



Implicit Racial Bias Resources

**RACIAL JUSTICE TOOLKIT:
CONFRONTING BIAS RESOURCE**

Implicit Racial Bias Workshop Resources

BOOKS

The following books focus on the difficulty of talking about race, implicit and unconscious bias, stereotypes, and navigating through white privilege.

Author: Mahzarin R. Banaji	Blindspot: Hidden Biases of Good People 272 Pages
Author: Robin DiAngelo	White Fragility: Why It's So Hard for White People to Talk About Racism 192 Pages
Author: Jennifer L. Eberhardt	Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do 352 Pages
Author: Jonathan Kahn	Race on the Brain: What Implicit Bias Gets Wrong About the Struggle for Racial Justice 304 Pages
Author: Ijeoma Oluo	So You Want to Talk About Race 256 Pages
Author: Claude M. Steele	Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do 256 Pages
Author: Derald Wing Sue	Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race 304 Pages
Author: Beverly Daniel Tatum	Why Are All the Black Kids Sitting Together in the Cafeteria? And Other Conversations About Race 464 Pages
Author: George Yancy	Backlash: What Happens When We Talk Honestly About Racism in America 168 Pages

POWERPOINTS

The following Powerpoints include presentations that introduce the topics of implicit bias, unconscious bias, and race. The presentations also provide examples and include practice strategies/techniques on how to interrupt implicit racial bias.

<p>Dushaw Hockett SPACES: Safe Places for the Advancement of Community & Equity</p>	<p>Beyond Bias: An Introduction to Implicit Bias http://2016.afscme.org/resources/document/2016-convention-workshops/beyond-bias/Beyond-Bias-PPT.pptx</p>
<p>Mikah K. Thompson, Esq. Director of Affirmative Action & Adjunct Professor of Law University of Missouri-Kansas City</p>	<p>Implicit Bias and Race https://kansascity.feb.gov/wp-content/uploads/2016/09/Implicit-Bias-and-Race-Unity-Day-Presentation.pdf</p>
<p>Professor John A. Powell Director of HAAS Institute for a Fair and Inclusive Society and The Robert D. Haas Chancellor’s Chair in Equity and Inclusion</p>	<p>Implicit Bias https://slideplayer.com/slide/4527058/</p>

RESEARCH & LITERATURE

The following resources include research and literature on implicit bias and unconscious racial bias.

<p>The Ohio State University: Kirwan Institute for the Study of Race and Ethnicity</p>	<p>Understanding Implicit Bias http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/</p>
<p>James Bell W. Haywood Burns Institute For Youth Justice Fairness & Equity</p>	<p>Repairing the Breach: A Brief History of Youth of Color in the Justice System https://www.burnsinstitute.org/wp-content/uploads/2015/09/Repairing-the-Breach_BI.pdf</p>
<p>A project of the Building Blocks for Youth Initiative</p>	<p>No Turning Back: Promising Approaches to Reducing Racial and Ethnic Disparities Affecting Youth of Color in the Justice System http://www.cclp.org/wp-content/uploads/2016/07/13-ntb_fullreport.pdf</p>
<p>Center for Children’s Law and Policy</p>	<p>Racial and Ethnic Disparities Reduction Practice Manual http://www.cclp.org/redpracticemanual/</p>

