

**YWCA COLUMBUS  
2020**

# RESOURCE GUIDE

“ **Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.**

-Margaret Mead

## **EVERYONE CAN BE AN AGENT FOR SOCIAL CHANGE**

YWCA Columbus began with the belief that anyone and everyone can be an agent for social change. We know that many of you care deeply about making our community equitable for all people, so we hope the training and grounding conversations you heard during this training serve as only the beginning of your journey into social advocacy, activism and anti-racism!

There is so much that you can do right now to join YWCA Columbus in taking a stand against racism and taking action towards systemic change. We have compiled some suggested actions and resources in this guide, and challenge you to take a stand by completing some or all of the actions listed. If we all commit to intentional, anti-racist, direct action and harm reduction, our collective impact will be profound.

**eliminating racism  
empowering women**

**ywca**

columbus ohio

# GET EDUCATED

INTERACTIVE GUIDE -  
CLICK IMAGES TO VIEW

**400 YEARS OF INEQUALITY**  
A TIMELINE: [VIEW HERE >](#)



**I AM NOT YOUR NEGRO**  
WRITTEN BY JAMES BEVEL  
DIRECTED BY RAUL PECK  
SCREENPLAY BY SAMUEL L. JACKSON

**SELMA**



**1619**  
A PODCAST FROM THE NEW YORK TIMES

**GirlTrek's Black History Bootcamp**

**WE WALK BY FAITH NOT BY SIGHT**  
PRIMARY SOURCES, BLACK HISTORY



**STAMPED FROM THE BEGINNING**  
BY IBRAM X. KENDI

**THE SLAVE'S CAUSE: A HISTORY OF ABOLITION**  
BY MANISHA SINHA

**Jim Crow Wisdom**  
Memory & Identity in Black America since 1940  
BY JONATHAN SCOTT HOLLOWAY

# WHITE PRIVILEGE AND FRAGILITY



WATCH



**DR. ROBIN DIANGELO DISCUSSES 'WHITE FRAGILITY'**



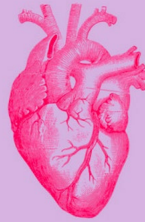
**DEAR WHITE PEOPLE**



LISTEN

seeing white

**SEEING WHITE**



**RACE TRAITOR PODCAST SERIES**



READ

**WHITE FRAGILITY**

WHY IT'S SO HARD FOR WHITE PEOPLE TO

**WHITE FRAGILITY BY ROBIN DEANGELO**



**103 THINGS WHITE PEOPLE CAN DO FOR RACIAL JUSTICE**



**ACCOUNTABILITY AND WHITE ANTI-RACIST ORGANIZING**  
BY BONNIE BERMAN CUSHING

# IMPLICIT BIAS

**RACIAL BIAS IS THE UNCONSCIOUS ASSOCIATIONS HUMANS MAKE ABOUT RACIAL GROUPS.**

Acknowledging and challenging your own bias is critical when examining the ways in which you enable racist systems to persist. [The Harvard Implicit Association Test](#) measures the strength of associations between concepts (groups) and evaluations (stereotypes). It is a tool that can help us recognize unconscious and hidden biases which unknowingly distort our objective evaluation and treatment of others based upon race, gender, religion, culture, etc.



LISTEN



**THE MIND OF THE VILLAGE: UNDERSTANDING OUR IMPLICIT BIASES**




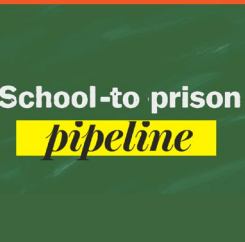




**THE AIR WE BREATHE: IMPLICIT BIAS AND POLICE SHOOTINGS**



# INSTITUTIONAL & STRUCTURAL RACISM IN THE CRIMINAL JUSTICE SYSTEM



 <p>WATCH</p>	 <p>JUST MERCY</p>	<p>JUST MERCY</p>	 <p>13TH</p>	 <p>HOW AMERICAN SLAVERY HELPED CREATE MODERN DAY POLICING</p>
 <p>LISTEN</p>	 <p>NPR ON AMERICAN POLICING</p>	 <p>JUSTICE IN AMERICA</p>	 <p>NPR'S CODE SWITCH - 8 BEST EPISODES ON RACE</p>	<p>CODE SWITCH</p>
 <p>READ</p>	 <p>THE NEW JIM CROW BY MICHELLE ALEXANDER</p>	<p>Slavery by Another Name</p>	<p>SLAVERY BY ANOTHER NAME: THE RE-ENSLAVEMENT OF BLACK AMERICANS</p>	<p>Policing the Black Man</p> <p>Arrest, Prosecution, and Imprisonment</p> <p>POLICING THE BLACK MAN BY ANGELA DAVIS</p>

