



# **EQUITY AND INCLUSION RESOURCE GUIDE**

**Office of Equity and Inclusion**

**In collaboration with the County Equity Core Team**

**<https://mecktech.sharepoint.com/sites/DEI>**

*At Mecklenburg County, we must confront racism at a systemic level — addressing everything from the structural and social mechanics of our organization to the role we play in the community at large. We are committed to listening, learning, and promoting equity and justice. We recognize that uprooting racism requires deep personal and systemic change.*

*There's much work to do on a personal level, too. Here are some of the resources we have found meaningful as you seek to better understand these issues on your own:*

## THINGS TO DO:

Events, programs, learning opportunities that you can join in the Charlotte Mecklenburg community. This list is updated on a regular basis and is provided by one of our partners, Community Building Initiative: <https://cbicharlotte.org/things-to-do/>

## ARTICLES AND DATA

1. [7 Ways You Can Take Action for Racial Justice Right Now](#)
2. [9 books on racism and racial justice to read right now](#)
3. [BlackAmericaWeb.com](#)
4. [Community Building Initiative - Charlotte](#)
5. [COVID-19 exposes the impact of the racial wealth gap.](#)
6. [Kirwan Institute for the Study of Race and Ethnicity - The Ohio State University](#)
7. [Monopoly Was Designed to Teach the 99% About Income Inequality](#)
8. [National Equity Atlas](#)
9. [National League of Cities - Race, Equity, and Leadership \(REAL\)](#)
10. [QCityMetro.Com](#)
11. [Race Forward](#)
12. [Ring the Alarm: COVID-19 Presents Grave Danger to Communities of Color - How to protect yourself and the ones you love.](#)
13. [Showing Up for Racial Justice](#)
14. [Social Equity Considerations: An Imperative in a Time of Pandemic](#)
15. [Ta-Nehisi Coates \(Author\)](#)
16. [The Business Case For Racial Equity - A Strategy For Growth](#)
17. [This City Elected a Mostly Black and Brown Government After a Police Shooting. Can They Overhaul a System Built on Segregation?](#)
18. [What Does it Mean to Be White? An anti-racist training experience for people racialized as white.](#)
19. [White Privilege: Unpacking the Invisible Knapsack](#) by Peggy McIntosh
20. [White Women's Work: Examining the Intersectionality of Teaching, Identity, and Race\(HC\) \(Contemporary Perspectives on Access, Equity, and Achievement\)](#) by Stephen D Hancock, Chezare A Warren, Chance W Lewis
21. [U.S. Businesses Must Take Meaningful Action Against Racism](#)  
Here's what leaders can do today. (June 2020)
22. [How U.S. Companies Can Support Employees of Color Through the Pandemic](#)  
Though we say we're all in this together, we're not all in the same boat. (May 2020)
23. [Toward a Racially Just Workplace](#)  
Diversity efforts are failing Black employees. Here's a better approach. (November 2019)
24. [Hiring Discrimination Against Black Americans Hasn't Declined in 25 Years](#)  
A meta-analysis of job callback rates. (October 2017)
25. [People Suffer at Work When They Can't Discuss the Racial Bias They Face Outside of It](#)  
They become more disengaged and more likely to leave. (July 2017)
26. [Getting Over Your Fear of Talking About Diversity](#)  
Advice for leaders who are afraid of saying the wrong thing. (November 2019)
27. [How the Best Bosses Interrupt Bias on Their Teams](#)  
Strategies to foster equity and inclusion. (November 2019)
28. [How to Reduce Personal Bias When Hiring](#)  
Six steps you can implement. (June 2019)

