



RESOURCES FOR ALLYSHIP

“You are personally responsible for becoming more ethical than the society you grew up in.”

– Eliezer Yudkowsky

We at the Geochronology Division are working actively to become better advocates for diversity in the geosciences. We encourage you to become better advocates as well. If you are looking for a place to begin, we are compiling the following resource. We *urge* you to use this resource as a jump-off point to further your own research and to work actively to find resources and ways to impact your immediate communities.

This is in no way a comprehensive list!

We will be continually updating this list and welcome your input.

We would like this to be an evolving, community-led document.

To **contribute**, please contact our Diversity Coordinator at naikin@ucsb.edu

Geochronology Division Community Resources for Supporting Anti-Racist Activities

Educate.

[First Listen, Then Learn](#), written by Julia Wuench

[How to educate yourself to be an anti-racist ally](#) from the Paleontological Society

Learn about conservation and Black connections: <https://outdoorafro.com/locations/state/CT/>

Learn about [African American Heritage](#) in the National Park Service

Act.

[75 Things White People Can Do to Support Racial Justice](#), written by Corinne Shutak

Join campaign Zero <https://www.joincampaignzero.org/>

Support criminal justice reform: <https://www.winningjustice.org/directory>

Donate to the [ACLU](#) and the [NAACP](#)

Color of Change is an organization that has a number of active campaigns for social and racial justice, justice reform, and many others related to the latest murders: <https://colorofchange.org/>

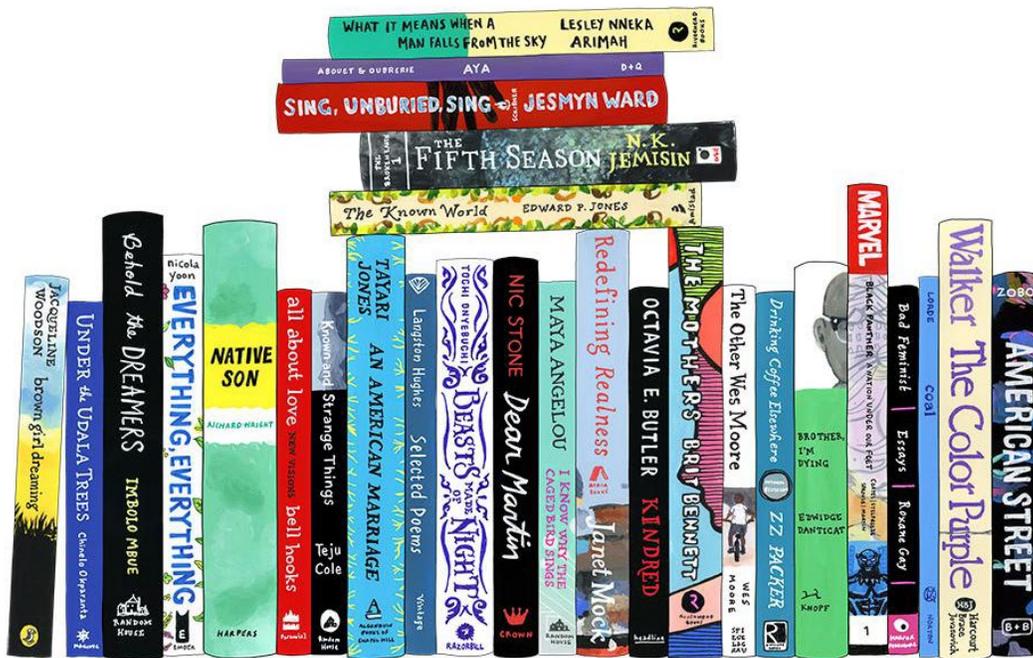
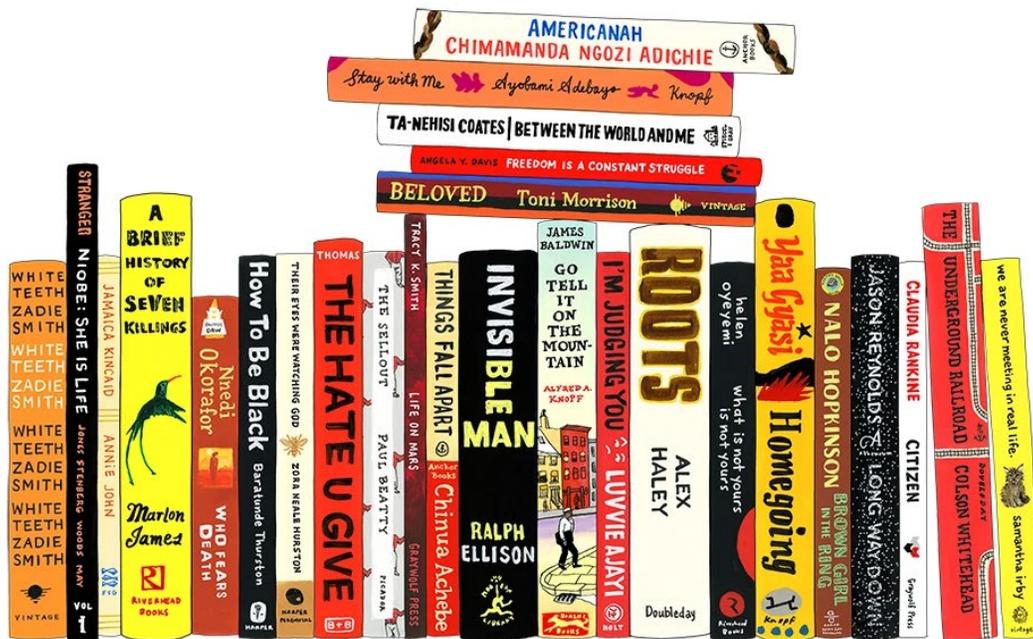
RESOURCES FOR ALLYSHIP



