support the Dismantling Racism Works 2-day basic workshop. The workbook is now offered as a resource to the community.

Academic Medicine - Addressing Race and Racism in Medical Education

Academic Medicine is committed to assisting medical schools and teaching hospitals, their faculty and trainees, and the public in dismantling racism. This collection of articles was curated with the intent to help readers engage in necessary conversations about race and to inform strategies to eliminate structural racism in their institutions.

Podcasts

1. Code Switch from NPR
2. Throughline from NPR
3. About Race
4. The Diversity Gap from The Diversity Gap
5. Intersectionality Matters! from The African American Policy Forum
6. Momentum: A Race Forward from COLORLINES
7. 1619 from The New York Times
8. The Daily from The New York Times
9. Pod Save the People from Crooked
10. All My Relations
11. Lynching in America from The Equal Justice Initiative
12. The Groundings from Simplecast
13. Justice In America from The Appeal
14. Beyond Prisons from Shadowproof
15. Ear Hustle from Radiotopia
16. Radical Imagination
17. Race, Police, and the Pandemic from PBS: Frontline
18. Floodlines from The Atlantic

Music Playlists

1. Black Lives Matter - songs of empowerment and pride.
2. Best Anti Racism Song On Earth
3. Anti Racist Songs 2020 - 30 Anti-Racist tracks from 2020 assembled to provide some solace and inspiration for the continued fight against injustice
4. No Room for Racism - songs about race, racism and discrimination
5. Anti-Racism
6. Power to the Music - modern black storytelling--spanning R&B, Hip-Hop, Dance, and Indie Alternative
7. Say No To Racism - empowering songs that promote unity, and fight discrimination
8. Black Lives Matter - songs of empowerment and pride
9. Sounds of Social Justice - songs presented by The National Museum of African American Music that celebrate the 30th Anniversary of "Fight The Power," along with other songs that inspired a movement.
10. This Is How I Feel - songs that helped some African Americans address their feelings during historic moments surrounding racism in 2020

Webinar Events

1. [Implicit Bias in the Dental and Allied Dental Student Experience](#)
2. [NCCDH: Disrupting the colour-coded labour market: Implications for public health organizations](#)
3. [NCCDH: Racial Health Equity: Embracing a decolonial, anti-racist practice](#)
4. [NCCDH: "Racing" the social determinants of health and health equity \(Part 1 of 2\)](#)
5. [NCCDH: "Racing" the social determinants of health and health equity \(Part 2 of 2\)](#)
6. [NCCDH: Actionable ways to address anti-Black racism & police violence through public health practice](#)
7. [Wright Memorial Public Library: Understanding Whiteness](#)
8. [Wright Memorial Public Library: White Supremacy a Deeper Look](#)
9. [APHA: Racism: The Ultimate Underlying Condition](#)
10. [APHA: A Path to Reproductive Justice: Research, Practice and Policies](#)

Articles

1. Vice: Self-care tips for Black people who are struggling with this very painful week
2. Refinery 29: Your Black colleagues may look like they're okay — chances are they're not
3. Mashable: 6 ways to be antiracist, because being 'not racist' isn't enough
4. VOX: What it means to be anti-racist
5. The Body Is Not An Apology: 7 ways non black people of color perpetuate anti-Blackness
6. Psychology Today: Anti-racist action and becoming part of the solution
7. Centennial: Twitter explains how To support black lives matter as a non-Black person
8. American Public Health Association Policy Statement: Addressing Law Enforcement Violence as a Public Health Issue
9. The Atlantic: Ta-Nehisi Coates "The Case for Reparations"
10. Mash-up Americans: Be Less Racist: 12 Tips for White Dudes, by A White Dude
11. Teen Vogue: White Supremacy Is Institutionalized in America
12. The Conversation: Urban Planning as a Tool of White Supremacy.
13. Reuters: 'That is power': U.S. cities embrace people's budgets amid policing debate
14. Medium: 100 Things White People Can Do for Racial Justice
15. The Atlantic: Americans Are Determined to Believe in Black Progress

