MIT | Institute Community & Equity Office

INFINITE CONVERSATIONS

Sources for understanding and engaging in diversity, equity, and inclusion (DEI) work

ALLYSHIP

"Allyship an active, consistent, and arduous practice of unlearning and re-evaluating, in which a person of privilege seeks to operate in solidarity with a marginalized group of people"
- BC Teachers' Federation

5 Tips for Being an Ally – A 5 minute video by @chesicaleigh on YouTube outlines her recommendations for allyship in any context.

103 Things White People Can do for racial justice by Corinne Shutack – This article updates frequently with action items specifically for white allies.

Guide to Allyship – An open source starter guide to help you become a more thoughtful and effective ally.

ANTI-RACISM

"Anti-racism is an active and conscious effort to work against multidimensional aspects of racism."
- Robert J Patterson

An anti-racist's dictionary: 16 words on race, gender, and diversity you should know by Marguerite Ward – A list of terms frequently used in DEI work and writing.

The difference between being not racist and anti-racist, Ibram X. Kendi – Short Ted Talk defining the importance of being actively against racism wherever it's encountered.

How to deconstruct racism one headline at a time, Baratunde Thurston – A comedic Ted Talk outlining the power of language and anti-racist media literacy.

BIASES

"Bias: a preference for or against an individual or group that interferes with or influences fair judgment."
- Anti-Defamation League, 2018

How to overcome our biases? Walk boldly toward them, Verna Myers – A 15 minute video about acknowledging the biases held by all people and the role they play in our lives.

Project Implicit – an interactive test investigating implicit social cognition; thoughts and feelings that are largely outside of conscious awareness and control.

CULTURE/ IDENTITY

"Culture is the intersection of people and life itself. It's how we deal with life, love, death, birth, disappointment... all of that is expressed in culture."
- Wendell Pierce

The Danger of a Single Story, Chimamanda Ngozi Adichie – A 20 minute Ted Talk about finding cultural identity and broadening individual perspectives.

INTERSECTIONALITY

"Intersectionality is a framework for conceptualizing a person, group of people, or social problem as affected by a number of discriminations and disadvantages."

– YW Boston

The Urgency of Intersectionality, Kimberlé Crenshaw Crenshaw – "If you're standing in the path of multiple forms of exclusion, you're likely to get hit by both." In this talk, Professor Crenshaw advocates speaking up for victims of prejudice.

WHITENESS, FRAGILITY, & PRIVILEGE

"White privilege is an absence of the consequences of racism. An absence of structural discrimination, an absence of your race being viewed as a problem first and foremost."

– Reni Eddo-Lodge

How can I have a positive racial identity? I'm White! by Ali Michael – A 15 minute talk by a white scholar on the white psyche confronting the traditional narrative of what it means to be a white American.

How to recognize your white privilege – and use it to fight inequalities, Peggy McIntosh – Short Ted Talk on meritocracy, self reflection, and re-education.

Teaching Tolerance Interviews Robin DiAngelo: White Fragility in the Classroom – An interview with Robin DiAngelo, author of 'White Fragility: Why It's So Hard for White People to Talk About Racism', about her background as a teacher educator, her conception of "white fragility" and her thoughts on teacher accountability.

Want to do more?

The **Institute Community & Equity Office** is available to host a facilitated discussion for 10-30 members of your unit on any of the above resources.

Contact us to explore how you can advance equity at MIT, or if you would like to be notified of Institute events with a focus on diversity, equity, and inclusion

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