

ADVANCING RACIAL EQUITY IN HOUSING AND COMMUNITY DEVELOPMENT

An Anti-Racism Guide for Transformative Change



Presented by

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National Initiative on Mixed-Income Communities,
Case Western Reserve University

Stephanie Reyes

Grounded Solutions Network

February 2021



**GROUND
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strong communities
from the ground up



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National Initiative on
Mixed-Income Communities

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OVERVIEW

What is the purpose of this guide?

Two national organizations, the [National Initiative on Mixed-Income Communities](#) and [Grounded Solutions Network](#), came together in early 2020 to address the need for more practical resources related to racial equity. In the wake of the COVID-19 pandemic and the historic movement for racial justice, we received requests from colleagues around the nation who want to eliminate embedded racism within the field of housing and community development. We hope this guide will spark courageous conversations and meaningful actions focused on racial equity.

Who should read this guide?

The content is relevant to a wide range of audiences, including policymakers, planners, program administrators, developers, owner-operators, property managers, advocates, community organizers, and residents who seek to infuse racial equity into policies and programs.

Even those with the best intentions struggle, as it is a difficult journey to confront the inherent bias and racism that has been built into the systems in which we live and work. We hope this guide and your continued work will advance an unwavering commitment to intentionally support communities of color with anti-racist approaches.

What do we mean by Racial Equity?

Racial equity is defined as “both an outcome and a process.”¹ Racial equity places priority on ensuring that people of color are afforded opportunities that they historically have been denied and from which they continue to be excluded.

- As a **process**, it means that Black, Brown and other people of color are actively leading the creation and implementation of policies, programs and practices that have an impact in their lives. It also means that White people are acknowledging and confronting racism and unconscious bias within themselves in addition to the sometimes flawed existing regulations that shape the places we all live, work, learn and gather.²
- As an **outcome**, it means that a person’s racial identity does not determine their life opportunities and results, such as access to a safe home and amenity-rich neighborhoods.³

¹ This definition is advanced by the [Center for Social Inclusion](#).

² In this guide, we capitalize the term White when referring to the racial identity of people with European or Caucasian origins. We capitalize this term in order to actively draw attention to the dominance of people who are White and the history of Whiteness as a social construct created to continue this dominance. We seek to highlight the ways Whiteness continues to be considered of highest value, despite how White supremacy harms all people, including White people.

³ “Equity is not the same as equality...Equity requires that people receive a different share of resources, opportunities, social supports and power, given their differential needs and circumstances based on different life experiences.” Amy T. Khare and Mark L. Joseph, “Prioritizing Inclusion and Equity in the Next Generation of Mixed-Income Communities,” in *What Works to Promote Inclusive, Equitable Mixed-Income Communities*, eds., Mark L. Joseph and Amy T. Khare (San Francisco: Federal Reserve Bank of San Francisco, 2020). For more resources, see the [Annie E. Casey Foundation, Racial Equity and Inclusion Action Guide](#), [Government Alliance on Race and Equity \(GARE\)](#), [Othering and Belonging Institute](#), University of California Berkeley, and [Living Cities](#).

Why is Racial Equity in the field of Housing and Community Development important?

Racism is a belief, along with reinforcing behaviors and attitudes, that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race. For far too long, housing policies and practices such as redlining, local zoning codes, real estate steering and blockbusting, contract selling, and restrictive covenants have been used to reinforce racism. All these actions directly benefited White investors and homeowners, while reinforcing disinvestment and limiting wealth for Black, Brown and other families of color. The cumulative outcome has produced a dramatic Black-White wealth gap; the net worth of a typical White family is nearly ten times greater than that of a Black family.⁴

Race-conscious strategies are necessary to mitigate racist barriers and expand opportunities for people of color. We believe that all of us stand to gain from racial equity. Addressing past and current inequities is an economic imperative. Racial gaps in income and wealth have severe economic consequences. A newly-released study from Citi economist Dana Peterson and global chief economist Catherine Mann concludes that since 2000 the U.S. has experienced a loss of \$16 trillion of Gross Domestic Product (GDP) due to anti-Black racism. If the current racial gaps for African Americans — wages, education, housing, and investment -- are closed today, over the next five years \$5 trillion can be added to the GDP.