Websites

Black Lives Matter

Rachel Ricketts Anti-Racism Resources

Anti-Racism Project

National Museum of African American History and

Culture: Talking About Race

21-Day Racial Equity Habit Building Challenge

Guide to Allyship

Racial Equity Tools

White Accomplices

Racial Equity Resource Guide

Truth Out

Black Past

Films



Selma



12 Years a Slave



Do The Right Thing



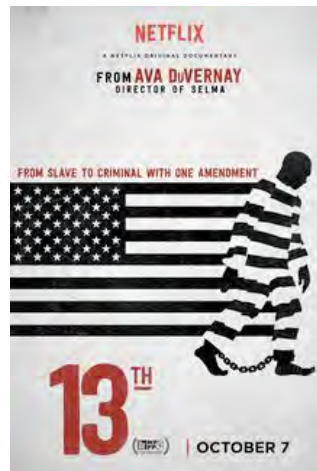
The Help



Loving



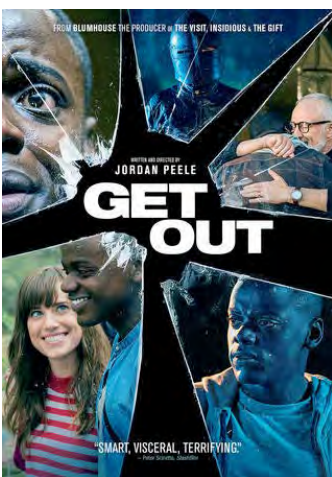
The Hate U Give



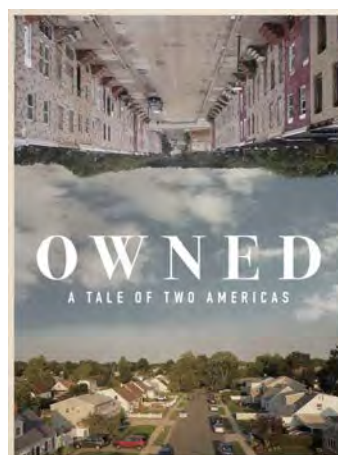
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When They See Us



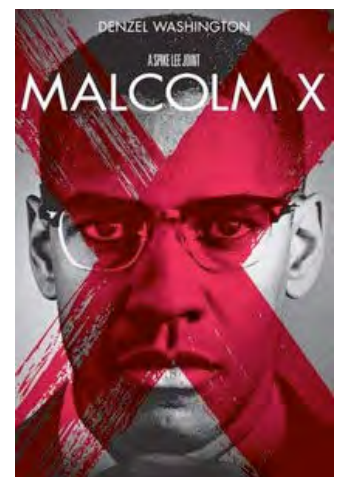
Get Out



**Owned: A Tale
of Two
Americas**



Just Mercy



Malcolm X

Videos

1. Stamped from the Beginning: The Definitive History of Racist Ideas in America by Ibram X. Kendi
2. PBS: The Origin of Race in America
3. Facing History and Ourselves: Eyes on the Prize Docuseries
4. TED Talk: We need to talk about an injustice by Bryan Stevenson
5. The Root: Fallen but Not Forgotten: Unpacking the Erasure of Black Women in Conversations About Police Violence
6. TED Talk: Color Blind or Color Brave by Melody Hobson
7. Dr. Robin DiAngelo discusses White Fragility.
8. Dr. Cornell West Speaks on How Race Matters
9. Professor Eddie Glaude on Race Relations in the U.S.
10. Race Foreward: What Is Systematic Racism Series
11. OWN: Oprah Hosts Where Do We Go From Here? (Part 1)
12. Angela Davis: 'This moment holds possibilities for change we have never before experienced'
13. TED Talk: A Blueprint for Reparations in the U.S. by Professor William "Sandy" Darity
14. New York Times: The Torture Letters
15. TED Talk: The Urgency of Intersectionality by Kimberlé Crenshaw

National Advocacy Groups

1. Chicago United for Equity (CUE)
2. Coalition of Anti-Racist Whites (CARW)
3. Alliance for Safety and Justice
4. National Coalition on Black Civil Participation (NCBCP)
5. Dream Defenders
6. Public Health Awakened
7. Black Youth Project 100
8. The Spirit of 1848
9. Chicago Freedom School
10. Color of Change
11. Advancement Project
12. Know Your Rights Camp
13. The Bail Project

Local Justice Chapters

- National Association for the Advancement of Colored People (NAACP)
- Showing Up for Racial Justice (SURJ)
- Crime Survivors for Safety and Justice (CSSJ)
- Black Lives Matter
- Chicago Community Bond Fund

Volunteering Opportunities

Big Brothers Big Sisters - Help shape a child's future for the better by inspiring positive change and empowering them to achieve what they never dreamed possible through mentorship.

Access Living - Mentor a youth age 12 - 21 with a disability

Tutoring Chicago - Provide academic tutoring to an economically disadvantaged student in 1st - 7th grade.

KEEN Chicago - Empowering youth with disabilities by providing free, non-competitive one-to-one programs of exercise, fitness and fun, led by volunteer coaches.

Top Box Foods - Help provide delicious, healthy, affordable food to all by in the Chicagoland community

The Walter and Connie Payton Foundation - take an active role in helping those less fortunate to find stability while providing positive opportunities needed to live their lives with dignity and pride.

Greater Chicago Food Depository - Current urgent need for volunteers to pack food for our COVID-19 response.

Lincoln Park Community Services - Help the homeless in multiple ways ranging from cooking meals to teaching a class.

**“Injustice
anywhere is a threat to
justice everywhere. We are
caught in an inescapable
network of mutuality, tied
in a single garment of
destiny. Whatever affects
one directly, affects all
indirectly.” -Martin Luther
King Jr.**