## BOOKS

*Check Charlotte Mecklenburg Library for a free loan copy.*

1. Charlotte North Carolina, Vermelle Diamond, et. Al (from the Black America Series)
2. Color and Education, Pam Grundy
3. Everyday Injustice: Latino Professionals and Racism (Perspectives on a Multiracial America) by Maria Chávez
4. Just Mercy: A Story of Justice and Redemption (Spiegel & Grau, October, 2014), Bryan Stevenson
5. Letter from a Birmingham Jail, Dr. Martin Luther King, Jr.
6. Race and Social Equity: A Nervous Area of Government (Routledge (June 2014), Susan Gooden
7. Racing to Justice: Transforming Our Conceptions of Self and Other to Build an Inclusive Society (Indiana University Press, 2014), John A. Powell
8. [Social Justice Books](#): A Teaching for Change Project
9. Sorting Out The New South City, Tom Hanchett
10. The Color of Law: A Forgotten History of How our Government Segregated America (Liveright, May 2017), Richard Rothstein.
11. The New Jim Crow: Mass Incarceration in the Age of Colorblindness (New York: New Press, 2012), Michelle Alexander and Cornel West
12. The Racial Contract, Charles W. Mills
13. The Southern Past: A clash of Race and Memory by W. Fitzhugh Brundage
14. White Fragility: Why It's So Hard for White People to Talk About Racism, Robin DiAngelo
15. White Privilege: The Myth of a Post-Racial Society, Kalwant Bhopal
16. Wilmington's Lie: The Murderous Coup of 1898 and the Rise of White Supremacy by David Zucchino

## TV/MOVIE/YOUTUBE/DOCUMENTARIES

1. [13th - Ava DuVernay Documentary on the 13th Amendment \(YouTube\)](#)
2. America to Me
3. [Asian Americans PBS Documentary](#)
4. [Black South Rising - follows Braxton Winston's activism and election to City Council, as a perspective on how race and politics are changing the south in the middle of all our urgent crises.](#)
5. [Charlotte Mecklenburg Community Relations: Its Place in Charlotte History – Then and Now \(YouTube\)](#)
6. [COVID-19 May Not Discriminate Based On Race -- But U.S. Health Care Does \(YouTube\)](#)
7. Detroit
8. [From Inactive Bystander to Ally: Identifying, Acknowledging, and Speaking Up with Tiffany Jana](#)
9. Gentrified – (Netflix)
10. Just Mercy
11. LA 92
12. Let It Fall: Los Angeles 1982-1992
13. Race the Power of an Illusion: 3 episodes (Available through CMS Library)
14. [Racism Is Also a Latino Issue: Puerto Rican Protesters Speak Out](#)
15. [Robin DiAngelo on “White Fragility”/Amapour and Company \(YouTube\)](#)
16. Say Her Name: The Life and Death on Sandra Bland
17. Selma
18. [Systemic Racism Explained \(YouTube\)](#)
19. The Hate U Give
20. The Racial Wealth Gap: Explained (Netflix)
21. The Talk: Race in America
22. The Uncomfortable Truth (Prime Video)
23. Time: The Kalief Browder Story
24. What's Race Got To Do With It? (Available through CMS Library)
25. When They See Us
26. White Like Me (Race, Racism and White Privilege in America). Available through CMS Library.
27. Whose Streets
28. Disclosure (Netflix)

## PODCASTS

1. 70 Million
2. Code Switch
3. 'Flying Coach' with Steve Kerr, Pete Carroll, and Gregg Popovich
4. Pod Save America: "Justice for George Floyd"
5. Putting Racism on the Table
6. Reveal Episodes (from the Center for Investigative Reporting and PRX). There are numerous episodes dealing with race, racism, criminal justice, and social justice.
  - The Uprising
  - Reproducing Racism
  - Pushed out
  - Development Arrested
  - The Lynching of Thomas French
7. Throughline:
  - American Police
  - A Race to Know
8. Whole Seasons/Series:
  - Scene on Radio: "Seeing White" season
  - Come Through with Rebecca Carroll
  - Uncivil
9. Small Talk Real Issues
10. The Bill Simmons Podcast: DeRay Mckesson on Ending Police Brutality
11. The Daily Show with Trevor Noah
12. The Ezra Klein Show - Why Ta-Nehisi Coates is hopeful

## SELF-CARE/PERSONAL SUPPORT RESOURCES:

1. Our Health - 866-434-3255
2. ComPsych - 833-927-1859 or online at [guidanceresources.com](https://www.guidanceresources.com) and enter your company ID: MeckEAP