YWCA’s *REAL TOC* Resources

***Spring 2022, Pilot Round 2***

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| **Class** | **YWCA-curated Resources** | **Participant-curated Resources** |
| **Class 1: Racial Equity Foundations** | * [New York Times Op-Doc Series on Race](https://youtube.com/playlist?list=PL0aqvZfwx2dBGHGjnVxeYxENE9a9Oxiuw) * [BIPOC Nonprofit Leaders Deserve Better from Philanthropy](https://nonprofitquarterly.org/bipoc-nonprofit-leaders-deserve-better-from-philanthropy/) by Anne Price and Jhumpa Bhattacharya * [How White People Conquered the Nonprofit Industry](https://nonprofitquarterly.org/how-white-people-conquered-the-nonprofit-industry/) by Anastasia Reesa Tomkin * [So You Want to Talk About Race](https://www.ijeomaoluo.com/books) by Ijeoma Oluo * [Waking Up White](https://www.debbyirving.com/the-book/) by Debby Irving * [Segregated by Design](https://www.segregatedbydesign.com/) Documentary inspired by the book, [The Color of Law](https://www.epi.org/publication/the-color-of-law-a-forgotten-history-of-how-our-government-segregated-america/) by Richard Rothstein |  |
| **Class 2:**  **Big Why And Pre- Conditions** | * [What Leaders Must Do Today to Address Systemic Racism](https://www.youtube.com/watch?v=xWKtw4uwZXk), webinar/video from Harvard Business Review * [Voices from the Native American and Indigenous Peoples Steering Group](https://miscljistuploads.s3-us-west-2.amazonaws.com/Northwestern+Native+American+and+Indigenous+Peoples+Steering+Group.pdf) at Northwestern * [Why do we do Land Acknowledgements?](https://ywcavan.org/blog/2019/01/why-do-we-do-land-acknowledgements) From YWCA Metro Vancouver * [Acknowledging the Original People of this Land -](https://ljist.com/featured/acknowledging-indigenous-people/) Luna Jimenez Institute for Social Transformation |  |
| **Class 3 - Paving the way or Creating Roadblocks** | * [white supremacy culture](https://www.whitesupremacyculture.info/) website * [me and white supremacy](http://laylafsaad.com/meandwhitesupremacy), by Layla F. Saad * [Dominant US Culture & Something Different](https://www.cacgrants.org/assets/ce/Documents/2019/WhiteDominantCulture.pdf) from SoCal Grantmakers * <https://www.azleg.gov/> |  |
| **Class 4 - Power, Influence and Resistance** | * [The Movement 4 Black Lives](http://www.m4bl.org) website * Non Profit Lowdown Podcast – [Talking about race with your board with Martha Haakmat hosted](https://podcasts.apple.com/us/podcast/91-talking-about-race-with-your-board-with-martha-haakmat/id1436858854?i=1000479571899) by Rhea Wong (*See the resources listed in the episode description.)* |  |
| **Class 5 - Knowing your Strengths, Limitations and Allies** | * [Racial Equity Tools](https://www.racialequitytools.org/resources/plan/informing-the-plan/organizational-assessment-tools-and-resources)website * [Moving a Racial Justice Agenda](https://www.njjn.org/uploads/digital-library/westernstates3.pdf), Western States Center 2001 * [Navigating Identity as Part of your Leadership Practice](https://www.crenyc.org/2017/06/23/navigating-identity-as-part-of-your-leadership-practice/), Community Resource Exchange article * [Transforming Ruckus: Actions Speak Louder](https://sfonline.barnard.edu/polyphonic/brown_04.htm), an adrienne maree brown article w/ additional insights on impacted leadership. |  |
| **Class 6 - Gearing Up for Action** | * [The Inclusive Leader: Taking Intentional Action for Justice and Equity](https://www.artikatyner.com/the-inclusive-leader) by Dr. Artika R. Tyner |  |