Consider reading one, or two, or [ALL of these non-fiction books](#), which are depicted on Page 1162: Anti-Racism from Jane Mount's [My Ideal Bookshelf](#). These are all non-fiction books that break down the history of racism in America, over and under policing, the reliance of capitalism on systemic racism, and so much more. On her [Instagram](#), Mount says, "If you are overwhelmed, don't be!! Start with one in the middle, like Ijeoma Oluo's *So You Want To Talk About Race*, Ibram X. Kendi's *How to Be Anti-Racist*, and Layla Saad's *Me and White Supremacy*. If you are a younger reader, the two outside leaning ones on the right are particularly for you (Tiffany Jewell's *This Book is Anti-Racist* and Kendi and Jayson Reynold's *Stamped*), but don't feel limited!"



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Consider reading and re-reading this selection of books written by black authors in all genres.

Pictured here are Jane Mount's Ideal Bookshelf: 1053 and 1054 Black Authors.



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Resources for Giving an Anti-Bias Education to Children

First, The **Anti-Defamation League (ADL)** does a great job of giving [the glossary definition of this term](#) and answering the question(s) *What is Anti-Bias Education and Why is it important?*

To begin the journey, start by [reading this publication](#) from the **National Association for the Education of Young Children (NAEYC)**. In addition to furthering the glossary definition listed above, it describes how bias is built into the system, and defines the four goals of Anti-Bias Education (ABE), how educators can help children achieve them, how to put the goals into action, and the connection between ABE and Peace Education. For clarity, the four goals of ABE are:

Goal 1: Each child will demonstrate self-awareness, confidence, family pride, and positive social identities

Goal 2: Each child will express comfort and joy with human diversity; accurate language for human differences; and deep, caring human connections.

Goal 3: Each child will increasingly recognize unfairness, have language to describe unfairness, and understand that unfairness hurts.

Goal 4: Each child will demonstrate empowerment and the skills to act, with others or alone, against prejudice and/or discriminatory actions.

Near the end of this chapter, the author poses the question “What do these goals mean to me?”, asking readers to consider the four core anti-bias education goals as they apply to their own daily life/work and participate in an exercise to evaluate how adults can assess themselves:

1. *(ABE Goal 1)* To what degree, or in what ways, do I nurture construction of a knowledgeable, confident self-identity and group identity in myself?
2. *(ABE Goal 2)* How do I promote my own comfortable, empathetic interactions with people from diverse backgrounds?
3. *(ABE Goal 3)* In what ways do I foster my critical thinking about bias?
4. *(ABE Goal 4)* Under what circumstances do I cultivate my ability to stand up for myself and for others in the face of bias?
5. What are the challenges to achieving these goals in my life?
6. What might be ways for me to develop each of these goals in my work? in my personal life?

