



## Anti-Racism Education Series: February 2021

As part of Black History Month and in partnership with the Black Law Students Association and Student Bar Association, the Denver Law Office of Diversity, Equity, and Inclusion will launch the **Anti-Racism Education Series in February**. The series consist of a 21-Day Racial Equity Habit Building Challenge <sup>©1</sup> and virtual events.

Students can earn the Anti-Racism Education Series Distinction for participating as described below in Option 1. Students will receive a certificate upon completion. The two student organizations with the most members participating in Option 1 will be able to give a donation to a nonprofit of their choice, in consultation with and funded by the Chancellor Scholars.

The Anti-Racism Education Series, and the “clock” for the 21 days officially begins on **Monday, February 1, 2021**. There are two ways to participate:

1. **Option 1: Earn the Denver Law Anti-Racism Education Series Distinction.** To participate in option 1, you must [register here](#) by Jan. 29. List your student org in the registration to be eligible for the donation. Individual requirements include:
  - a. Completing the 21 day syllabus, listed on page 3.
    - i. This effort is designed to assist you in building habits around racial equity by asking you to spend 15-30 minutes over 21 consecutive days (ideally but at least by the end of February) reading an article, watching a video, or listening to a podcast. Denver Law will be utilizing the challenge as designed by the ABA Section of Labor and Employment<sup>2</sup> with some supplemental materials. The goal of this Challenge reflects the ABA’s goal: to support individuals’ efforts to become more aware, compassionate, constructive, and engaged people in the quest for racial equity.
  - b. Submitting two responses, in writing or orally via video, to specific prompts, one at the midway point of the challenge and one at the end. Once you sign up, you will receive an email with specific prompts to choose from. This will include options for proposing reforms in legal education/law practice as it relates to DEI, sharing individual goals, offering follow up questions, personal reflection, and more.
  - c. Attending at least **two** of the following virtual events held in February and submitting in writing or via video takeaways and lessons learned:
    - i. **February 4, 12-1pm: What is DEI anyway? [Most] everything you need to know about DEI in an hour.** Join the Center for Legal Inclusiveness CEO, Sara Scott, as she provides an essential primer for anyone interested in DEI efforts. After the training, students will have a better understanding of DEI terminology and examples as to how these inequities come to fruition in everyday life; gain a better understanding of racial inequities and how individuals can address these inequities; and have tools to engage in practicing the steps to identify conscious and unconscious biases and strategies to mitigate the effect of these biases. Register to get the zoom link here:  
[https://udenver.zoom.us/join/zoom/register/tZUrdeqgpzwwEtY3QjJPBYCiAd4XPK\\_eFN0S](https://udenver.zoom.us/join/zoom/register/tZUrdeqgpzwwEtY3QjJPBYCiAd4XPK_eFN0S).
    - ii. **February 8, 12-1pm, #Me too: Discrimination and Sexual Harassment in the Externship or Workplace** (also co-sponsored by the CDO and Externships). Featuring Iris Halpern, employment discrimination lawyer with Rathod Mohamedbhai and formerly of the EEOC, and a representative from DU’s EEO and Title IX office. Learn how to recognize discrimination and

<sup>1</sup> The 21-Day Racial Equity Habit-Building Challenge is the registered copyright of America & Moore, LLC. 2014.

<sup>2</sup> See [https://www.americanbar.org/groups/labor\\_law/membership/equal\\_opportunity/](https://www.americanbar.org/groups/labor_law/membership/equal_opportunity/).

sexual harassment and what to do about it when you experience it or observe it. Register to get the zoom link here: <https://udenver.zoom.us/meeting/register/tZcvde-rqDlrGtSpblsTnDedrpKn2X1rBgUn>.

- iii. **February 18, 12pm-1pm, DEI Storytelling Series 1: Perspectives from the Ground.** Counter-storytelling offers space for those from historically marginalized groups to shape and share the narrative that defines their own lives. Join us to hear from Asma Kadri Keeler, a first-generation Indian-Muslim woman attorney at ACLU-CO; Olivia Mendoza, a lawyer and Mexican immigrant who serves as deputy director of litigation and policy at the Nat'l Redistricting Foundation; and Hasan Latif, founder of Second Chance Center, a community re-entry agency dedicated to the successful transition of people returning from incarceration. Register for the zoom link here: <https://udenver.zoom.us/meeting/register/tZUldOqtrzgoGtULsrDZbfP0fQag6sg9KLY2>.
- iv. **February 23, 12-1pm: The Biological Effects of Racism:** In this presentation, the DU law community will be invited to reflect on the structure of anti-blackness and consider potential pathways of addressing its insidiousness with the assistance of novel research on the biopsychosocial impact of everyday racism. Dr. Watson is a postdoctoral fellow with the SF BUILD Program through the National Institute of Health in the Health and Equity Lab at San Francisco State University. Register to get the zoom link here: [https://udenver.zoom.us/meeting/register/tZMrde6vpjorGtdb\\_lsZ3cpaUrmAunQt7LEv](https://udenver.zoom.us/meeting/register/tZMrde6vpjorGtdb_lsZ3cpaUrmAunQt7LEv).

