



RACIAL JUSTICE RESOURCE GUIDE

for Executives, Human Resource Leaders and their Employees

The Best and Brightest has always been a platform for dialogue and education. This guide was created to link together resources to help remove racial barriers and to spark conversation. Inside you will find relevant books, articles and information on creating a deepened understanding.

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RACIAL JUSTICE **RESOURCE GUIDE** for Executives, Human Resource Leaders and their Employees

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The Best & Brightest is not endorsing any third party opinions, resources or political agendas. The intent of this document is to create conversations around racial tensions, diversity, equity and inclusion. This is not meant as a political platform.

Resources for Executives

Articles:

“5 Things Inclusive Leaders Do Differently” by Lauren Romansky, Gartner

<https://www.gartner.com/en/human-resources/trends/raconteur-diversity-inclusion>

“Diversity wins: How inclusion matters”

by Sundiatu Dixon-Fyle, Vivian Hunt, DBE, Kevin Dolan and Sara Prince

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters#>

“Here’s How Business Leaders Are Responding to the George Floyd Protests”

by Frances Dodds, Entrepreneur

https://www.entrepreneur.com/slideshow/351359?utm_campaign=The%20Stream%20Newsletter&utm_medium=email&_hsmi=88961021&_hsenc=p2ANqtz-8apoMVM82j0YgRlysbosYcKYYtLsQLfWrXfosKfiPdTeTDDYmjccqUJYvAfMdiBBrtxzrunVzBblf6YRxP-Eazuyh8EMQiu6tmVbG99RplcUjdH00&utm_content=88961021&utm_source=hs_email

“How to strengthen inclusive leadership in times of crisis”

by Karyn Twaronite, Ernst & Young

https://www.ey.com/en_us/diversity-inclusiveness/inclusive-leadership-in-times-of-crisis

“Overhear an inappropriate or potentially harassing comment?” By Equality Institute

<https://www.theequalityinstitute.com/equality-insights-blog/2019/8/29/follow-the-arc-for-clarity>

“Practical Tips: How CEOs And Directors Can Lead On Racial Injustice”

by Matthew Scott, Chief Executive

<https://chiefexecutive.net/how-ceos-and-directors-can-lead-on-racial-injustice/>

“Take 5: Tips for Widening—and Improving—Your Candidate Pool” Based on the Research of Lauren Rivera, Paola Sapienza, J. Keith Murnighan, Michael J. Mazzeo, Efraim Benmelech, Carola Frydman, and Nicola Persico, Kellogg Insight

<https://insight.kellogg.northwestern.edu/article/take-5-tips-for-widening-and-improving-your-candidate-pool>

“The Key to Inclusive Leadership”

by Juliet Bourke and Andrea Espedido, Harvard Business Review

<https://hbr.org/2020/03/the-key-to-inclusive-leadership>

Video:

“How Studying Privilege Systems Can Strengthen Compassion”

by Peggy McIntosh at TEDx Timberlane Schools

<https://www.youtube.com/watch?v=e-BY9UEewHw&feature=youtu.be>

Resources for Executives

Podcasts:

1619 by New York Times

<https://www.nytimes.com/2020/01/23/podcasts/1619-podcast.html>

About Race by Anna Holmes, Baratunde Thurston, Raquel Cepeda and Tanner Colby

<https://www.showaboutrace.com/>

Intersectionality Matters! hosted by Kimberlé Crenshaw

<https://podcasts.apple.com/us/podcast/intersectionality-matters/id1441348908>

Momentum: A Race Forward Podcast Co-hosted by Chevon and Hiba

<https://www.raceforward.org/media/podcast/momentum-race-forward-podcast>

Pod For The Cause from The Leadership Conference on Civil & Human Rights

<https://civilrights.org/podforthecause/>

Seeing White hosted by John Biewen

<https://www.sceneonradio.org/seeing-white/>

Books:

“How To Be An Antiracist” by Dr. Ibram X. Kendi

<https://www.ibramxkendi.com/how-to-be-an-antiracist-1>

“Me and White Supremacy” by Layla F. Saad

<http://laylafaad.com/meandwhitesupremacy>

“So You Want to Talk About Race” by Ijeoma Oluo

<https://www.sealpress.com/titles/ijeoma-oluo/so-you-want-to-talk-about-race/9781580056779/>

“When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America” by Ira Katznelson

https://books.google.com/books/about/When_Affirmative_Action_was_White.html?id=cfhnejPcD38C