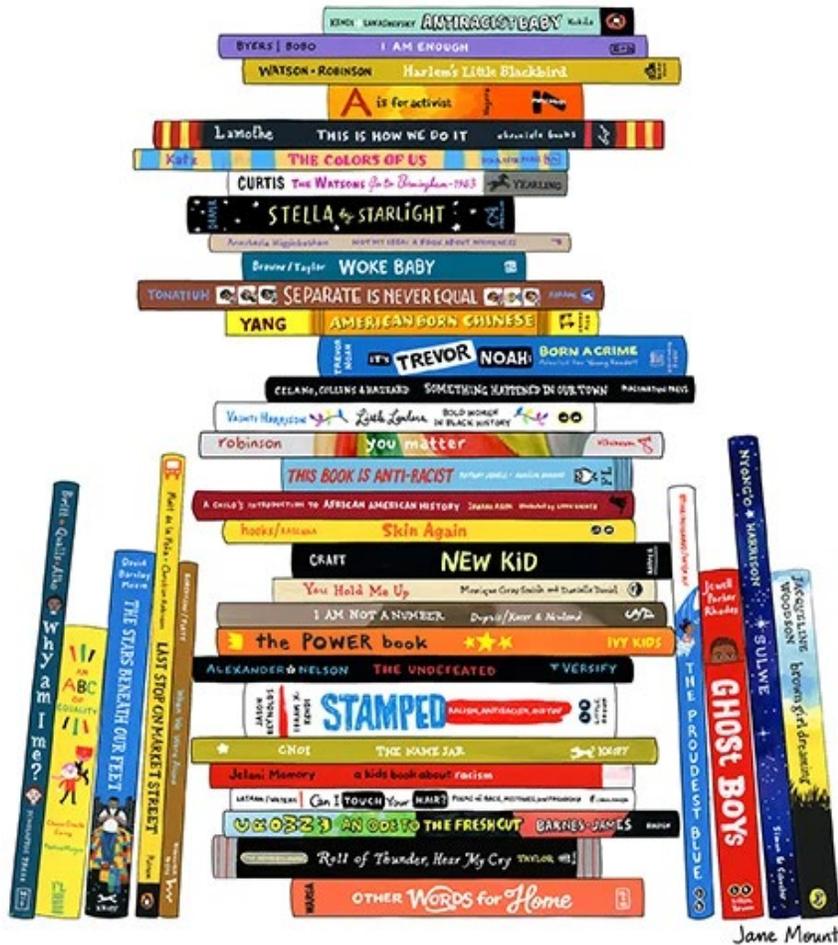
For adults, this is a fantastic way to be mindful of unconscious bias and can be a foundation to build on as you become an activist or continue working on advocacy.

As you begin instilling these values in children and young adults, it's important to understand the rhetoric surrounding this issue. You can begin by reading a document titled [“How to talk to young children about the Black Lives Matter Guiding Principles”](#) found on the Wisconsin Education Association Council ([WEAC](#)) web page, which provides kid-friendly language that can help you discuss “big ideas with little people... so that our students or children can grasp the concepts we’re introducing and incorporate these ideas and language into their own thinking and conversation”.

Remember that when teaching children, *what* you say can be less important than *how* you say it. Please read this document titled [How to Raise a \(White\) Anti-Racist Kid - Wisdom, Hopes, Dreams, & Wishes from Mothers \(and those that love like mothers\) of Color](#) for resources on how non-POC parents can provide an ongoing anti-racist education with their kids. At the bottom, there is also a list of additional articles as well as useful tools and resources like recommended children’s books, summer camps, and lesson plans.