Racial equity will be achieved only through intentional actions and decisions. Even with intentionality, racial equity will be difficult to put into operation. Within the field of housing and community development, racial equity approaches intend to proactively address the enduring racism within contemporary policies, programs and practices that routinely advantage White people while further producing negative outcomes for people of color. Furthermore, racial equity approaches must also be focused to address the enduring racism within the private corporate sectors of the banking, investment, and real estate industries.

Effective racial equity approaches also explicitly recognize the cultural assets, resilience and strengths within communities of color. This means centering communities of color in the process of advancing change.

How do we embed Racial Equity into our work?

There are two important elements intended to engage both the *process* and *outcome* of racial equity:

- Advancing racial equity through anti-racist methodologies that engage in transformative change.
- Advancing racial equity through specific technical elements of policies, programs and practices.

We address the first element in this piece. In a companion guide, we focus on the second element: **Advancing Racial Equity in Inclusionary Housing Programs: A Guide for Policy and Practice.**

Neighborhoods and communities of color have varied needs and preferences. Impactful policy is informed by best practices, but ultimately designed in collaboration with those who will be directly affected. We encourage specific engagement with neighborhoods and communities of color to guide policy decisions.

⁴ The Brookings Institution, "Examining the Black-white wealth gap." February 2020

What resources already exist that could help advance Racial Equity in the field of Housing and Community Development?

We are appreciative of the many housing, community development, and land-use efforts that have been activated in small towns, large cities, and metro regions. Throughout the guide, we uplift ideas from around the nation. The organizations below have been instrumental in shaping many of these local efforts, as well as our own insights for this guide.

- National Equity Atlas – A national research collaboration that provides data, analyses and concrete strategies to advance racial and economic equity that supports policy change.
- Othering & Belonging Institute – Based at University of California Berkeley, the Institute engages in research, strategic narrative work, and community-centered collaborations to identify and eliminate the barriers to an inclusive, just and sustainable society.
- PolicyLink – A national organization that uses advocacy, applied research and communications, and constituency and network engagement to advance racial and economic equity.
- Race Forward – A national organization that builds the movement for racial justice. It is home to the Government Alliance on Race and Equity (GARE), which is a national network of local governments working to achieve racial equity and advance opportunities for all. They have been influential in advancing Racial Equity Impact Assessments.
- Living Cities – A national organization that committed to operationalizing racial equity and inclusion in local government and with partners from diverse settings to close racial income and wealth gaps.

Starting Off: Essential Concepts for an Anti-Racism Approach

The continued need for the Movement for Black Lives and related racial justice activism demonstrate how difficult and necessary it is to promote meaningful participation by people of color in the democratic systems of government. The racial justice movement also calls out the importance of responsive government programs to ensure equitable outcomes for people of color.

It is important to recognize how racism manifests in housing, community development, and land use policies. Whether we want to acknowledge it or not, racism exists within housing and community development programs throughout the United States. As such, it is important to recognize it and to work intentionally to mitigate its negative impacts. In this next section, we share some foundational concepts:

What is racism?

Racism is the pervasive and deep-rooted system of oppression and exploitation directed at people of color that produces benefits and privileges for White people. Since racism is a system, it exists even without intentional beliefs or actions on the part of individual people.

Racism has created a false hierarchy of human value that favors White people over all others. For example, the idea that “Black Lives Matter” is important since it turns this false hierarchy around to recognize the value of Black people.