Washington and Lee Law Review Online Susan McCarter Elisa Chinn-Gary Louis A. Trosch, Jr. Ahmed Toure Abraham Alsaeedi Jennifer Harrington	Article: Bringing Racial Justice to the Courtroom and Community: Race Matters for Juvenile Justice and the Charlotte Model https://scholarlycommons.law.wlu.edu/cgi/viewcontent.cgi?article=1071&context=wlulr-online
Shawn C. Marsh, Ph.D. Social psychologist and Director of NCJFCJ's Juvenile and Family Law Department	The Lens of Implicit Bias http://www.ncjfcj.org/sites/default/files/ImplicitBias.pdf
Slate: Elizabeth Weingarten	Article: Why Pretending You Don't See Race or Gender Is an Obstacle to Equality https://slate.com/human-interest/2017/05/youre-not-blind-to-race-and-gender-but-your-hiring-process-can-be.html
Greater Good Magazine: Jill Suttie	Article: Three Ways Mindfulness Can Make You Less Biased https://greatergood.berkeley.edu/article/item/three_ways_mindfulness_can_make_you_less_biased
The Yale Law Journal: L. Song Richardson & Phillip Atiba Goff	Article: Implicit Racial Bias in Public Defender Triage https://www.yalelawjournal.org/pdf/1199_pzeey4t1.pdf
Jaime Grant Contributing Editor, Gender and Sexualities Kalamazoo College	Emptying the White Knapsack http://www.kzoo.edu/praxis/emptying-the-white-knapsack/
Northwestern University Law Review: Peter A. Joy	Article: Race Matters in Jury Selection https://scholarlycommons.law.northwestern.edu/cgi/viewcontent.cgi?article=1013&context=nulr_online
VIDEOS	
The following videos include interviews, short films, and presentations on implicit racial bias.	
Berkeley Lab (16:22 mins)	Caroline Simard Interview on Implicit Bias in Science https://www.youtube.com/watch?v=epALi4ET3PY
CNN (3:54 mins)	Subconscious racial bias in children https://www.youtube.com/watch?v=nFbvBJULVnc

John M. Chu (5:40 mins)	Silent Beats https://www.youtube.com/watch?v=76BboyrEl48
TEDx Talks Ashley Hall (10:29 mins)	Implicit Racial Bias https://www.youtube.com/watch?v=iBtbArJUiEMBias
TEDx Talks Melanie Funchess (16:12 mins)	Implicit Bias- how it effects us and how we push through https://www.youtube.com/watch?v=Fr8G7MtRNlk
The Daily Show Trevor Noah (12:41 mins)	Jennifer L. Eberhardt- Tackling Perception’s Effects on Behavior with “Biased” The Daily Show https://www.youtube.com/watch?v=PSdl52DQzCM
ABA Legal News Network (10:42 mins)	Hidden Injustice: Bias on the Bench https://vimeo.com/165006635
Jerry Kang UCLA (29:51 mins)	What No One Sees: Implicit Bias https://www.youtube.com/watch?v=w0Yv1gDKEI
TEDx Talks Jerry Kang (13:58 mins)	Immaculate perception: Jerry Kang at TEDxSanDiego 2013 https://www.youtube.com/watch?v=9VGbwNI6Ssk
NY Times (6-part short video series)	Who, Me? Biased? https://www.nytimes.com/video/who-me-biased
TEDx Talks Vernā Myers (17:42 mins)	How to overcome our biases? Walk boldly toward them https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them?language=en
Shakti Butler (Trailer 4:12 mins)	Cracking the Codes: The System of Racial Inequity https://crackingthecodes.org
WORKSHEETS & RESOURCES	
The following worksheets and resources provide foundational information on implicit racial bias which can be used in training sessions.	
Naimark Organization Susan Naimark	Introduction To Implicit Bias http://chna17.org/wp-content/uploads/2016/11/CHNA17-ImplicitBias.pdf
Jeff Adachi, James Williams, Amy Campanelli, Keir Bradford-Grey, and Derwyn Bunton	Blueprint for Racial Justice https://sflawlibrary.org/sites/default/files/Racial%20Justice%20Blueprint_1.pdf

