

Anti-Racism in the Workplace

Resource Guide

Books

1. Individual Perspective

- *So You Want to Talk About Race* by Ijeoma Oluo
- *How to Be an Antiracist* by Ibram X. Kendi
- *Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do* by Dr. Jennifer L. Eberhardt

2. Organizational Perspective

- *The Person You Mean to Be: How Good People Fight Bias* by Dolly Chugh
- *White Fragility: Why It's So Hard for White People to Talk About Racism* by Robin DiAngelo
- *Caste: The Origins of Our Discontents* by Isabel Wilkerson

3. Union Perspective

- *Race and Labor Matters in the New U.S. Economy* by Marc Bayard and Steven Pitts
- *Revolutionary Unionism: The Industrial Workers of the World* by Verity Burgmann
- *No Shortcuts: Organizing for Power in the New Gilded Age* by Jane McAlevey

Movies/Documentaries

1. Individual Perspective

- *13th* (Netflix) – Directed by Ava DuVernay, explores the intersection of race, justice, and mass incarceration.
- *The Hate U Give* – Explores racism and police violence from a personal and community perspective.

2. Organizational Perspective

- *American Factory* (Netflix) – Examines workplace culture and systemic inequities in manufacturing.
- *The Corporate Coup D'État* – Discusses systemic challenges within corporations, touching on inequities in the workplace.

3. Union Perspective

- *Sorry We Missed You* – Highlights labour exploitation and systemic racism in gig economies.
- *Matewan* – A historical depiction of a coal miners' strike emphasizing race and labour solidarity.

Podcasts

1. **Individual Perspective**
 - *Code Switch* (NPR) – Tackles race and identity issues, often with a workplace angle.
 - *Unlocking Us* by Brené Brown – Includes episodes on race and emotional intelligence in leadership.
 2. **Organizational Perspective**
 - *The Diversity Gap* – Explores diversity in organizational spaces and how to bridge the gap.
 - *Lean In* by Sheryl Sandberg – Discusses bias, inclusion, and workplace dynamics.
 3. **Union Perspective**
 - *Belabored Podcast* – Focuses on labour rights and race-related workplace issues.
 - *Working People* – Stories from workers about racial dynamics and union activism.
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Influencers/Thought Leaders

1. **Individual Perspective**
 - **Layla F. Saad** – Author of *Me and White Supremacy*, focuses on personal accountability in anti-racism.
 - **Dr. Joy DeGruy** – Researcher and speaker on cultural trauma and bias.
2. **Organizational Perspective**
 - **Tiffany Jana** – Advocate for organizational diversity and inclusion, co-author of *Overcoming Bias*.
 - **Dr. Robin DiAngelo** – Specializes in workplace racial dynamics and the concept of white fragility.
3. **Union Perspective**
 - **Steven Pitts** – Labor economist focusing on Black workers and union inclusion.
 - **Sarita Gupta** – Activist and leader in labour organizing and racial equity.

YouTube Videos

1. **Individual Perspective**
 - [“How to Outsmart Your Own Unconscious Bias” by Valerie Alexander](#) – Discusses individual biases and strategies to overcome them in daily life and workplaces.
 - [“Why We Need to Talk About Race at Work” by Dr. Pragya Agarwal](#) – Explores the role of race in professional settings.
2. **Organizational Perspective**
 - [“How to Foster True Diversity and Inclusion at Work” by Rosalind G. Brewer](#) – Focuses on systemic changes needed for workplace equity.
 - [“The Business Case for Diversity in the Workplace” by TED](#) – Examines why diversity and anti-racism matter in organizations.
3. **Union Perspective**
 - [“Racial Justice and the Labor Movement” by AFL-CIO](#) – Highlights the intersections of race and labor.
 - [“Unions and Social Justice” by The Real News Network](#) – Discusses how unions can combat racism and advocate for inclusivity.

Articles

1. Individual Perspective

- [“The Reality of Anti-Racism in the Workplace” by Forbes](#) – Explores personal responsibility and action plans for employees.
- [“How to Be an Ally at Work” by Harvard Business Review](#) – Offers practical steps individuals can take to promote equity.

2. Organizational Perspective

- [“Creating an Anti-Racist Workplace” by SHRM](#) – Explores systemic strategies for anti-racism in organizations.
- [“Addressing Racism in Corporate Culture” by McKinsey & Company](#) – A data-driven approach to transforming workplaces.

3. Union Perspective

- [“Labor Unions’ Role in Combating Racism” by The Nation](#) – Discusses the power of unions in advancing racial justice.
- [“Unions and Racial Equity” by Economic Policy Institute](#) – Analyzes how unions impact racial equity in the workplace.