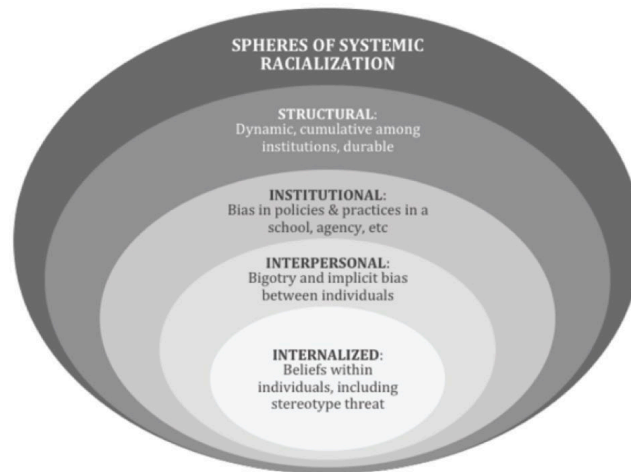
How does racism function?

Racism operates on four different levels in ways that are interconnecting and reinforcing of each other.

1. **Internalized Racism** – Individual beliefs and behaviors that reflect a conscious or subconscious acceptance of the idea that White people are inherently better and people of color are inherently inferior. For people of color, internalized racism manifests itself in many ways including as a sense of inferiority, powerlessness and apathy.
2. **Interpersonal Racism** – The expression of prejudice, bias or discrimination through racial microaggressions, harassment, exclusion, discrimination, profiling or violence. Often, the implicit, everyday forms of interpersonal racism, such as dismissing or ignoring people of color, are overlooked in contrast to overt and explicit forms of racism, such as harassment.
3. **Institutional Racism** – The systematic distribution of resources, power and opportunity through policies, procedures and everyday practices within organizations and institutions to the benefit of people who are White and the harm of people of color.
4. **Structural Racism** – The many systemic factors that create and sustain racial inequities, which includes internalized, interpersonal and institutional racism. These forms of racism overlap, reinforce and amplify racial inequities.

To fully understand racism, we must understand it as a condition that relates to structures and institutions, not only as an experience between people. According to the Aspen Institute Roundtable on

Community Change, Structural Racism is “a system in which public policies, institutional practices, cultural representations and other norms work in various, often reinforcing, ways to perpetuate racial group inequity.” This system produces and reproduces unequal outcomes along racial lines with or without intent. This means that racism exists even without intentional beliefs or actions on the part of individual people.



From Systems Thinking and Race: Workshop Summary, John A. Powell, et al., June 2011

What is anti-racism?

Anti-racism is the conscious practice of taking intentional, frequent action to dismantle White supremacy and racism. Anti-racism involves consistent self-reflection about how to address White supremacy and racism through what we do and how we act to end racial inequities in our daily lives. As someone committed to anti-racism, you acknowledge your own racism, and you commit to actions that seek to end racism in all forms. For more information, see Talking about Race (from the National Museum of African American History & Culture) and How to be an Antiracist.

Examples of anti-racist practices include educating and reflecting on your own experience, challenging your friends and colleagues to discuss racism, interrupting racist behavior, striving to make organizations and systems accountable to communities of color, and mobilizing with people of color.

What is intersectionality?

Intersectionality is a concept coined by Professor Kimberlé Crenshaw in 1989, to describe the ways in which race, class, gender and other aspects of one's identities "intersect," overlap and interact with one another. It informs the ways in which individuals simultaneously experience oppression and privilege in their daily lives, interpersonally and systemically. Intersectionality promotes the idea that aspects of one's identity do not work in a silo.

ANTI-RACISM IN ACTION

In this next section, we provide anti-racist interventions at each of the four levels of racism. We also provide guidance on being committed to anti-racism for people of color and for White people since there are different approaches needed in each case.

INTERNALIZED ANTI-RACISM

1. Start with self-reflection - How are you personally activating your commitment to anti-racism?

It is problematic to address racism in policies and programs unless you are also working on yourself and your own anti-racist journey. It is necessary to start with our own personal beliefs, including stereotypes that we hold consciously or unconsciously.

For all people:

- Examine and counteract your bias and implicit bias.
- Understand your own racial, ethnic and cultural identity.
- Build cultural competence.
- Reflect on choices you make in your daily life, such as who you spend your time with, where you spend your money, and how you engage in learning about current events.