# EDUCATION SYSTEM

 <p>WATCH</p>	 <p>THE SCHOOL-TO-PRISON PIPELINE, EXPLAINED</p>	 <p>LISTEN</p>	 <p>NICE WHITE PARENTS</p>
 <p>READ</p>	 <p>BUSING ENDED 20 YEARS AGO. TODAY OUR SCHOOLS ARE SEGREGATED ONCE AGAIN</p>	<p>WHY ARE ALL THE BLACK KIDS SITTING TOGETHER IN THE CAFETERIA?</p>	<p>WHY ARE ALL THE BLACK KIDS SITTING TOGETHER IN THE CAFETERIA?</p>



# HEALTH CARE SYSTEM

 <p>WATCH</p>		<p>THE US MEDICAL SYSTEM IS STILL HAUNTED BY SLAVERY</p>		<p>HOW RACISM MAKES US SICK   DAVID R. WILLIAMS</p>
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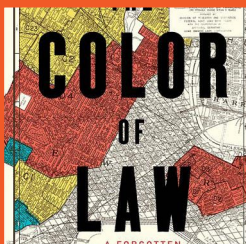
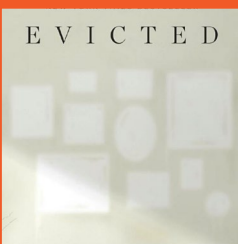
 <p>LISTEN</p>	 <p>THE PRAXIS CONNECTING THEORY AND PRACTICE FOR HEALTH JUSTICE WITH EDWIN LINDO, JD</p>	<p>THE PRAXIS PODCAST - CONNECTING THEORY AND PRACTICE FOR HEALTH JUSTICE</p>
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 <p>READ</p>	 <p>MEDICAL APARTHEID The Dark History of Medical Experimentation on Black Americans from Colonial Times to the Present HARRIET A. WASHINGTON</p>	<p>MEDICAL APARTHEID BY HARRIET WASHINGTON</p>	 <p>MIKE MAGEE, MD CODE BLUE INSIDE AMERICA'S MEDICAL INDUSTRY CONUNDRUM</p>	<p>CODE BLUE BY MIKE MAGEE</p>
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# HOUSING INEQUITY

 <p>WATCH</p>	 <p>WATCH NOW</p>	<p>SEGREGATED BY DESIGN BY RICHARD ROTHSTEIN</p>
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 <p>LISTEN</p>	 <p>Land Matters</p>	<p>HOUSING'S RACIAL HISTORY LAND MATTERS</p>		<p>OPPORTUNITY STARTS AT HOME - RACIAL EQUITY &amp; HOUSING WITH AMANDA ANDERE</p>
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 <p>READ</p>	 <p>COLOR OF LAW A FORGOTTEN</p>	<p>THE COLOR OF LAW BY RICHARD ROTHSTEIN</p>	 <p>EVICTED</p>	<p>EVICTED BY MATTHEW DESMOND</p>
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# GET ACTIVATED BY...

## CONNECTING WITH YOUR WHY:



**Movement building requires people who are clear about who they are and what brings them to their work... Knowing who you are, what you care about, and why: these are necessary for anyone committed to collective liberation.**

- Charlene Carruthers Unapologetic – A Black Queer and Feminist Mandate fo Radical Movements

Racism, police brutality and social injustice impact us all. Identifying why you want to fight for Black lives and how you will do it is the first step in taking a stand against racism.

### **ACTION**

**Take a moment to write down how the recent police violence and protests have made you feel, and why that makes you want to stand against injustice.**

## CONNECTING WITH YOUR COMMUNITY

If you want to see racism and police brutality end, you are not alone. Our community is fighting for change and we have each other's backs. When we take steps toward change together, we cover much more ground.