“White Fragility: Why It’s So Hard for White People to Talk About Racism” by Robin DiAngelo, PhD

<https://robindiangelo.com/publications/>

Tools and Training:

Interaction for Social Change

<https://interactioninstitute.org/training/fundamentals-of-facilitation-for-racial-justice-work/>

Race Forward

<https://www.raceforward.org/trainings>

Racial Equality Institute

<https://www.racialequityinstitute.com>

WORLD TRUST Social Justice & Equity Movement Building

<https://www.world-trust.org>

Resources for HR Leaders

Articles:

"5 Must-Do's for Writing Inclusive Job Descriptions" by Maxwell Huppert

<https://business.linkedin.com/talent-solutions/blog/job-descriptions/2018/5-must-dos-for-writing-inclusive-job-descriptions>

"5 Things Well-Meaning People Say That Actually Harm Black People" by Kelly Gonsalves, Mind Body Green

<https://www.mindbodygreen.com/articles/subtly-racist-things-to-stop-saying>

"6 Steps for Building an Inclusive Workplace" by Kathy Gurchiek, SHRM

<https://www.shrm.org/hr-today/news/hr-magazine/0418/pages/6-steps-for-building-an-inclusive-workplace.aspx>

"7 Practical Ways to Reduce Bias in Your Hiring Process" by Rebecca Knight, HBR

<https://hbr.org/2017/06/7-practical-ways-to-reduce-bias-in-your-hiring-process>

"Adapt Your D&I Efforts to the Reality of the Crisis" by Lily Zheng, Harvard Business Review

<https://hbr.org/2020/05/adapt-your-di-efforts-to-the-reality-of-the-crisis>

"Advancing Equity in Times of Unrest" by Lauren Romansky, Gartner

<https://www.gartner.com/smarterwithgartner/hrs-role-in-advancing-equity-in-times-of-unrest>

"Blind hiring – stripping out bias" by Daniel Brotz, SHRM

<https://www.shrm.org/hr-today/news/hr-magazine/0418/pages/can-blind-hiring-improve-workplace-diversity.aspx>

"Craft the Perfect Diversity Statement for Your Organization" by Derek Doeing, G2

<https://learn.g2.com/diversity-statement>

"How to Begin Talking About Race in the Workplace" by Knowledge@Wharton

<https://knowledge.wharton.upenn.edu/article/begin-talking-race-workplace/>

"How to Develop a Diversity and Inclusion Initiative" by SHRM

<https://www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/how-to-develop-a-diversity-and-inclusion-initiative.aspx>

"Restructure Your Organization to Actually Advance Racial Justice" by Evelyn R. Carter, Harvard Business Review

<https://hbr.org/2020/06/restructure-your-organization-to-actually-advance-racial-justice>

"U.S. Businesses Must Take Meaningful Action Against Racism"

by Laura Morgan Roberts and Ella F. Washington, Harvard Business Review

<https://hbr.org/2020/06/u-s-businesses-must-take-meaningful-action-against-racism>

Resources for HR Leaders

Videos:

“How Studying Privilege Systems Can Strengthen Compassion”

by Peggy McIntosh at TEDx Timberlane Schools

<https://www.youtube.com/watch?v=e-BY9UEewHw&feature=youtu.be>

“#RaceAnd Video Series by Race Forward”

<https://www.raceforward.org/videos/RaceAnd>

Podcasts:

1619 by New York Times

<https://www.nytimes.com/2020/01/23/podcasts/1619-podcast.html>

About Race by Anna Holmes, Baratunde Thurston, Raquel Cepeda and Tanner Colby

<https://www.showaboutrace.com/>

Intersectionality Matters! hosted by Kimberlé Crenshaw

<https://podcasts.apple.com/us/podcast/intersectionality-matters/id1441348908>

Momentum: A Race Forward Podcast Co-hosted by Chevon and Hiba

<https://www.raceforward.org/media/podcast/momentum-race-forward-podcast>

Seeing White hosted by John Biewen

<https://www.sceneonradio.org/seeing-white/>

Books:

“Heavy: An American Memoir” by Kiese Laymon

<https://www.kieselaymon.com/heavy>

“How To Be An Antiracist” by Dr. Ibram X. Kendi

<https://www.ibramxkendi.com/how-to-be-an-antiracist-1>

“Just Mercy” by Bryan Stevenson

<https://justmercy.eji.org/>

“Me and White Supremacy” by Layla F. Saad

<http://laylafsaad.com/meandwhitesupremacy>

“Raising Our Hands” by Jenna Arnold

<https://www.jennaarnold.com/book>

“So You Want to Talk About Race” by Ijeoma Oluo

<https://www.sealpress.com/titles/ijeoma-oluo/so-you-want-to-talk-about-race/9781580056779/>