If you are a White person:

- Do not assume that it is the job of people of color to educate you about racism. Take action to educate yourself.
- Do not assume you know what is best for people of color and their communities.
- Consider how White privilege and White supremacy play out in your own professional lives, including in the creation and implementation of programs and policies.
- Recognize that you can perpetuate harm even though you are well-meaning. Having good intentions about promoting positive change is not enough; your actions and decisions may be reinforcing inequity and exclusion.
- Align with local and national organizations designed to support White people to address racism, such as Showing Up for Racial Justice (SURJ).

If you are a person of color:

- Continue to expand and deepen your support network by finding new allies and being open to connections with people who can offer additional support and inspiration.
- Reflect on how anti-Black, anti-Indigenous, anti-Asian, and anti-Latinx racism is being perpetuated within yourself and your own communities.
- Given that the work of advancing anti-racism is a marathon, not a sprint, be sure to give yourself time and space for rest as needed.
- Use moments of curiosity and openness from White people to inform them about ways that they can continue to educate themselves and contribute to anti-racism work.

INTERPERSONAL ANTI-RACISM

2. Make a commitment to address interpersonal racism – How are you responding when you encounter interpersonal racism?

Addressing interpersonal racism means that we make choices to interrupt racist conversations and behaviors. This can be particularly difficult since it involves confronting people when we hear and observe racism.

In the workplace, racism manifests in both explicit and subtle behaviors. Often, racism is experienced through microaggressions, which are actions that may appear less obvious as acts of discrimination and prejudice against people of color. Racism can also be expressed through avoiding and “othering” people of color.

Recommendations for addressing racist attitudes in conversations:

- Seek to clarify by asking for more information: “Share more about why you feel that way...”
- Offer a different idea: “Have you ever thought about...”
- Be honest about your perspective: “I don’t agree with you, instead I think....”
- Find shared understanding: “We don’t agree on this, but we can agree on....”
- Set boundaries: “Please do not talk about this to or around me...”

Recommendations for addressing racist behaviors:

- Ask for support and intervention from leaders within your organization who have demonstrated a commitment to racial equity.
- Invite a planned discussion with the person who is perpetuating racist behaviors.
- Consider having a third-person observer or facilitator communicate on your behalf.

INSTITUTIONAL ANTI-RACISM

3. Build support within your institution - How can you further the commitment to anti-racism within your workplace, organizations and institutions?

Meaningful approaches to advance anti-racism within organizations require changes in the hearts and minds of individuals, as well as changes in organizational practices, policies and approaches. Often times, leaders find it difficult to take on the hard work of advancing anti-racism. It is easy to question whether we have the experience and expertise. With these hesitations in mind, we encourage you to accept that you may make mistakes along the way. We encourage you consider the long-term value of institutional change. You will find your way over the bumps along the road by working with others committed to racial equity. Keep in mind that:

- It requires the collective commitment of individual staff and leaders “doing their own work” to consider how White supremacy plays out in everyday policies and practices.
- It requires the commitment of government institutions and private sector partners to address institutional changes, such as in the areas of human resources, procurement and resource allocation.

- It requires meaningful collaborations with community organizations and residents so that policies and programs are truly shaped by people of color whose interests are most important.

4. Consider organizational culture and norms - How can you start and sustain a journey of anti-racism?

It is important to assess the organizational culture and norms, as well as current atmosphere. It may mean that White people need to step aside to follow the leadership of people of color. Alternatively, it may mean that White people need to step up to take more ownership and be held accountable to practicing anti-racism. It is also necessary to consider how White people and people of color co-create and co-lead organizational change efforts.

If you work in an environment that has not yet started to engage in its journey of anti-racism:

- Invite others from outside organizations to share what they have learned in their approaches to activating racial equity.
- Offer to host monthly discussions and invite others who may be curious to join you. For example, consider reading the short essay, [White Privilege: Unpacking the Invisible Knapsack](#); listening to a podcast, such as [Radical Imagination](#); and/or watch a Ted Talk or video (see additional resources for learning at the end of this guide).
- Most importantly, these actions need to be followed by intentional dialogue with a trained facilitator that invites reflection and action among all participants.

