

**EDUCATION 1. Educate yourself:**

- **Research your own ethnic background and those of your relatives (Ancestry.com, 23 and me)**
- **“Close Read” books by authors from different ethnic backgrounds**
- **Travel**
- **Take courses about other cultures**
- **Learn about American history**

**OBSERVATION 2. Observe how other ethnic, differently abled or gender groups are treated:**

- **Notice whether people are comfortable talking about differences**
- **How does your college or workplace treat people who are different?**
- **How does your neighborhood treat people who are different?**
- **Notice whether certain groups are missing in meetings, leadership positions, job training opportunities, etc.**

**FAMILIARITY 3. Acquaint yourself**

- **Get to know co-workers and neighbors from different cultures**
- **Attend local cultural fairs and programs**
- **Learn how to prepare and enjoy culturally diverse foods and share with others**
- **Learn basic conversational greetings in another language**
- **When traveling immerse yourself in the local culture**

**INTERVENTION 4. Stand up for yourself and others, speak up when you witness racially motivated or sexist conduct**

- **Let the speaker know that such speech or conduct is offensive**
- **Let everyone know that you do not agree and why**
- **Actively refute others’ denial that racism or bias exists**

**Resources for Understanding American History, Implicit Bias, and Making Change**

Bury My Heart at Wounded Knee, Dee Brown, Holt Paperbacks

Inhuman Bondage, the Rise and Fall of Slavery in the New World, David Brion Davis

Africans in America, Charles Johnson, Patricia Smith, and the WGBH Series Research Team

The Social Imperative: Race, Close Reading, and Contemporary Literary Criticism,  
Paula M. L. Moya

Ebony and Ivy: Race, Slavery, and the Troubled History of America's Universities, Craig Steven Wilder

News for All the People, The Epic Story of Race and the American Media, Juan Gonzalez and Joseph Torres

The Half Has Never Been Told “Slavery and the Making of American Capitalism”, Edward E. Baptist

Slavery by Another Name, The Re-Enslavement of Black Americans from the Civil War to World War II, Douglas A. Blackmon

Also, see the documentary film based on the Pulitzer Prize Winning book:

<http://www.slaverybyanothername.com/>

“Traces of the Trade” documentary of the Rhode Island DeWolf family’s journey into its slave trading past

[www.tracesofthetrade.org/](http://www.tracesofthetrade.org/)

Ta-Nehisi Coates, “The Case for Reparations,” The Atlantic, June 2014

<http://www.theatlantic.com/magazine/archive/2014/06/the-case-for-reparations/361631/>

Blink, Malcolm Gladwell

[www.iat.harvard.edu](http://www.iat.harvard.edu) implicit assessment test

[http://www.salon.com/2015/03/04/10\\_ways\\_white\\_people\\_are\\_more\\_racist\\_than\\_they\\_realize\\_partner/](http://www.salon.com/2015/03/04/10_ways_white_people_are_more_racist_than_they_realize_partner/)

<https://arstechnica.com/science/2017/04/princeton-scholars-figure-out-why-your-ai-is-racist/>