



Resource List to Prepare for and Pursue Racial Equity

What role do we play to improve the social welfare of the communities we serve? And how can we make significant progress towards a more just and equitable society – one where everyone can participate fully and authentically?

As the Inclusion, Diversity, Equity and Access (I.D.E.A) Council of AFP-GLAC, we found it critical to share resources to help you not only facilitate conversations that motivate change, but also present ways to take meaningful action in the pursuit of racial justice.

Get Informed

If you're unsure where to start, education and learning can be a really good first step.

Read books, listen to podcasts, and watch films that discuss systemic racism:

[This List Of Books, Films & Podcasts About Racism Is A Start, Not A Panacea \(NPR\)](#)

Learn more about what race is and more importantly, how to talk about it:

[Taking About Race \(The National Museum of African American History and Culture\)](#)

Recognize how to address racial bias and inequity in philanthropy sectors:

[12 Resources to Help You Understand and Promote Racial Equity \(Idealist\)](#)

[Overcoming the Racial Bias in Philanthropic Funding \(Stanford Social Innovation Review\)](#)

Understand the need for race, equity, access, diversity, and inclusion to be the focus of our conversations and commitments NOW:

[The Curb-Cut Effect, and Why Race, Equity, Access, Diversity, and Inclusion \(READI\) Are Even More Critical Now \(Nonprofit AF\)](#)

Take Action

Once you're informed, consider taking action to put your learnings into practice.

Don't underestimate the power of listening! Listen openly and non-judgmentally to colleagues around you, especially those who may have experienced racial bias, inequity, and discrimination, and are open to talking to you about it:

[Read about Birgit Burton's \(Founder, African American Development Officer Network\) experiences \(AFP Global\)](#)

Start conversations about race and racial equity among family, friends, colleagues and community members:

Use [The National Museum of African American History and Culture – Taking About Race](#) as a resource to help guide and ground the conversation

Hold conversations among your organization about how organizational practices, processes and philanthropic giving may be inadvertently perpetuating racial inequity and injustice:

[Have nonprofit and philanthropy become the "white moderate" that Dr. King warned us about? \(Nonprofit AF\)](#)



Resource List to Prepare for and Pursue Racial Equity ^{CONT'D}

What role do we play to improve the social welfare of the communities we serve? And how can we make significant progress towards a more just and equitable society – one where everyone can participate fully and authentically?

As the Inclusion, Diversity, Equity and Access (I.D.E.A) Council of AFP-GLAC, we found it critical to share resources to help you not only facilitate conversations that motivate change, but also present ways to take meaningful action in the pursuit of racial justice.

Get Engaged

To make sustainable change, consider ways to stay engaged in the pursuit of racial equity.

Join the [IDEA Council of AFP-GLAC](#) to assist the chapter with initiatives that promote inclusion, diversity, equity and access across the fundraising sector

Volunteer and/or donate to organizations who are committed to anti-oppression work

Contact your local representatives to share your commitment to racial equity in your community

Take Care

And as you do this work, ensure you are also taking care of yourself throughout this journey.

Understand ways to talk about your feelings of anger, pain, helplessness, and hopelessness (and everything in between):

[American Association of Psychology – Unmute Your Feelings](#)

Seek mental health resources and service providers that can provide direct support:

[National Alliance on Mental Illness - Mental Health Resources For African Americans \(in addition to resources for People of Color, and Allies\)](#)

[Therapy for Black Men](#)

[Therapy for Black Girls](#)

The pursuit of racial equity is a marathon, which requires us to stretch ourselves outside of our comfort zone and prepare for the long distance ahead. So, remember to be gentle with yourself throughout the process and don't be afraid to make (and correct!) mistakes. Missteps and mishaps WILL happen along the way – the important thing is to remain committed to doing the work to achieve a more equitable world.

Did we miss something?

The road to achieve true inclusion, diversity, equity and access across our communities is a long one, and is certainly not going to be done alone. So, if you feel there is a resource missing, please email your thoughts and suggestions to Lisa Baxter (lisa_baxter@mlk-chf.org) or Danielle Lara (INFO@DanielleCLara.com) of the AFP-GLAC I.D.E.A Council.

This Resource List was compiled by the Inclusion, Diversity, Equity and Access (I.D.E.A) Council of AFP-GLAC.