



## Racial Equity and Inclusion Resources for Volunteer Engagement Leaders

### Articles

[20 ways majority-white nonprofits can build authentic partnerships with organizations led by communities of color](#), by Vu Le on the Nonprofit AF blog

[Are you guilty of equity offset?](#) by Vu Le on the Nonprofit AF blog

[Being Black – but Not Too Black – in the Workplace](#), by Adia Harvey Wingfield in The Atlantic

[Board Diversity, Inclusion Do Not Always Mean Equity: 4 Questions That Aid the Challenge for Nonprofit Board to Incorporate Racial Equity](#), by Andrea Rogers on Nonprofit Pro

[Color Brave Space – How to Run A Better Equity-Focused Meeting](#) by Heidi Schillinger and Erin Okuno on Fakequity Blog

[Confronting White Supremacy in the Workplace](#), by Caroline Taiwo on Pollen Midwest

[Dismantling White Supremacy in Nonprofits: A Starting Point](#), by Jarell Skinner-Roy on the Young Nonprofit Professionals Network-Twin Cities blog

[How White People Handle Diversity Training in the Workplace](#), by Robin DiAngelo on Medium

[Indians are Still Here: Three Things to Do If You Care About Equity and Social Justice](#), by Michael E. Bird on the ETR Blog

[Nonprofits and Foundations are Unintentionally Promoting Racism: Here's How to Stop](#), by Michele Norris and Sean Gibbons in The Chronicle of Philanthropy

[The Bias of Professionalism Standards](#), by Aysa Gray on the Stanford Social Innovation Review

[The Difference that Makes a Difference](#), by Dennis Cass on Minnesota Council of Foundations blog

[Welcoming Immigrants as Volunteers at Your Organization](#), by Jayne Cravens on Coyote Communications

[What Does it Look Like to Support Women of Color to Lead?](#) by Cyndi Suarez on Nonprofit Quarterly

[White Supremacy Culture](#), by Kenneth Jones and Tema Okun from Dismantling Racism: A Workbook for Social Change Groups

[White Women Doing White Supremacy in Nonprofit Culture](#) by Heather Laine Talley on Tzedek Social Justice Fellowship



### **Research Papers, Case Studies, and Resources**

[Telling the Whole Story: Voices of Ethnic Volunteers in America](#), by Nora L. Silver

[Inside Inclusiveness: Race, Ethnicity and Nonprofit Organizations](#) (The Denver Foundation)

[Racial Equity Tools Glossary: More than 60 racial equity terms defined](#) (Racial Equity Tools)

### **Books**

*A Good Time for the Truth: Race in Minnesota*, edited by Sun Yung Shin

*Between the World and Me*, by Ta-Nehisi Coates

*Brown Girl Dreaming*, by Jacqueline Woodson

*Dear America, Notes of an Undocumented Citizen*, by Jose Antonio Vargas

*Dreaming in Indian: Contemporary Native American Voices*, edited by Lisa Charleyboy and Mary Beth Leatherdale

*So You Want to Talk About Race*, by Ijeoma Oluo

*Stamped from the Beginning*, by Ibram Kendi

*The Latecomer: A Hmong Family Memoir*, by Kao Kalia Yang

*The New Jim Crow*, by Michelle Alexander

*We Can't Talk About That at Work!: How to Talk About Race, Religion, Politics, and Other Polarizing Subjects*, by Mary-Frances Winters

*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

### **Podcasts**

[Code Switch](#) by National Public Radio

[Seeing White](#) by Scene On Radio

[Talking About Privilege](#), Dear Sugars Podcast, New York Times

[The Forum Podcast](#), Forum for Workplace Inclusion



## **Movies**

[13<sup>TH</sup>](#), available to stream via Netflix

[How I Learned to Stop Worrying and Love Discussing Race](#) by Jay Smooth, TED talk (12 minutes)

[How to overcome our biases? Walk boldly toward them](#) by Verna Myers, TED talk (18 minutes)

[I am Not Your Negro](#), available to stream via Amazon Prime

[I Learn America](#), available to stream through some local libraries

[Race: The Power of an Illusion](#) (3-part series), available through many local libraries

[The Danger of a Single Story](#), by Chimamanda Ngozi, TED talk (18 minutes)

[The Forum on Workplace Inclusion Webinar Series](#) (multiple free webinars offered as recordings)

## **Toolkits (free)**

[Awake to Woke to Work: Building a Race Equity Culture](#) (Equity in the Center, a project of ProInspire)

[Be MSP Workplace Inclusion Toolkit](#) from MAKE IT. MSP.

[Race Equity and Inclusion Action Guide: 7 Steps to Embrace and Embed Race Equity and Inclusion in Your Organization](#) (The Annie E. Casey Foundation)

[Racial Equity Toolkit: An Opportunity to Operationalize Equity](#) (Local and Regional Government Alliance on Race and Equity)

## **Toolkits (paid)**

[Diversity, Equity and Inclusion Toolkit](#) from Charities Review Council (\$500)



### **Trainers/Speakers/Consultants**

There are many qualified consultants doing work on racial equity and inclusion in Minnesota. This list represents consultants that MAVA has worked with directly or had recommended to us by a member of our task force or community.

#### [Catch Your Dream Consulting](#) - Donte Curtis

Training/keynote topics include “Breaking the Cycle of White Supremacy Culture,” “Overcoming Limiting Beliefs,” and other racial equity and leadership topics. Also offers one-on-one coaching.

#### [Imagine Deliver Consulting](#) - Kate Khaled

Offers equity-centered services in talent and human capital design, program and service design, and consulting for the new majority.

#### [Savvy Coach](#) – Luz Maria Frias

Offers race equity assessments, DEI workshops, keynotes, and coaching. Has a variety of trainings available, including Understanding Implicit Bias, Understanding Structural Racism, Cross Cultural Dynamics and Conflict Resolution, White Fragility, and more.

#### [Team Dynamics Consulting](#) - Alfonso Wenker

Offers inclusive strategy, skills building, keynotes, facilitation and coaching.

#### [Wilder Center for Learning and Excellence](#) – Amherst H. Wilder Foundation

Support for community leaders with a deep grounding in diversity and inclusion and individual training for working professionals in racial equity, workplace diversity and inclusive dialogues and individuals managing or working with multicultural and intergenerational teams or groups.

#### [Wiser Paths Consulting](#) - Mark Hiemenz

Training on unconscious bias and other DEI topics.

#### [YMCA Equity Innovation Center of Excellence](#)

Offers cohort experiences for individuals on equity leadership, along with training and consulting on a variety of DEI topics.

#### YWCA Minneapolis, [Inc.lude Diversity and Inclusion Consulting](#)

Tailored training in diversity and inclusion; offers assessments, consultation and transformation, or training and development.