“White Fragility: Why It’s So Hard for White People to Talk About Racism”

by Robin DiAngelo, PhD <https://robindiangelo.com/publications/>

Resources for HR Leaders

Tools and Training:

Advancing the Mission: Tools for Equity, Diversity and Inclusion From The Annie E. Casey Foundation

<https://www.aecf.org/resources/advancing-the-mission-tools-for-equity-diversity-and-inclusion/>

Diversity Resources and Training

<https://www.diversityresources.com/>

G2 Diversity and Inclusion Learning Hub

<https://learn.g2.com/hub/diversity-and-inclusion>

Illustrating Equality VS Equity (IISC)

<https://interactioninstitute.org/illustrating-equality-vs-equity/>

LinkedIn Diversity, Inclusion, and Belonging for All

<https://www.linkedin.com/learning/paths/diversity-inclusion-and-belonging-for-all>

National Diversity Council

<http://diversitycertificationprogram.org/>

People's Institute for Survival and Beyond: Undoing Racism Workshops

<http://www.pisab.org/programs/>

Race Forward

<https://www.raceforward.org/trainings>

Racial Equality Institute

<https://www.racialequityinstitute.com/>

“The Diversity and Inclusion Handbook” by Lever

https://ideas.wharton.upenn.edu/wp-content/uploads/2018/07/Leading-Diversity-in-Organizations_Lever-2017.pdf

WORLD TRUST Social Justice & Equity Movement Building

<https://www.world-trust.org/>

Resources for Employees

Articles:

“Teaching Your Child About Black History Month” by Nefertiti Austin, PBS

<https://www.pbs.org/parents/thrive/teaching-your-child-about-black-history-month>

“Talking about racial inequality at work is difficult—here are tips to do it thoughtfully” by Jennifer Liu

<https://www.cnbc.com/2020/06/05/how-to-thoughtfully-talk-about-racial-inequality-with-your-coworkers.html>

“The Journey of the Ally” by Chair Wally Schmader

<https://www.linkedin.com/pulse/journey-ally-wally-schmader/>

“Your Kids Aren’t Too Young to Talk About Race: Resource Roundup” by Katrina Michie, Pretty Good

<https://www.prettygooddesign.org/blog/Blog%20Post%20Title%20One-5new4>

Video:

“How I Learned to Stop Worrying and Love Talking About Race” TED Talk by Jay Smooth

<https://www.youtube.com/watch?v=MbdxeFcQtaU>

Podcasts:

About Race by Anna Holmes, Baratunde Thurston, Raquel Cepeda and Tanner Colby

<https://www.showaboutrace.com/>

Integrated Schools podcast episode “Raising White Kids with Jennifer Harvey”

<https://integratedschools.simplecast.com/episodes/harvey>

Intersectionality Matters! Hosted by Kimberlé Crenshaw

<https://podcasts.apple.com/us/podcast/intersectionality-matters/id1441348908>

Momentum: A Race Forward Podcast Co-hosted by Chevon and Hiba

<https://www.raceforward.org/media/podcast/momentum-race-forward-podcast>

Seeing White hosted by John Biewen

<https://www.sceneonradio.org/seeing-white/>

Resources for Employees

Books:

“Black Feminist Thought” by Patricia Hill Collins

https://books.google.com/books/about/Black_Feminist_Thought.html?id=cdtYsU3zR14C

Coretta Scott King Book Award Winners: Books for Children and Young adults

<https://www.commonsemmedia.org/lists/coretta-scott-king-book-award-winners>

“The Bluest Eye” by Toni Morrison

<https://www.penguinrandomhouse.com/books/117662/the-bluest-eye-by-toni-morrison/>

“The Fire Next Time” by James Baldwin

<https://www.penguinrandomhouse.com/books/7753/the-fire-next-time-by-james-baldwin/9780679744726/teachers-guide/>

Tools and Training:

31 Children’s books to support conversations on race, racism and resistance

<https://www.embracerace.org/resources/where-to-find-diverse-childrens-books>

2500+ resources that can help you create change in your community.