If you work in an environment that has started its journey of anti-racism:

- Create a work group with your colleagues to collaborate on advancing racial equity and becoming an anti-racist organization.
- Implement climate surveys and interviews regularly to assess overall workplace and organizational climate.
- Instill cultural norms that organizational leaders need to listen, respect and act in ways that foster racial equity.
- Create a racial equity plan for the organization with accountability metrics.
- Evaluate and track hiring, promotion and retention practices to include intentional strategies that advance racial equity. Hold leadership of your organization accountable.
- Consider training opportunities in anti-racism, implicit bias and microaggressions that are offered quarterly and required on an ongoing basis.
- Examine the leadership of your organization and make structural personnel changes so that highest positions of power are held by people of color and that junior staff of color are on track to become leaders.
- Consider new forms of community participation and engagement that seek to make meaningful connections with people of color and their communities.
- Attempt to institutionalize these activities above so that they are not “one-off” experiences but rather are embedded within the organizational norms.

5. Reflect on past and current practices of community participation with people of color – What methods worked well and what has not?

Many times, programs and policies have been designed and implemented without significant community participation with people who are the intended beneficiaries, most often excluding people of color. That is the norm. However, there is always room to grow when we reflect on prior difficult experiences

Have you had honest conversations among your team members about shortcomings in how you have engaged with individuals and communities of color?

- If your organization has not had honest conversations about any shortcomings in the engagement with individuals and communities of color, consider inviting some trusted colleagues to discuss challenges.
- If your organization has had honest conversations about engagement with individuals and communities of color and they did not go very well, consider what happened and what did not happen to create the challenges. You can learn from those experiences and not repeat them when designing, revising and implementing policies and programs.
- Seek direct feedback from people of color on past engagement efforts and demonstrate accountability for more meaningful engagement in the current moment. This is particularly important if your organization does not have staff members and/or leadership who are people of color. Provide financial incentives for anyone you ask for feedback.
- If your organization has shortcomings, seek professional development opportunities to educate and train staff to be equipped to meaningfully engage with communities of color. A few resources to consider are [Aorta: Anti-oppression Resource and Training Alliance](#) and the [ABCD Institute](#).

Have you shared or researched methods that have worked when engaging community members of color?

- Some of the best examples of community engagement that includes meaningful participation by people of color actually happen outside of our professional roles. Consider experiences you may have had as a student, neighbor, parent or member of a faith-based organization? What methods could you apply to your work as a professional in advancing racial equity?
- Take time to learn about the work of community organizations led by and with people of color. By learning about existing efforts within your city, you may find opportunities for collaboration.

What social media and digital tools encourage people of color to share their perspectives?

- Online tools might include short surveys via text, interactive web pages that allow for sharing feedback, and engaging with media sources specifically developed for and by people of color.
- Check out [Synergize Insights](#) and [Maptionnaire](#) as tools for gathering and sharing communication.
- Consider how to use [StoryMaps](#) to create visual narratives about the experiences of people of color and the importance of racial equity. The [Texas Freedom Colonies Project Atlas and Study](#) offers an excellent example of documenting stories of people of color.
- Consider how to use podcasts to share oral histories and stories. Example include [The National Public Housing Museum's Oral History Project](#) and related podcast.

6. Engage deeper with people of color, particularly those who experience inequities – Can your housing, community development, and land-use programs be successful if they do not elevate the voices of those with lived and current experience?

Consider the population demographics and housing opportunities in your city and county. If it reflects the rest of the nation, it is likely that people of color have worse outcomes in terms of access to opportunity-rich neighborhoods, home ownership and affordable rental housing. This is due to long-

standing racism and inequalities perpetuated in housing and community development over time and in today's current environment.

Have you invited people of color and equity-centered organizations to contribute to designing a racially equitable community participation process?

