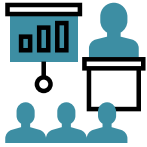




ACCOUNTABILITY FOR ANTI-RACISM WORK RESOURCES FOR BOARDS & LEADERS

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.
- Rubin, Victor and McAfee, Michael. [Advancing Well-Being by Transcending the Barriers of Whiteness](#) from *PolicyLink*, in partnership with *Well Being Trust*, June 2021.
- 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: oaesv.org/AOC

OHIO ANTI-OPPRESSION COMMITTEE

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