(Please see next page for Jane Mount’s recommended reading material)

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Featured above is Ideal Bookshelf 1163: Antiracist Kids

In light of the growing call for social and justice, Mount asked her social media followers to provide recommendations for child-friendly books that discuss America's lengthy and convoluted history with race relations to create [this book list](#) selection for teaching anti-racism to children. We highly recommend reading the selection prior to dispersal to make sure it is age appropriate (i.e. books like Trevor Noah's *Born a Crime* and Ibram X. Kendi and Jason Reynolds *Stamped* are more suited to teens).

To get more out of your readings, join a book club (or better yet, start your own!). You can use online resources like [The Black Syllabus](#), which is a fantastic blog about black literature featuring interactive syllabi and book reviews, to gain a more holistic understanding of these topics.

We also highly recommend purchasing your books from one of the [54 Black-Owned bookstores left in America.](#)



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Stay informed, educate yourself, take action, and have important conversations by following these

Social Media Accounts

Black Lives Matter:

Instagram

Search

Log In Sign Up

BLACK LIVES MATTER

bklivesmatter Follow

630 posts 2.6m followers 122 following

Black Lives Matter
Official IG for the #BlackLivesMatter Global Network. BLM is a call to action & response to anti-Black racism. Join the movement. actionnetwork.org/forms/2005_email_blm_defund

The Great Unlearn:

Instagram

Search

Log In Sign Up

THE GREAT UNLEARN

thegreatunlearn Follow

13 posts 244k followers 28 following

The Great Unlearn
A community of everyday human beings committed to curiosity for what is possible in the world. Monthly self paced syllabi curated by @rachel.cargile linktr.ee/Thegreatunlearn

Check Your Privilege:

Instagram

Search

Log In Sign Up

CHECK YOUR PRIVILEGE

ckyourprivilege Follow

670 posts 329k followers 889 following

Check Your Privilege
Guide @myishatill
Walking with folk on their journey to dismantle their relationship with systems of domination
Courses, Podcast, Book !!!
[Ink.bio/checkyourprivilege](https://ink.bio/checkyourprivilege)

Ethel's Club:

Instagram

Search

Log In Sign Up

ethel's club

ethelsclub Follow

61 posts 141k followers 600 following

Ethel's Club
A social and wellness club designed to celebrate people of color, online and IRL. Join us msha.ke/ethelsclub

Color of Change:

ColorOfChange @ColorOfChange

We design campaigns powerful enough to end practices that unfairly hold Black people back, & champion solutions that move us all forward. #UntilJusticesReal. colorofchange.org Joined March 2009

3,298 Following 185.4K Followers

United We Dream:

United We Dream @UNITEDWEDREAM

UWD is the first & largest immigrant youth-led organization in the nation. #AbolishICE #JoyousRebellion #HereToStay #DefundHate | United We Dream Action = uwd

Anti-Racism Center:

Antiracism Center @AntiracismCtr

Our mission is to produce knowledge for change's sake. Directed @DrIbram. Be Bold. Be Antiracist.
Washington, DC covidtracking.com/race Joined May 2017

269 Following 26.1K Followers

The Conscious Kid:

The Conscious Kid @consciouskidlib

Parenting/Education through a Critical Race Lens. #OwnVoices Books. Critical Literacy. Black/Brown Owned. IG: instagram.com/theconsciouski...
Los Angeles, CA theconsciouskid.org Joined September 2016

2,045 Following 14.3K Followers



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To Faculty and Researchers:

Dr. Jasmine Abram's [Twitter thread](#) suggests these productive ways to uplift the Black and minority communities in academia and STEM:

- ✓ Invite us to co-author papers and grants with you.
- ✓ Invite us to be on the symposium or be the guest speaker.
- ✓ Invite us to collaborative meetings where you discuss topics related to our interests.
- ✓ Say something (instead of secretly coming by our office later) in a faculty meeting, hallway, office, or classroom when a student or colleague says/does something implicitly or explicitly racist.
- ✓ Show us the strategies you use to ensure you have a successful career.
- ✓ Pay us the same amount you pay white male professors.
- ✓ Understand, ACCOUNT for, and reward us for the inequitable burden of service we participate in.
- ✓ Drop our names for special opportunities or hires.
- ✓ Post about our work on your social media.
- ✓ Vote in favor of our contract renewals, tenure, and promotion.