- Oftentimes, people in positions of power and privilege make assumptions. Start by reflecting on how to invite authentic conversations with people across racial identities.
- Invite one-on-one conversations with leaders of organizations that represent people of color who share your desire for authentic community engagement. Ask for how their members would want to contribute.
- Seek input from residents and community-based organizations in communities of color, especially those communities that have experienced cultural displacement, neglect and disinvestment. Consider their interests when designing zoning, land use and community investment strategies.
- Consider the importance of intersectionality. When you work to be inclusive of people of color, be sure to consider the full spectrum of perspectives across economic status, gender, sexual orientation and other identities.

If you are a White person, have you reflected on how you listen, connect and respond to people of color?

- Communication often means that people who are typically in the decision-making seat need to adjust their typical communication norms, so that they become keen listeners.
- Work extremely hard to avoid defensiveness when your own blind spots are brought to your attention. Listen more, talk less.
- Instead of taking up space in discussions, listen and ask questions in conversations with people of color about race and their experiences in working within the organization.
- Do not dismiss complaints or censor the voices of people of color.

How do you avoid token participation?

- Do not invite one or two people of color and expect them to represent an entire group.
- Consider reaching out to new networks to invite them to engage where they usually are not included. For example, you may want to consider engaging young adults.
- When people of color are included in the conversation, ensure they have the space to speak their truth and be heard.
- Address power differentials where they exist and facilitate discussions to uplift the contributions of people of color.
- Avoid superficial engagement in communities of color. Operate with intentionality to meaningfully incorporate their suggestions into organizational practices.
- Avoid processes of due diligence that often restrict meaningful connections. Instead, create unique engagement processes based on the cultural norms, values and heritage of communities of color. Recognize there is not a one-size-fits-all approach to engagement processes.

What strategies encourage equity of access for community members?

- Oftentimes, we forget that it can take years to become educated on the policies and programs that help support community change. We use terminology, acronyms and references that are inaccessible to many, which reinforces inequitable power dynamics.

- We need to explain technical policies in plain language that is accessible to community members.
- We need to translate complex programs and policies through visual representations and glossaries.
- We need to invest additional time to proactively educate in sensitive and respectful ways, respond to questions and develop resources that enable people to engage meaningfully.

What strategies encourage participation among people of color?

- When inviting feedback, listen intently. Express respect and value for the ideas of people of color even if you do not know how to immediately respond or know how you might implement ideas.
- When possible, implement the changes that people express are needed.
- Demonstrate through meaningful actions that the voices of people of color are valued and that contributions will lead to change. This contributes to trusting relationships between the institution and the community, thus encouraging continued participation.
- In working toward greater community inclusion, it is crucial that organizational leadership demonstrate transparency and accountability with decision-making.
- Invite program participants of color to help identify ways to improve outcomes for people of color.
- Consider implementing a simple, yearly satisfaction survey that could be paired with other routine interactions that encourage feedback.
- Create an advisory council of participants of color who identify issues of greatest importance, review outcomes, and make recommendations. Offer financial stipends or other compensation to recognize the commitment and value people’s time.

7. Collect and use data that creates transparency about racial disparities.

The only way to change racial inequities is to have high-quality information that allows us to know that disparities exist. By tracking and publicly reporting data over time, we will be more prepared to know if our interventions to address inequities are actually working. To do this:

- Collect data that can be disaggregated by race, ethnicity, primary language, gender, disability status, geographic location, socioeconomic status and other identities.
- Collect data that tracks the flow of allocations of financial resources to communities, by race, income and place to ensure that equitable investments are being made.

STRUCTURAL ANTI-RACISM

8. Build a civic infrastructure – How can you build collective capacity to advance anti-racism?

Invest in a comprehensive process that drives changes across government systems:

- Implement Racial Equity Impact Assessments, which are tools for thoroughly analyzing proposed and existing policies to address unintentional bias that may be inherent in the design and implementation. These assessments help to demonstrate if and how a policy, program or institutional practice may be exacerbating existing inequities.
- Implement Racial Equity Action Plans that describe the work that will be done to change inequities. For example, the San Francisco Human Rights Commission’s Office of Racial Equity

created a Cityside Racial Equity Framework and Action Plan that includes actions that will be taken within each of the governmental departments.

