

Equity, Diversity, and Inclusion Tools for Our Justice Toolbox

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Tools Review

1. Watch for and counter cognitive dissonance
2. Nurture a long-term view of and commitment to my and my organization's anti-oppression development
3. Intentionally and routinely look inward
 - How does socialization affect my and my organization's social justice work?
 - How do my intersecting identities grant or deny me access to power, opportunity, and resources?
 - How do different levels of privilege/oppression manifest in me and my organization?
 - What intention-impact gaps do I see in my and my organization's social justice work?
4. Take responsibility for regularly learning more about systems of privilege/oppression

General Resources

- White Fragility: Why It's So Hard for White People to Talk About Racism (DiAngelo 2018, [here](#))
- Blindspot: Hidden Biases of Good People (Banaji & Greenwald 2013, [here](#))
- The New Jim Crow: Mass Incarceration in the Age of Colorblindness (Alexander 2010, [here](#))
- Internalized Oppression: The Psychology of Marginalized Groups (David 2014, [here](#))
- Levels of Racism: A Theoretic Framework and a Gardener's Tale (Jones 2000, [here](#))
- White Fragility (DiAngelo 2011, [here](#))
- White People are Still Raised to Be Racially Illiterate (DiAngelo 2018, [here](#))
- For White Women Learning Calculus in a School Building On Fire (Harvey 2018, [here](#))
- Intent vs. Impact: The Road to Hell is Paved with Good Intentions (Brita 2018, [here](#))
- The Problem Woman of Color in the Workplace ([here](#))
- The Backwards Brain Bicycle ([here](#))
- 6 Forms of Ableism We Need to Retire Immediately (Zeilinger 2015, [here](#))
- Racism and Ableism (Kres-Nash 2016, [here](#))
- Ableism (National Conference for Community and Justice, [here](#))
- Intersectionality 101: Why "We're Focusing on Women" Doesn't Work for Diversity and Inclusion (Kim 2018, [here](#))
- Everyone's a Little Bit Racist, and Sexist, and (Hanna-Wayne 2018, [here](#))
- The End Of Culture Fit (Schmidt 2017, [here](#))
- Building a Multi-Ethnic, Inclusive and Antiracist Organization: Tools for Liberation Packet for Anti-Racist Activists, Allies, and Critical Thinkers (Safehouse Progressive Alliance for Nonviolence 2005, [here](#))
- Racial Equity Toolkit to Assess Policies, Initiatives, Programs, and Budget Issues (City of Seattle Race and Social Justice Initiative, [here](#))

UUA Resources

- Centering: Navigating Race, Authenticity, and Power in Ministry (Rahnema [editor] 2017, [here](#))
- Discussion Guide for Centering (Hauser & Forsyth-Vail 2017, [here](#))
- The Institutional Change Blog ([here](#))
- Findings Related to the Southern Regional Lead Hiring Decision, Spring 2017 Commission on Institutional Change ([here](#))

Guidelines for JUJustice Washington Gatherings

“JUJustice Washington is committed to the increasing, measurable manifestation of our valuing of equity, diversity, and inclusion in all of our work.”

([Equity, Diversity, and Inclusion Position Statement](#) 2018)

JUJustice Washington recognizes that gathering together across issues and social groups will inherently involve power differentials and that we will have varying degrees of awareness of those dynamics. We want to connect, communicate, and work together in ways that are less oppressive of those of us who are targeted by systems of privilege and oppression. So, we ask everyone who participates in any kind of JUJustice Washington gathering to follow these guidelines and to help others follow them, too:

- Open by acknowledging the traditional Native inhabitants of the land on which your gathering is held (e.g., [native-land.ca](#))
- Learn ahead of time about complexities, conflicts, and histories related to issues
- Stay engaged—even when you feel uncomfortable or challenged
- Cultivate an attitude of humility and be open to learning new things
- Do not try to fix the discomfort or pain of others
- Use “I” statements to express your own experience, thoughts, and feelings
- If you typically speak a lot at meeting, speak less and listen more; if you typically speak less at meetings, we welcome your voice
- Listen with the intention of understanding
- Allow for cultural interpretations and misinterpretations
- Practice becoming comfortable with being uncomfortable
- Center people of color when discussing privilege and oppression and their impacts (e.g., focus on how an issue, law, policy, ... impacts people of color)
- Include intersecting identities and impacts of systems of privilege and oppression
- Focus on your impact rather than your intent, especially if you have made a mistake, caused harm, or not achieved your intentions
- Own and correct any mistakes; accept admonishment with grace
- Expect and accept non-closure
- Protect confidentiality: bring lessons with you, but leave specifics at the gathering

(Adapted from Singleton & Linton, 2006)

*Intersecting identities and impacts include, but are not limited to, those related to sex, gender, gender identity and expression, sexual orientation, socioeconomic status, education, language, race, color, culture, ethnicity, nationality, national origin, marital status, geography, immigration status, generation, religion, ability, age, and physical appearance.