Assistant Professor
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School of Public Health
Boston University

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School of Public Health
Yale University

Domestic Scholar
HIV Prevention Trials Network
<http://www.drjasmineabrams.com/>

Continue to follow this thread and its many re-tweets, as more suggestions are being added:

[Daryl Traylor](#) (@CaribMD2Be) [emphasizes](#) the importance of “giving credit for work done on a project.”

Aysha Foster¹ (@aysha1920) [writes](#):

There will be so many colleagues who use this opportunity to do “new innovative” research. The academy must not overlook those who have consistently done this as their life's work now that there is “value”.

[Monica H. Greene](#) (@monicaMedHist) [adds](#):

Recognize when our work is *leading the field*. Some of us don't need a leg up anymore.

Like the one pictured below, which specifically references the geosciences.



(Credit: [Gabriel Filippelli](#))

¹ If anyone has information on Aysha Foster's LinkedIn and/or research pages, we would like to give credit where it is due.



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Educate and Empower Yourself and the Next Generation:

Diversity Talks is a program based out of Rhode Island. It was founded in 2017 by three individuals – two of which were high school students at the time – who wanted “to empower students to lead professional development training on diversity, equity, and inclusion.”

“The program focuses on three principles: Learner Voice, Advocacy, and Mentoring. They seek to provide a platform for the voices of students of color to be heard, advocate for high quality K-12 culturally responsive curricula and professional development for educators, and strengthen the pipeline for students of color to become leaders in education through peer reviews and student coaching supports.”

The program is based in Rhode Island and student leadership is geared towards 9-12 grades, but their workshops are offered to schools and/or districts, colleges, and businesses and University students can still be trained.

DIVERSITY TALKS

student-led. culturally responsive. personalized.



Diversity Talks specializes in providing student-led professional development grounded in diversity, equity, and inclusion.

Mission

We aim to increase the cultural competence of adults by fostering a healing space for adults and youth to have culturally relevant and responsive conversations.

Vision

We envision that every student will have a voice in their learning, an opportunity to engage in culturally relevant and responsive conversations and ultimately, a seat at the table.

Their services include the following:

STUDENT-LED WORKSHOPS

“A Diversity Talks Series is 12 hours of in-person professional development led by students and geared towards adults. These sessions are... broken down into 8-1.5 hour sessions over the course of an academic school year; however, organizations are able to personalize the professional development sessions to fit their population.”

Click here to:

[View Workshop Topics](#)

STUDENT KEYNOTE SPEAKERS

“Upon request, Student Facilitators work together to combine their narratives, in preparation of delivering a 30 minute keynote speech and 30 minute question and answer segment.”

Click here to:

[View Keynote Speech Topics](#)

STUDENT FACILITATOR FELLOWSHIP

“Diversity Talks specializes in recruiting, selecting and empowering youth to partake in a 30-hour, Student Facilitator Fellowship (SFF), where they are equipped with skills in leadership, facilitation, public speaking, coping techniques and conflict resolution before leading a Diversity Talks Series.”

Faculty can click here to:

[Nominate a student to become a facilitator.](#)

Students can click here to:
[Apply to become a facilitator.](#)

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June

1:00 pm - 2:30 pm EST

White Folks (Part I):
We Have to Talk About Race

Register at www.diversitytalkspd.com/virtualevents

22

July

1:00 pm - 2:30 pm EST

White Folks (Part II):
A Call to Action

Register at www.diversitytalkspd.com/virtualevents

Please be advised Diversity Talks is offering a **Free Webinar Series** during the COVID-19 Pandemic.

Likewise, they have compiled their own **Anti-Racism Resources:**

bit.ly/ANTIRACISMRESOURCES

White Folks (Part I): We Have to Talk About Race

Target Audience: Adults & Youth
Focus Area: Empathy & Mindset

This 90 minute webinar will focus on strategies for engaging in racial equity conversations.

White Folks (Part II): A Call to Action

Target Audience: Adults & Youth
Focus Area: Empathy & Mindset

This 90 minute webinar will focus on strategies for taking actionable steps in your communities.