- 2. **Option 2: On your own:** Follow the syllabus, and if you like, utilize the personal tracking tool at the end of this syllabus, which may help with your own motivation and accountability! Attend any number of virtual events.

---

### **Important Notes for the Anti-Racism Education Series**

- a. Understanding anti-racism principles and living them in practice is an ongoing journey and requires commitment and intentionality. Participating in this series is one step.
- b. The issues discussed in the materials are personal for many. We recognize that everyone may not agree with every idea or thought presented in each reading or video. We also recognize that the materials may be very hard to process and that some materials include language that may be offensive. The syllabus is not perfect but we think it is still useful and meaningful.
- c. As discussed in the ABA's preamble to the challenge: This challenge "has been intentionally crafted to focus on the Black American experience.... Even this focus on Black Americans cannot possibly highlight all of the diversity of experiences and opinions within the Black community itself, much less substitute for learnings about any other community of color." Relatedly, a focus on Black Americans for this challenge does not mean individuals and we as a community do not need to learn, study, and reflect on other identities of color, intersectionality, or marginalization more broadly or experienced by other communities. This is simply the focus for this February series.
- d. The syllabus begins on page 3!

We look forward to partnering with you on this effort and we hope it allows each of us individually and as a community to think deeply and reflect on the questions and issues raised. If you are unable to access any links or have questions or reflections, email Associate Dean of DEI Alexi Freeman or DEI Program Manager Jenipher Jones Bonino:

[afreeman@law.du.edu](mailto:afreeman@law.du.edu)/ [jbonino@law.du.edu](mailto:jbonino@law.du.edu).

# Syllabus

## Day 1

- Nikole Hannah-Jones, [\*America Wasn't a Democracy, Until Black Americans Made It One\*](#), The New York Times (Aug. 14, 2019)

## Day 2

- [\*How to Not \(Accidentally\) Raise a Racist\*](#), Longest Shortest Time Podcast

## Day 3

- Ta-Nehisi Coates, [\*The Case for Reparations\*](#), The Atlantic (May 21, 2014)
- Ta-Nehisi Coates, [\*The Great Fire\*](#) (Breonna Taylor issue), Vanity Fair (September 20, 2020)

## Day 4

- Danielle Cadet, [\*Your Black Colleagues May Look Like They Are Okay – Chances Are They Are Not\*](#) (May 2020)
- Katy Waldman, [\*A Sociologist Examines The "White Fragility" That Prevents White Americans From Confronting Racism\*](#), New Yorker (July 23, 2018)

## Day 5

- Megan Ming Francis, [\*Let's get to the root of racial injustice\*](#), TEDTalks (March 21, 2016)
- Justin Jouvenal, [\*Va. Judge Rules Black Defendant Can't Get a Fair Trial in Courtroom Largely Featuring Portraits of White Judges\*](#), The Washington Post (December 22, 2020)

## Day 6

- Project Implicit, [\*Implicit Association Test \(IAT\)\*](#), (This exercise requires navigating the sign up for the tests, which includes answering a series of questions for the researchers, but it is recommended that everyone do at least these tests: **Race**, **Skin Tone**, and **Weapons-Race**. Also, everyone is encouraged to add these tests if you are able: Asian American, Native American, and Arab-Muslim.)

## Day 7

- Kristen Rogers, [\*Dear anti-racist allies: Here's how to respond to microaggressions\*](#), CNN
- Ali Vingiano, [\*63 Black Harvard Students Share Their Experiences In A Powerful Photo Project\*](#), BuzzFeed (March 3, 2014)

## Day 8

- James McWilliams, [\*Bryan Stevenson On What Well Meaning White People Need To Know About Race: An interview with Harvard University-trained public defense lawyer Bryan Stevenson on racial trauma, segregation, and listening to marginalized voices\*](#), Pacific Standard (updated Feb 18, 2019)

## Day 9

- "[Media portrayals of black men contribute to police violence, Rutgers study says](#)," EurekAlert! Science News (Nov. 29, 2018)
- Leigh Donaldson, "[When the media misrepresents black men, the effects are felt in the real world](#)," The Guardian (Aug. 12, 2015)

#### Day 10

- John Biewen, Seeing White (14-part series podcast, 2017), S2 E14: [Transformation](#) (44 minutes, 10 seconds)
  - or, if pressed for time:
    - John Biewen, [Seeing White](#) (14-part series podcast, 2017), S2 E2: How Race Was Made

#### Day 11

- Karma Allen, [More than 50% of homeless families are black, government report finds](#), ABCNews (Jan. 22, 2020)
- Scott Winship, Richard V. Reeves, and Katherine Guyot, [The Inheritance of Black Poverty: It's All About the Men](#), Brookings (March 22, 2018),