<https://www.racialequitytools.org/home>

“Antiracismforbeginners.com” by Tiffany Bowden, PhD

https://docs.google.com/document/d/1S5uckFHCA_XZkxG0Zg5U4GQGbY_RkIZARwu43fqjH0E/edit

“Discussion guides on understanding your blindspots”

From CEO Action for Diversity & Inclusion

<https://www.ceoaction.com/resources/education/discussion-guides/>

Diversity, Equity, & Inclusion Consulting

Denise Barreto

Managing Partner

Relationships Matter Now

708-917-7696

denise@relationshipsatternow.com

<https://www.relationshipsmatternow.com>

Community Connection Consulting

206)-607-6772

<http://www.cconnectconsult.com/>

Cultures Connecting

206-353-2831

<https://www.culturesconnecting.com/>

Sandy Harvey

President & CEO

Exodus Consulting Group, LLC

P: 833-939-6387

<https://www.exodusconsultinggroup.com>

Devin Hughes

Chief Innovation Officer/Founder

Devin C. Hughes, Inc.

888-964-1113

devin@devinchughes.com

<https://www.devinchughes.com>

Resource Groups

ACLU Massachusetts - <https://www.aclum.org/en/issues/racial-justice>

The ACLU of Massachusetts—a private, nonpartisan organization with more than 82,000 supporters across the Commonwealth and over 100,000 online activists—is a state affiliate of the national ACLU. We defend the principles enshrined in the Massachusetts Declaration of Rights, as well as the U.S. Constitution and Bill of Rights.

ACLU Michigan - <https://www.aclumich.org>

The ACLU of Michigan’s mission remains realizing the promise of the Bill of Rights for all and expanding the reach of its guarantees to new areas through all the tools at our disposal: public education, advocacy, organizing, and litigation.

ACLU San Diego – <https://www.aclusandiego.org>

To protect and expand fairness, equity and freedom through community engagement, building power, policy advocacy, and impact litigation.

Activist San Diego - <https://www.activistsandiego.org>

To protect and expand fairness, equity and freedom through community engagement, building power, policy advocacy, and impact litigation.

AFL-CIO – <https://www.aflcio.org>

The American Federation of Labor-Congress of Industrial Organizations (AFL-CIO) is the voluntary federation of America’s unions, representing more than 13 million working women and men nationwide.

Alliance for Justice - <https://www.afj.org>

The Alliance for Justice is a national association of environmental, civil rights, mental health, women’s, children’s and consumer advocacy organizations.

Alliance for Social Justice - <https://www.allianceforsocialjustice.org/home>

Alliance for Social Justice is a non-partisan, not for profit 501c(3) grassroots organization designed to guide, educate and empower the youth in our diverse communities. We believe in equal opportunity for everyone, “no state shall...deny to ANY PERSON within its jurisdiction the equal protection of the laws.” We are dedicated to improving the lives of others by working with community organizations, faith and business leaders, elected officials and professionals.

American Association for Access, Equity and Diversity - <https://www.aaaed.org>

The American Association for Access, Equity and Diversity is the association of professionals managing affirmative action, equal opportunity, diversity and other human resource programs.

American Bar Association (ABA) - <https://www.americanbar.org>

The ABA fulfills their role by: raising and addressing often complex and difficult civil rights and civil liberties issues in a changing and diverse society; and ensuring that protection of individual rights remains a focus of legal and policy decisions.

<https://www.americanbar.org/groups/crsj/>

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Anti-Defamation League - <https://www.adl.org>

The Lawyers Division is a group of prominent New York lawyers, committed to realization of the objectives and policy goals of the ADL. Our mission is as follows: To stop the defamation of the Jewish people and to secure justice and fair treatment to all citizens alike.

Center for the Healing of Racism - <https://www.centerhealingracism.org>

Our Mission is to facilitate the healing of racism through education and dialogue in a safe and supportive environment, in order to empower individuals and transform communities.

Chicago Justice Project - <https://www.chicagojustice.org>

Chicago Justice Project is the fuel for justice throughout Chicago's many communities. We empower reform by analyzing and presenting criminal justice data and driving transparency. Our work creating targeted advocacy campaigns and innovative data stimulates change based on real evidence.

Crossroads Antiracism Organizing & Training - <https://www.crossroadsantiracism.org>

The Mission of Crossroads Antiracism Organizing & Training is to dismantle systemic racism and build antiracist multicultural diversity within institutions and communities implemented primarily by training institutional transformation teams.

