



# Awake to Woke to Work (AWW) Resource List

We've compiled a list of resources to support your continued journey towards developing and maintaining a racially equitable organization. Please email us at [workshops@equityinthecenter.org](mailto:workshops@equityinthecenter.org) if one of the links is broken or no longer accessible.

[Equity in the Center Resources](#)

[Presentations, Reports & Publications](#)

[Equity Tools](#)

[Resources to Support Equity Learning Objectives](#)

[Trainings](#)






A. Equity in the Center Resources

- a. [Awake to Woke to Work: Building a Race Equity Culture](#)
- b. [So You Want To Hire An Equity Consultant: A Guide For Leaders And Organizations](#)
- c. [Do Black Lives Matter in Your Organization: Living into the Values of Your Public #BLM Statement](#) (EiC Webinar)
- d. [The Role of Senior Leaders in Building a Race Equity Culture](#)
- e. [Infographic of the Race Equity Cycle](#)
- f. [Glossary of Terms](#)
- g. Our video case studies of organizations working to build a Race Equity Culture can be found [here](#)
- h. Additional resources can be found [here](#)
- i. [EiC's Woke@Work Blogs](#):
  - i. [Stop Asian Hate](#)
  - ii. [White Women Doing White Supremacy in Nonprofit Culture](#)
  - iii. [Network of Deep Equity Practitioners: Building Capacity for Liberation](#)
  - iv. [Other Woke@Work blogs](#)

B. Presentations, Reports & Publications

- a. [Race to Lead Revisited](#): Has the best data on racial leadership gap within the social sector and debunks the myth that the lack of diversity in leadership is due to a “pipeline” problem (the root cause is structural racism).
- b. [Kellogg's “Business Case for Equity” \(2018\)](#)
- c. [DEMOS' case study](#) on their race equity transformation includes sample equity policies, a timeline of learning objectives for senior and management staff, and several other attachments:
  - i. \*DEMOS is one of the video case studies available on EiC's website
- d. [FRAMING THE “WHAT”:](#) Components of Deep Equity Capacity Building

C. Equity Tools


- a. [Race Equity Cycle Pulse Check](#)
  - b. [Racial Equity Tools](#) - Curated, comprehensive online database of race equity resources
  - c. [Transforming Organizational Culture Assessment Tool](#) designed by the curator of the Racial Equity Tools site, Maggie Potapchuk:
  - d. [Operationalizing Racial Justice](#) (also by Maggie Potapchuk)
  - e. [Equity Audit — Beloved Community](#)
  - f. [Race Forward Racial Equity Impact Assessment](#)
  - g. [Annie E. Casey Foundation Race Matters: Race Equity Impact Analysis](#)
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#### D. Resources to Support Equity Learning Objectives

- a. [Anti-Racism Daily](#) - Daily recommendations and resources to support being anti-racist action in daily life and work:
- b. [Characteristics of White Supremacy Culture](#) by Tema Okun
  - i. Updated article posted in 2021 - [White Supremacy culture - still here](#)
- c. [WHITE SUPREMACY CULTURE](#) - website by Tema Okun
- d. [Examples of Racial Microaggressions](#)
- e. [White Dominant Culture & "Something Different" Worksheet](#)
- f. [Disrupting White Dominant Culture: Reflection Questions for white People Working for Racial Justice](#)
- g. Change Elemental's "[Seeing, Reckoning & Acting: A Practice Toward Deep Equity](#)"
- h. Change Elemental's "[Systems Change & Deep Equity: Pathways Toward Sustainable Impact, Beyond "Eureka!," Unawareness & Unwitting Harm](#)"
- i. [Your Unconscious Bias Trainings Keep Failing Because You're Not Addressing Systemic Bias](#)
- j. [Seeing White Podcast](#) - Podcast on the history of race and the construct of whiteness in America.
- k. [How to Advance Corporate Diversity and Comply With the Law](#) -The Joint Center for Political and Economic Studies partnered with WilmerHale to create a toolkit on how corporate America can effectively counter racial bias in the workplace. It helps guide companies intent on diversifying their ranks and addressing systemic bias while minimizing legal risks.
- l. [Putting Racism on the Table](#) - This is a learning series that has supported many senior leaders in their personal growth around topics of structural racism, implicit bias, whiteness and privilege. Please note that we strongly recommend the use of an external race equity facilitator if you are going to view these videos as part of or in preparation for a team/board training or retreat.

#### E. Trainings

- a. [Equity in the Center Partner Trainings](#)
  - b. [Service Never Sleeps](#) - Offers training on intersectional allyship and white allyship rooted in an analysis of structural oppression
  - c. [PISAB](#) - "Undoing Racism" training focuses on "undoing" internalized racial oppression and understanding the role of organizational gate keeping as a mechanism for perpetuating racism.
  - d. [Race Forward](#) - Unlike "diversity training" which primarily focuses on *interpersonal* relations and understanding, the Building Racial Equity trainings emphasize how to challenge and change *institutional* racial inequities rooted in *structural* racism.
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- e. [Crossroads Anti-Racism Organizing and Training](#) provides a power analysis of the ideology of white supremacy and systemic racism in the United States. Participants explore how this analysis shapes their work
  - f. [Interaction Institute for Social Change](#) provides a range of trainings on historical, structural and institutional racism, and how they manifest in organizations
  - g. [Headwaters Facilitation Training Program](#) - AORTA offers several training options for emergent and experienced facilitators focused on their Anti-Oppression pedagogy
  - h. [Racial Equity Institute](#) - REI does several different trainings for individuals/organizations. The workshops speak to the historical context of race/racism in the US, and are designed to help individuals and institutions practice reframing problems and determining solutions with a racial equity lens. Their approach is particularly data-rich and strongly recommended to board members and corporate audiences who need the “case” for race equity made.
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