#### Day 12

- Hannah Giorgis, [Black Art is dangerous because it marries the personal and the political](#), The Guardian (Feb. 22, 2015)
- Reggie Ugwu, [Lena Waithe's Art of Protest: The "Queen & Slim" writer on mixing art and politics, the key to collaboration and those infamous comments about Will Smith and Denzel Washington](#), The New York Times (Dec. 2, 2019)
- [Bryan Stevenson '85, "We can't recover from this history until we deal with it." legacy of slavery and the vision for creating the National Memorial for Peace and Justice and The Legacy Museum](#), Harvard Law School YouTube (Jan 30, 2019)

#### Day 13

- Rebecca Epstein, Jamilia J. Blake, and Thalia González, [Girlhood Interrupted: The Erasure of Black Girls' Childhood](#), Georgetown Law Center on Poverty and Inequality
- Adrienne Green, [How Black Girls Aren't Presumed to Be Innocent: A new study finds that adults view them as less child-like and less in need of protection than their white peers](#), The Atlantic (June 29, 2017)

#### Day 14

- Perspectives in Poetry:
  - Richard Wright - [Between the World and Me](#)
    - [Author Bio](#)
  - Langston Hughes - [Harlem](#)
    - [Author Bio](#)
  - June Jordan - [Poem for Ms. Fannie Lou Hamer](#)
    - [Author Bio](#)
  - Audre Lorde - [Who Said it Was Simple](#)
    - [Author Bio](#)
  - Claudia Rankine – [You are in the dark, in the car . . .](#)
    - [Author Bio](#)
  - Alice Walker - [The World Rising](#)
    - [Author Bio](#)
- Perspectives on Change:

- The Beatles – [Revolution #1](#)
- Nina Simone – [Revolutions 1 and 2](#)
- Nina Simone - [Mississippi Goddam](#)

#### Day 15

- Peggy McIntosh, [Unpacking the Invisible Knapsack of White Privilege](#)

#### Day 16

- George Johnson, [White gay privilege exists all year, but it is particularly hurtful during Pride](#), NBC News (June 30, 2019)
- [Laverne Cox Talks about Intersectionality at Harvard](#) (Video clips) (March 11, 2014)
- D-L Stewart, [Black Trans\\* Lives Matter](#) (TEDxTalks) (April 22, 2019)

#### Day 17

- N. K. Jemisin, [How Long 'Til Black Future Month? The Toxins of Speculative Fiction, and the Antidote that is Janelle Monae](#), Blog (Sept. 30, 2013)

#### Day 18

- Sam Dylan Finch, [9 Phrases Allies Can Say When Called Out Instead of Getting Defensive](#), Everyday Feminism (May 29, 2017)

#### Day 19

- Jolie A. Doggett, [4 Questions About Hair that Black Girls Are Tired of Answering](#), HuffPost (Feb. 14, 2020)
- Jessica Moulite, [Exclusive: Rep. Ayanna Pressley Reveals Beautiful Bald Head and Discusses Alopecia for the First Time](#), The Root (Jan. 16, 2020)
- [Hair Love](#), Oscar®-Winning Short Film (Full), Sony Pictures Animation, YouTube (Dec. 5, 2019)

#### Day 20

- National Conference for Community and Justice, [Colorism](#)
- Natasha S. Alford, [Why Some Black Puerto Ricans Choose 'White' on the Census: The island has a long history of encouraging residents to identify as white, but there are growing efforts to raise awareness about racism](#), The New York Times (Feb. 9, 2020)

#### Day 21

- Karyn Lacy, [How to Convince a White Realtor You're Middle Class](#), The New York Times (Jan 21, 2020)
- [Who is "Karen" and Why Does She Keep Calling the Police on Black Men?](#), On the Media (Podcast) (May 29, 2020)

#### Extra Resources

- Eddie Moore Jr., [21-Day Plans](#)

- “The Smithsonian’s National Museum of African American History and Culture today launched [Talking About Race](#), a new online portal designed to help individuals, families, and communities talk about racism, racial identity and the way these forces shape every aspect of society, from the economy and politics to the broader American culture.”
- Robin DiAngelo, Ph.D, [Critical Racial and Social Justice Education: List of Resources](#)
- Verna Myers, [How to Overcome Our Biases? Walk Boldly Toward Them](#), TED Talk (video)
- John Biewen, [Seeing White](#) (14-part series podcast, 2017)
- Janice Gassam, [Your Unconscious Bias Trainings Keep Failing Because You’re Not Addressing Systemic Bias](#) (Forbes, Dec. 29, 2019)
- Michael Harriott, [How to Be a Better White Person in 2020](#), The Root (Jan 9, 2020)
- Cheryl I. Harris, [Whiteness As Property](#), Harvard Law Review, Vol. 106 No. 8 (June 1993)

Personal 21-Day Challenge Tracking Tool				
<p><i>If useful to help you remain motivated, use this tool to document whether you've been able to complete each task. You may also share your short initial reflection.</i></p> <p><i>Note: this is for your personal use and will not be shared/submitted.</i></p>				
Day	Read	Listen	Watch	Your Reflection
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
21				