Government Alliance on Race & Equity

<https://www.centerforsocialinclusion.org/our-work/our-programs/government-alliance-race-equity/>

Founded in 2002, CSI's mission is to catalyze community, government, and other institutions to dismantle structural racial inequity and create equitable outcomes for all. We craft and apply strategies and tools to transform our nation's policies, practices, and institutions, in order to achieve racial equity.

Greater Milwaukee Foundation - <https://www.greatermilwaukeefoundation.org>

We believe that all voices are vital to our region's future. We promote equity and embrace the diversity of individuals, ideas and expressions. We are committed to learning from our partners and leading by example.

Greater Milwaukee Synod - <https://www.milwaukeesynod.org>

Synod Assembly, voting members created the Anti-Racism Team, charged with working on racial and diversity training because of growing polarization between white persons and people of color, and the rise of hate-based crime and speech in the synod territory. In 2003 the voting members voted to call the Anti-Racism Team to serve as a resource to help congregations begin to lift up cross-cultural and diversity concerns as well as to promote anti-racism training for synod rostered leaders, staff and congregational members.

Heart of West Michigan United Way - <https://www.hwmuw.org>

At Heart of West Michigan United Way, we unite community resources to invest in solutions that reduce poverty in West Michigan. Our staff, volunteers, donors, and agency partners are committed to creating lasting, sustainable changes that transform lives and build a thriving community for us all.

Resource Groups

Leadership Conference on Civil Rights/Leadership Conference Education Fund

<https://www.civilrights.org>

Civilrights.org's mission is to empower the civil rights community to lead the fight for equality and social justice in the emerging digital society through the establishment of an online social justice network. Civilrights.org leverages communications technologies to create an online society committed to the continued pursuit of equality and fostering greater understanding and mutual respect for difference.

Lawyer's Committee for Civil Rights Under Law - <https://www.lawyerscommittee.org>

The Lawyers' Committee for Civil Rights Under Law, a nonpartisan, nonprofit organization, was formed in 1963 at the request of President John F. Kennedy to involve the private bar in providing legal services to address racial discrimination. The Committee's major objective is to use the skills and resources of the bar to obtain equal opportunity for minorities by addressing factors that contribute to racial justice and economic opportunity. Given our nation's history of racial discrimination, de jure segregation, and the de facto inequities that persist, the Lawyers' Committee's primary focus is to represent the interest of African Americans in particular, other racial and ethnic minorities, and other victims of discrimination, where doing so can help to secure justice for all racial and ethnic minorities.

Michigan Associate For Justice - <https://www.michiganjustice.org>

The Mission of the Michigan Association for Justice is to promote a fair and effective justice system. We aim to support the work of attorneys in their efforts to ensure that any person who is injured by the misconduct or negligence of others can obtain justice in Michigan's courtrooms, even when taking on the most powerful interests.

Michigan Diversity Council - <http://michigandiversitycouncil.org>

The Michigan Diversity Council (MIDC) is committed to fostering a learning environment for organizations to grow and leverage their knowledge of diversity. Through a variety of events and programs, the MIDC serves as the premier resource for diversity best practices and leadership development in the state of Michigan.

Michigan Roundtable For Diversity Inclusion - <https://www.miroundtable.org>

Serving as a catalyst for change, we develop, organize and empower individuals and communities to advance equity and opportunity for all.

NAACP - <https://www.naacp.org>

The primary focus of the NAACP continues to be the protection and enhancement of the civil rights of African Americans and other minorities. Membership, the lifeblood of the Association, is open to anyone believing in the basic tenets of the NAACP.

NAACP Legal Defense and Educational Fund - <https://www.naacpldf.org>

For more than half a century, LDF has used the law as a powerful tool to pry open doors of opportunity long closed to African Americans, other people of color, women, and the poor.

National Civic League - <https://www.nationalcivicleague.org>

The National Civic League (NCL) is a 107-year-old non-profit, non-partisan organization dedicated to strengthening citizen democracy by transforming democratic institutions.

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National Urban League – <https://www.nul.org>

The National Urban League is the nation's oldest and largest community-based movement devoted to empowering African Americans to enter the economic and social mainstream.

Native American Rights Fund - <https://www.narf.org>

The Native American Rights Fund mission is the preservation of tribal existence, the protection of tribal natural resources, the promotion of human rights, the accountability of governments, the development of Indian law and educating the public about Indian rights, laws, and issues.