### **ACTION**

**Connect with your family, friends and neighbors. Ask them how they are taking action to fight against racism and share this resource guide with them.**

### **ACTION**

**Raise anti-racist kids! Prepare to have conversations with your children about race and oppression. Children are learning about race and racism everyday by observing the culture of white supremacy around them. If you want your child to be anti-racist, you must help them to unlearn the things they are observing everyday by having intentional conversations about racism and allyship with them. Check out organizations like the [conscious kid](#) for more resources.**

### **ACTION**

**Find activists and organizations who have already made plans to take a stand against racism and ask how you can join in. We've listed some local organizations below. This list is not exhaustive and there are plenty of other organizations focusing on a racial justice in addition to other social justice issues. This list includes organizations that take more direct action, but you can find additional institutions to support on the next page.**

**LOCAL ACTIVISTS AND ORGANIZATIONS TAKING A STAND AGAINST RACISM**

This list is not meant to be exhaustive and only includes organizations that take more direct action, but you can find additional institutions to support below.



**BLACK QUEER INTERSECTIONAL COLUMBUS**



**PEOPLE'S JUSTICE PROJECT**



**FREE THEM ALL**



**NATIONAL LAWYERS GUILD**



**COMMUNITY FREEDOM COALITION**



**SURJ COLUMBUS**



**PRISONERS JUSTICE LEAGUE**



**UNITE FOR REPRODUCTIVE & GENDER EQUITY**



**FEMINIST FLAG CORPS**



**CENTRAL OHIO STREET MEDIC COLLECTIVE**



**COLUMBUS FOOD NOT BOMBS**



**GOVERNMENT ALLIANCE ON RACE & EQUITY**



**YWCA COLUMBUS**



**ZORA'S HOUSE**



## **ACTION**

Consider how you are approaching community engagement and change. The Dialogue to Change Process (below), developed by Everyday Democracy, is a four-step process to describe how leaders, community organizers, and facilitators can create equitable community engagement.



Organizing Engagement 2020, Everyday Democracy. (n.d.). A dialogue to change process. Retrieved from <https://organizingengagement.org/models/dialogue-to-change-process/>

## **RAISING YOUR VOICE**

One of the most powerful things we can do is physically show up and let our voices be heard. Taking part in a demonstration or protest helps to raise public awareness, highlight injustice, and to disrupt the status quo.

## **ACTION**

Find out about local racial justice protests, marches, rallies and events by visiting [@YWCACBUSSocialJustice](#), or plan your own using the community organizing chart referenced below. We all have the ability to organize in our communities and strategize how we fight for change. Check out [this video](#) about movement building.



## COMMUNITY ORGANIZING CHART

### STRATEGY CHART

DEMANDS	TARGETS	CURRENT RESOURCES	POTENTIAL SUPPORTERS	TACTICS
<p><b>Demands are specific measurable things we want to WIN!</b></p> <p>1. List the demands of your campaign?</p> <p>2. What short-term or partial victories can you win as steps toward reaching your overall campaign demands?</p> <p><b>How will the campaign:</b></p> <ul style="list-style-type: none"> <li>■ Win concrete improvements in people's lives?</li> <li>■ Give people a sense of their own power?</li> <li>■ Alter the relations of power?</li> </ul>	<p><b>Primary target:</b></p> <p>The person who has the power to give you what you want. (The decision maker) A target is always a person, never an institution.</p> <p><b>Understanding your target:</b></p> <p>What opposing pressure does your target face to not give you what you want?</p> <p><b>Secondary target:</b></p> <p>The person(s) that have power of your target?</p> <p>What power do you have over the secondary target?</p>	<p><b>What we have:</b></p> <p>List the resources that your organization brings to the campaign. Include: skills of group members, connections to student and community organizations, funding.</p> <p><b>What we need:</b></p> <p>List the specific things you need to do to develop the campaign.</p> <ul style="list-style-type: none"> <li>■ Expand leadership of group</li> <li>■ Build membership base</li> <li>■ Develop media plan</li> <li>■ Develop campaign strategy</li> <li>■ Develop media/messaging campaign</li> <li>■ Develop fundraising plan etc.</li> </ul>	<p><b>Who cares about this Issue enough to join or help us?</b></p> <p>Who has the skills that you need to win the campaign?</p> <p><b>How will you reach out to potential supporters?</b></p> <p>(for instance: table on campus, hold membership meetings, host social events, present at other club meetings, canvass the dorms, talk to professors, etc.)</p>	<p><b>Tactics are actions taken to move your target to give you what you want (your demands).</b></p> <p><b>Tactics must:</b></p> <p>Demonstrate your power while simultaneously build your power. Be within the comfort zone of your group, but outside comfort zone of your tactic. Be directed toward your primary or secondary target Moves you closer to reaching your demands.</p> <p><b>Example of tactics:</b> Petitions Public Hearings Negotiations Rallies Marches Sit Ins Strikes</p>