- Partner with other place-based initiatives that are working to change systems.

Consider a citywide approach to systems change:

- Some cities have developed a department focused on racial equity that supports government officials to make changes to policies and programs. Check out the work taking place in Seattle's Race and Social Justice Initiative, which is the longest-standing citywide effort, as well as the initiatives in Denver and Portland, for example.
- Some cities have developed an effort focused on Black people, in an effort to specifically design interventions to historical, pervasive and systemic racism. In 2017, the City Council of Toronto adopted the Toronto Action Plan to Confront Anti-Black Racism, which contained 80 actions and 22 recommendations for city staff to implement, many in the area of housing, community development, and land use.
- Check out the support network of Government Alliance on Race and Equity (GARE). Many government leaders have received training and peer mentoring that has led to meaningful changes within local municipalities.
- Find what is right for your city, county or region and commit to being a part of systems change efforts.

Invest in learning from equity efforts within your profession:

- Many professional associations have started implementing changes related to education, mentoring, continual professional development, and certification programs. Look into national, regional and local efforts to change the culture and systems related to your own profession.
- For example, the American Planning Association (APA) approved the 2019 Planning for Equity Policy Guide that provides ideas for equity related to planning.

Resources for Further Learning

Books

Between the World and Me

By Ta-Nehisi Coates

From #BlackLivesMatter to Black Liberation

By Keeanga-Yamahtta Taylor

How to Be an Antiracist

By Ibram X. Kendi

Me and White Supremacy: Combat Racism, Change the World, and Become A Good Ancestor

By Layla F. Saad

Race talk and the conspiracy of silence: Understanding and facilitating difficult dialogues on race

By Derald Wing Sue

Sister Outsider

By Audre Lorde

So You Want to Talk About Race

By Ijeoma Oluo

Stamped From the Beginning: The Definitive History of Racist Ideas in America

by Ibram X. Kendi

The Color or Law: A Forgotten History of How our Government Segregated America

By Richard Rothstein

The Racial Healing Handbook: Practical Activities to Help You Challenge Privilege, Confront Systemic Racism & Engage in Collective Healing

By Anneliese A. Singh

When They Call You a Terrorist: A Black Lives Matter Memoir

By Patrisse Khan-Cullors and asha bandele

White Fragility: Why It's So Hard for White People to Talk About Racism

By Robin DiAngelo

White Like Me: Reflections on Race from a Privileged Son

By Tim Wise

Uprooting Racism: How White People Can Work for Racial Justice

By Paul Kivel

Short Articles

The 1619 Project

The New York Times Magazine, August 2019

The Case for Reparations

By Ta-Nehisi Coates, The Atlantic, June 2014

White Privilege: Unpacking the Invisible Knapsack

By Peggy McIntosh

Documentaries /Films

13th

I Am Not Your Negro

Jim Crow of the North

The Pruitt-Igoe Myth

Podcasts

1619

Bending the Arc

Code Switch

Groundings

Intersectionality Matters (The African American Policy Forum)

Into America

Radical Imagination

Throughline (NPR)

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Please reach out if you have feedback or questions at amy.khare@case.edu and sreyes@groundedsolutions.org.

Sharing this Guide

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About Us

[Grounded Solutions Network](#) is a national organization that supports strong communities from the ground up. We work nationally, connecting local experts with the networks, knowledge and support they need to promote housing solutions that will stay affordable for generations. Grounded Solutions Network seeks a future where everyone has access to a home they can afford in economically and racially diverse communities of opportunity that foster better health, academic and economic outcomes.

The [National Initiative on Mixed-Income Communities](#) is an applied research center at Case Western Reserve University, Jack, Joseph and Morton Mandel School of Applied Social Sciences. Our goal is to reduce urban poverty and promote successful mixed-income communities by conducting high-quality research and making information and evidence easily available to policymakers and practitioners.