Neighborhood Funders Group - <https://www.nfg.org>

Our staff and board are former and current grant makers, organizers, and advocates bringing funders together to support racial, economic, gender, and climate justice movements.

<https://www.nfg.org/about-us/who-we-are>

Project Equality - <https://projectequality.org>

Project Equality Inc. is a national program sponsored by religious, non-profit and for-profit organizations, to assist employers to achieve equal employment opportunities for all people.

Rainbow/PUSH Coalition – <https://www.rainbowpush.org>

The National Rainbow/PUSH Coalition (RPC) is a multiracial, multi-issue, international membership organization founded by Rev. Jesse L. Jackson, Sr. We're working to move the nation and the world toward social, racial and economic justice. From our national headquarters in Chicago and a bureau in Washington, D.C., we're uniting people of diverse ethnic, religious, economic and political backgrounds to make America's promise of "liberty and justice for all" a reality.

Santa Cruz County Community Coalition to Overcome Racism

<https://www.rcnv.org/santa-cruz-county-community-coalition-to-overcome-racism-sccccor/>

The Santa Cruz County Community Coalition to Overcome addresses structural racism in the city of Santa Cruz, California by working to systematically transform the city's public institutions to promote equal treatment for the city's residents. To train, equip and support community members and institutions to effectively work toward racial equity.

Society For History And Racial Equity - <https://www.sharekazoo.org>

SHARE has a dual mission of educating the community on the importance of our region's African American heritage and fostering connections and conversations on race and providing awareness of racism and the broad societal benefits of its elimination. We engage in the research and documentation of the history of African American's in Kalamazoo as well as acting as a clearinghouse for information on activities and services in our region that center on racial equity.

SURJ Boston - <https://www.surjboston.org>

SURJ Boston is a local chapter of Showing Up For Racial Justice, a national network of groups and individuals organizing white people for racial justice. Through community organizing, mobilizing, and education, SURJ moves white people to act as part of a multi-racial majority

Resource Groups

for justice with passion and accountability. We work to connect people across the country while supporting and collaborating with local and national racial justice organizing efforts. SURJ provides a space to build relationships, skills and political analysis to act for change.

Tahirih Justice Center - <https://www.tahirih.org>

We engage in national and local policy advocacy, elevating our clients' voices and transforming laws and policies to foster lasting social change.

Teaching Tolerance - <https://www.tolerance.org>

Teaching Tolerance webinars offer helpful guidance and great ideas from our experienced teaching and learning specialists and from innovative educators in the Teaching Tolerance community. Watch these FREE on-demand webinars at your own pace and share them with colleagues! <https://www.tolerance.org/professional-development/webinars>

The Action Network - <https://www.actionnetwork.org/groups/racial-justice-action-center>

The Racial Justice Action Center (RJAC) builds the grassroots leadership, power, and capacity of marginalized communities to win political, economic, and social transformation in the Atlanta Metro Area. We engage in Transformative Organizing which includes intensive leadership development, strategic campaigns, policy advocacy, and movement building in order to advance a vision of a radically restructured society where justice exists for all people.

The Ben Marion Institute for Social Justice, Inc. - info@benmarioninstitute.org

The Ben Marion Institute For Social Justice, Inc. seeks to promote behaviors that encourage an inclusive society where individuals and groups embrace differences and value kindness, empathy, fairness, compassion and authenticity.

The East Oakland Collective - <https://www.eastoaklandcollective.com>

The East Oakland Collective is a member-based community organizing group invested in serving the communities of deep East Oakland by working towards racial and economic equity. With programming in civic engagement and leadership, economic empowerment and homeless services and solutions, we help amplify underserved communities from the ground up. We are committed to driving impact in the landscape, politics and economic climate of deep East Oakland.

The Urban Institute - <https://www.urban.org>

The Urban Institute is a non-profit, nonpartisan policy research and educational organization established to examine the social, economic, and governance problems facing the nation.

U.S. Commission on Civil Rights - <https://www.usccr.gov>

Established as an independent, bipartisan, fact-finding federal agency, and created by the Civil Rights Act of 1957, the mission of the U.S. Commission on Civil Rights is to inform the development of national civil rights policy and enhance enforcement of federal civil rights laws. We pursue this mission by studying alleged deprivations of voting rights and alleged discrimination based on race, color, religion, sex, age, disability, or national origin, or in the administration of justice. We play a vital role in advancing civil rights through objective and comprehensive investigation, research, and analysis on issues of fundamental concern to the federal government and the public.