Jeff Adachi	Litigating Racial Justice Issues https://sflawlibrary.org/sites/default/files/NEW%20LITIGATING%20RACIAL%20JUSTICE%20ISSUES_0.pdf
W.K. Kellogg Foundation	Racial Equity Resource Guide http://www.racialequityresourceguide.org
American Bar Association: Section of Litigation	Implicit Bias Initiative https://www.americanbar.org/groups/litigation/initiatives/task-force-implicit-bias/
Jerry Kang, Professor of Law at UCLA School of Law	Implicit Bias: A Primer for Courts http://wp.jerrykang.net.s110363.gridserver.com/wp-content/uploads/2010/10/kang-Implicit-Bias-Primer-for-courts-09.pdf
Welcoming America	America Needs All of Us: A Toolkit for Talking About Bias, Race, and Change https://www.welcomingamerica.org/sites/default/files/America%20Needs%20All%20of%20Us.pdf
National Association of Criminal Defense Lawyers	Race Matters: The Impact of Race on Criminal Justice (2017) https://www.nacdl.org/Content/RaceMattersTheImpactofRaceonCriminalJustice2017 (compilation of video presentations from esteemed speakers, along with written materials)
WORKSHOP & TRAINING MATERIALS	
The following resources are materials that can be used in workshops and trainings on implicit racial bias.	
Interaction Institute for Social Change	Fundamentals of Facilitation for Racial Justice Work http://interactioninstitute.org/training/fundamentals-of-facilitation-for-racial-justice-work/
The Annie E. Casey Foundation	Race Equity and Inclusion Action Guide (Embracing Equity: 7 Steps to Advance and Embed Race Equity and Inclusion Within Your Organization) https://www.aecf.org/resources/race-equity-and-inclusion-action-guide/
The Annie E. Casey Foundation	Race Matters Toolkit: User's Guide https://www.aecf.org/resources/race-matters-toolkit-users-guide/

World Trust Educational Services	Understanding the System of Racial Inequity http://www.racialequitytools.org/module/understanding-the-system-of-racial-inequity
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SELF-ASSESSMENT TOOLS

The following resources are self-assessment tools that help reveal and/or measure implicit bias.

National Juvenile Defender Services	Addressing Bias in Delinquency and Child Welfare Systems https://njdc.info/wp-content/uploads/2018/07/Addressing-Bias-Bench-Card-1.pdf
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Project Implicit	Implicit Association Test https://implicit.harvard.edu/implicit/selectatest.html
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Race Forward: The Center for Racial Justice Innovation	Racial Equity Impact Assessment https://www.raceforward.org/sites/default/files/RacialJusticeImpactAssessment_v5.pdf
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ORGANIZATIONS

The following are organizations that work specifically on racial justice issues or include tackling implicit racial bias as part of their organizational mission.

Advancement Project

The Advancement Project is a policy, communications and legal action group committed to racial justice. It was founded by a team of veteran civil rights lawyers in 1998 “to develop, encourage, and widely disseminate innovative ideas, and pioneer models that inspire and mobilize a broad national racial justice movement to achieve universal opportunity and a just democracy.” It partners with community organizations, bringing them the tools of legal advocacy and strategic communications to dismantle structural exclusion. It believes that structural racism can be dismantled by multi-racial grassroots organizing that is focused on changing public policies and is supported by lawyers and communications strategies.

Center on Race, Inequality, and the Law: NYU School of Law

The Center on Race, Inequality, and the Law was created to confront the laws, policies, and practices that lead to the oppression and marginalization of people of color. They believe that the racism that permeates the present-day legal system has deep roots. By documenting the history of racism in America, elevating the stories of those affected by race-based inequality, and rigorously applying a racial lens to analyze unremitting disparities, they identify actionable, forward-looking solutions to address the injustices caused by racism. The Center is also committed to training the next generation of social justice advocates, and therefore serves as a resource to students and faculty alike to foster a healthy exchange of ideas on the ways in which race and inequality shape and inform the law.

Charles Hamilton Houston Institute for Race & Justice

Established in 2005 by Professor Charles Ogletree, the Institute honors and continues the work of Charles Hamilton Houston, one of the most prominent civil rights lawyers of the 20th century. It seeks to use the law as a tool to reverse the unjust consequences of racial discrimination, and it is committed to marshaling the resources of Harvard and beyond to continue Houston's work.