See page 32 for a blank worksheet you can fill in as your own strategy chart.

Adapted from Midwest Academy

## RAISING FUNDS

Funding the fight for racial justice is a huge part of the battle!

### ACTION

Help to raise funds for the families of victims of police brutality, the protestors who were arrested for speaking up for what they believe in, or the organizations fighting for change in our city. Donate to help protestors and activists fighting for Black lives - [Aftercare Fund](#) [Go Fund Me](#).

### ACTION

Donate to the organizations fighting against systemic racism like [YWCA Columbus](#), [Columbus Freedom Fund](#), [CUL](#), [NAACP](#), [Black Lives Matter](#), [Campaign Zero](#), [Color of Change](#) or any of the organizations listed above. In addition to organizations, it is imperative that we pay our BIPOC (Black, Indigenous, and people of color) activists for their insight and hard work. Many organizers and grassroots organizations always have their boots on the ground, and we significantly benefit from their efforts. It's past time to pay organizers and activists so they can keep the work going and support themselves.

## GETTING POLITICAL

Instating laws and electing candidates that contribute to racial equity is an essential way to create lasting systemic change. That is why it is important that those of us with access to the privilege of voting do so in every election, and that we stay politically active and informed.

**ACTION** Reference [this voter guide](#) to make a plan to vote, to help your community vote and to ensure fair and safe elections.

**ACTION** Know who and what is on your ballot by visiting [vote411.org](http://vote411.org)!

**ACTION** Visit [votesaveamerica.org](http://votesaveamerica.org) to learn how you can take part in election protection.

**ACTION** Contact your elected officials to let them know what you care about. Find the names and contact information of your elected officials [here](#).

**ACTION** Stay informed about the decisions our local government is making by joining a virtual city council meeting on Facebook: [@ColsCouncil](#) and subscribe to the [City of Columbus YouTube channel](#).

**ACTION** Work to combat the school-to-prison pipeline. Call your [local school board](#) and advocate for regular implicit bias training for teachers, administrative staff, and resource officers. Advocate against schools using resource officers as means to handle discipline and encourage police community relations training.

## ADVOCATING FOR HOUSING JUSTICE

YWCA Columbus is fighting for housing justice in our city because we know that systemic racism and discrimination has contributed to women and people of color experiencing homelessness at disproportionate rates in Ohio and all over the United States. Join us by advocating for equity in our housing system and supporting women and families experiencing homelessness.

**ACTION** Attend your Area Commission meetings to learn about new development happening in your neighborhood and its potential impact, especially around zoning. When residents are considering projects for your communities, you may hear push back related to a project “bringing in crime,” “creating too much density,” or “changing the look of the neighborhood” and these could be red flags of bias.

**ACTION** Set up a screening of [Segregated by Design](#) with your peers.

**ACTION** Volunteer to drop off goods and serve a meal at the YWCA Columbus Family Center.

**ACTION** Volunteer with Habitat for Humanity to build homes for low income families.

## **SUPPORTING BLACK CREATIVES AND CULTURE**

Support Black creatives and cultural organizations and immerse yourself in art focused on racial justice.

**ACTION** Visit an exhibit at The King Arts Complex, walk along the Long Street Cultural Wall to absorb historical information about the Near East Side. Learn about local artists of color by following the Maroon Arts Group and King Arts Complex on Instagram [@maroonartsgroup](#) [@kingartscomplex](#).

**ACTION** Take a road trip to the National Underground Railroad Freedom Center in Cincinnati.

**ACTION** Research local and national black-owned businesses and intentionally shop at and support those companies.

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