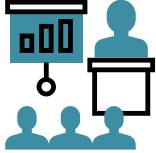




ACCOUNTABILITY FOR ANTI-RACISM WORK RESOURCES FOR BOARDS & LEADERS

TRAIN BOARD & EXECUTIVE LEADERSHIP



- Book: INCITE! Women of Color Against Violence, editor. *Color of Violence: The INCITE! Anthology*. Duke University Press, 2016.
- Online: Jones, Angineeki. "[10 Things to Know About Board Diversity – Lessons from ‘Building a Diverse Board of Directors: Turning Intention to Results.’](#)" Maryland Nonprofits, 15 Jan. 2020.
- Online: "[Confronting the Nonprofit Racial Leadership Gap.](#)" Race to Lead, 17 June 2020.
- Online: Harris, Keecha and Ali Webb. "[Voices from the Field: 6 Leadership Imperatives for Philanthropy, Centered on Racial Equity.](#)" Non Profit News | Nonprofit Quarterly, 30 Jan. 2020.

ALLOCATE RESOURCES



- Book: INCITE! Women of Color Against Violence, editor. *The Revolution Will Not be Funded: Beyond the Non-Profit Industrial Complex*. Cambridge, Mass: South End Press, 2007.
- Online: "[10 Ways to Prioritize Diversity, Equity, and Inclusion in the Workplace.](#)" Funding Circle.
- Online: Debevoise. "[Make Sure Your Anti-Racism Efforts Cost You Something.](#)" Forbes, 30 June 2020.

STRATEGIC PLANNING



- Online: "[Awake to Woke to Work: Building a Race Equity Culture.](#)" Equity in the Center.
- Online: Massey. "[Strategic Planning Through an Anti-Racism Lens.](#)" NeonCRM.
- Online: [Anti-Oppression Resource and Training Alliance \(AORTA\)](#).

POLICIES AND PRACTICES



- Online: Berger, Michele. "[Diversity, Equity, and Inclusion in Nonprofit Bylaws.](#)" NonProfit Law Blog, October 18, 2018.
- Online: "[Building an Anti-Racist Workplace.](#)" TIME'S UP Foundation, 9 July 2020.

CREATE AN INTERNAL EQUITY & INCLUSION COUNCIL



- Online: "[Why Diversity, Equity, and Inclusion Matter for Nonprofits.](#)" *National Council of Nonprofits*, 27 Jan. 2021.
- Online: Gurchiek, Kathy. "[6 Steps for Building an Inclusive Workplace.](#)" *SHRM*, SHRM, 16 Aug. 2019.

INCLUSIVE WORK CULTURE



- Online: Powell, Neesha. "[3 Ways to Decolonize Your Nonprofit as Told By a Black Queer Feminist Organizer.](#)" *Everyday Feminism*, 14 May 2018.
- Online: Jones, Kenneth and Tema Okun. "[The Characteristics of White Supremacy Culture.](#)" from *Dismantling Racism: A Workbook for Social Change Groups*, ChangeWork, 2001.
- Online: [Disability Visibility Project](#). 2021.
- Online: "[Working at the Intersections: LGBTQ Nonprofit Staff and the Racial Leadership Gap.](#)" Race to Lead.

There are communities not represented in these resources. This document is intended only as a sampling of resources in relationship to the vast information, history, and guidance for Anti-Oppression work.

For more resources, please access:

OHIO ANTI-OPPRESSION COMMITTEE



ACCOUNTABILITY FOR ANTI-RACISM WORK RESOURCES FOR STAFF & VOLUNTEERS

LEARN OUR VIOLENT HISTORY



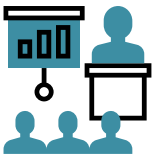
- Book: Deer, Sarah. *The Beginning and End of Rape: Confronting Sexual Violence in Native America*. University of Minnesota Press, 2015.
- Online: Eddo-Lodge, Reni. "[Why I'm No Longer Talking to White People about Race](#)." *The Guardian*, Guardian News and Media, 30 May 2017.
- Online: "[Black History of the Anti-Violence Movement](#)." Orange County Rape Crisis Center.
- Online: "[History of the Race Construct](#)." Dismantling Racism Works (dRworks).

TRAUMA-INFORMED PRACTICES



- Online: "[Racial Justice is Essential to Trauma-Informed Advocacy](#)." VSDV Action Alliance. 2016.
- Online: "[Racial Trauma](#)." Mental Health America.
- Online: "[SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach](#)." Prepared by SAMHSA's Trauma and Justice Strategic Initiative, July 2014.

PROFESSIONAL DEVELOPMENT



- Book: INCITE! Women of Color Against Violence, editor. *Color of Violence: The INCITE! Anthology*. Duke University Press, 2016.
- Online: "[Black Women and Sexual Violence](#)." National Organization for Women (NOW).
- Online: "[Race Equity Culture Working Sessions](#)." Equity in the Center.
- Online: "[Anti-Oppression: Anti-Racism Library](#)." Simmons University.
- Online: "[Antiracist Style Indicator](#)." Deborah L. Plummer.
- Online: "[Racial Identity Status Self-Assessment](#)." Deborah L. Plummer.

INTERRUPTING RACISM



- Book: Singh, Anneliese A. *The Racial Healing Handbook: Practical Activities to Help You Challenge Privilege, Confront Systemic Racism, and Engage in Collective Healing*. New Harbinger Publications, 2019.
- Online: The Editors. "[Confronting Racism at Work: A Reading List](#)." Harvard Business Review, 15 June 2020.
- Online: Bhasin, Ritu. "[5 Things You can Do to Interrupt Racial Bias in the Wake of COVID-19](#)."

INCLUSIVE WORK CULTURE



- Online: Powell, Neesha. "[3 Ways to Decolonize Your Nonprofit as Told By a Black Queer Feminist Organizer](#)." *Everyday Feminism*, 14 May 2018.
- Online: Jones, Kenneth and Tema Okun. "[The Characteristics of White Supremacy Culture](#)." from *Dismantling Racism: A Workbook for Social Change Groups*, ChangeWork, 2001.
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