Equal Justice Initiative

The Equal Justice Initiative is committed to ending mass incarceration and excessive punishment in the United States, to challenging racial and economic injustice, and to protecting basic human rights for the most vulnerable people in American society. EJI works with communities that have been marginalized by poverty and discouraged by unequal treatment. They are committed to changing the narrative about race in America. EJI produces groundbreaking reports that explore our nation's history of racial injustice and provides research and recommendations to assist advocates and policymakers in the critically important work of criminal justice reform.

Equal Justice Society

The Equal Justice Society is transforming the nation's consciousness on race through law, social science, and the arts. Led by President Eva Paterson, the legal strategy aims to broaden conceptions of present-day discrimination to include unconscious and structural bias by using social science, structural analysis, and real-life experience. Currently, EJS targets its advocacy efforts on school discipline, special education, and the school-to-prison pipeline, race-conscious remedies, and inequities in the criminal justice system. The Oakland, CA based nonprofit also engages the arts and artists in creating work and performances that allow wider audiences to understand social justice issues and struggles.

Lawyers' Committee for Civil Rights Under Law

The principal mission of the Lawyers' Committee for Civil Rights Under Law is to secure equal justice for all through the rule of law, targeting in particular the inequities confronting African Americans and other racial and ethnic minorities. The Lawyers' Committee is a nonpartisan, nonprofit organization, formed in 1963 at the request of President John F. Kennedy to enlist the private bar's leadership and resources in combating racial discrimination and the resulting inequality of opportunity—work that continues to be vital today.

NAACP-LDF

The NAACP Legal Defense and Educational Fund, Inc. is America's premier legal organization fighting for racial justice. Through litigation, advocacy, and public education, LDF seeks structural changes to expand democracy, eliminate disparities, and achieve racial justice in a society that fulfills the promise of equality for all Americans. LDF also defends the gains and protections won over the past 75 years of civil rights struggle and works to improve the quality and diversity of judicial and executive appointments.

[The Equity Lab](#)

The Equity Lab seeks to disrupt racial and ethnic inequity by engaging organizations in issues of race, equity, diversity, and inclusion (REDI). They help individuals develop a deep understanding of their own identity and the historical and cultural contexts in which we all operate, and they empower them to become agents of progress in their personal and professional spheres. They serve as an objective third party to their clients, providing honest guidance, ongoing partnership, and a safe, compassionate space.

[The Raben Group](#)

The Raben Group is a national public affairs and strategic communications firm committed to making connections, solving problems, and inspiring change across the corporate, nonprofit, foundation, and government sectors.

[Race Matters Institute](#)

The Race Matters Institute helps organizations develop policies, programs, practices, and protocols that achieve more equitable outcomes for all children, families, and communities. As such, the organization's focus complements the work of allies in the field of racial equity who offer strategies for personal and interpersonal change, as well as those that work toward organizational diversity and inclusion. The organization offers tools such as a Racial Equity Organizational Assessment, as well as facts sheets, issue briefs, and a blog.

[Sargent Shriver on Poverty Law: Racial Justice Institute](#)

The Shriver Center on Poverty Law fights for economic and racial justice. Over the past 50 years, they have secured hundreds of law and policy victories with and for people experiencing economic instability in Illinois and across the country. Their mission includes: striving to “forcefully address the most salient feature of poverty in America—race. Advancing racial equity is essential to promoting justice.” The Center recognizes that inclusion of diverse voices, perspectives and experiences is essential to understanding and addressing complex issues in advocacy.

[Southern Poverty Law Center](#)

The SPLC is dedicated to fighting hate and bigotry and to seeking justice for the most vulnerable members of our society. Using litigation, education, and other forms of advocacy, the SPLC works toward the day when the ideals of equal justice and equal opportunity will be a reality.

[W. Haywood Burns Institute](#)

The Burns Institute eliminates racial and ethnic disparity by building a community-centered response to youthful misbehavior that is equitable and restorative. Though many areas of the juvenile justice system deserve reform efforts, the Burns Institute focuses on racial and ethnic disparity because youth of color are the most impacted. By improving outcomes for the children most impacted, we improve outcomes for all young people.