



RACE PLAYLIST:
ADVANCED

INTRODUCTION

The purpose of this playlist is to expand your critical understanding of race and racial equity in the US context. This playlist is grounded in Bobbie Harro's *Cycles of Liberation* and draws heavily from the *Dismantling Racism Workbook*. The *Cycles of Liberation* recognizes that critical transformation work is never "done," and so this playlist serves as an entry point into delving deeper into racial justice work.

Through these eight modules, each of which will take about 90 minutes, you will engage in a curated experience that builds upon critical knowledge; provides opportunities for reflection and self work; offers resources to engage in interpersonal and group work; and provides scaffolding to address organizational and systemic change.

The following modules have been intentionally developed and organized to guide learners through a developmental sequence, building your knowledge as you go from Module 1 to Module 8. By moving through the modules and respective resources in order, you will engage deeply with curated opportunities to build upon your knowledge as you progress through the playlist.

ORIENTATION

To access the resources, click on the underlined text within the modules and the resource will open in a new tab. At the end of each module, there are reflections, activities, and challenges that serve as natural pauses to process your learning and consider how to apply these new insights to your practice. We encourage you to use a journal to keep track of your reflections and responses, so that you have a record of your learning through this playlist.

If you are new to this work, you might start by doing this [activity](#).

This playlist includes resources related to trauma, violence, and discrimination. We encourage you to take care of yourself while engaging in these resources. If you need additional support, we have listed Harvard resources in the final module.

As you engage with this playlist, be mindful that we cannot expect closure. True anti-oppressive work is a lifelong process, grounded in a commitment to lifelong learning. This playlist merely serves as a thoughtful entree into the work and we highly recommend that you continue to seek out resources and sustain your commitment to this work through our suggestions in Module 8.

CREDITS

This playlist was curated by Stefanie Martinez-Fuentes (Doctoral Candidate) and Samyuktha Natarajan (Ed. M, 2020).

To learn more about Stefanie and Samyuktha, click [here](#).

Because this playlist is a pilot, we would truly appreciate your feedback to improve this tool and ensure that these learning experiences are intentional and useful to our community.

Once you complete this playlist, please provide your feedback [here](#).

MODULE 1: WAKING UP

Liberation begins when we notice shifts or evolution in our core worldviews.

MODULE 2: GETTING READY

Marked by introspection, education, and consciousness raising, we begin dismantling and building aspects of our world views, based on our new perspectives.

MODULE 3: REACHING OUT

This phase provides us with feedback about how our new worldviews will be met by others.

MODULE 4: BUILDING COMMUNITY

This interpersonal phase of liberation is based on the creation of ongoing dialogue for coalition building and exchange.

MODULE 5: COALESCING

Having joined with allies and fortified our resolve, we are ready to discover that we have more power to interrupt the system as a coalition.

MODULE 6: CREATING CHANGE

This phase empowers us to use our critical analysis of the assumptions, structures, rules, and roles of the existing system of oppression to begin transforming the system.

MODULE 7: MAINTAINING

In order to succeed, change needs to be strengthened, monitored, and integrated into the ritual of daily life.

MODULE 8: SUSTAINING

Because anti-oppressive work requires continuous learning, this module provides habits, connections, and additional resources to dig deeper, learn more, and engage with this work in community.

ROAD MAP

LIBERATION IS BASED IN SOMETHING FAR BIGGER THAN ME AS AN INDIVIDUAL, OR US AS A COALITION, OR OUR ORGANIATION AS A COMMUNITY, OR ANY ONE NATION, OR ANY PARTICULAR WORLD. IT'S ABOUT THAT FORCE THAT CONNECTS US ALL TO ONE ANOTHER AS LIVING BEINGS...WHICH BINDS US BY THE VISION THAT THERE CAN BE A BETTER WORLD AND WE CAN HELP TO CREATE IT.

- BOBBIE HARRO

THE CYCLE OF LIBERATION (2008)

AS YOU PREPARE TO ENGAGE WITH THIS PLAYLIST, TAKE A MOMENT TO REFLECT AND NAME YOUR **WHY**.

WHAT HAS BROUGHT YOU TO THIS PLAYLIST?

WHAT ARE YOUR GOALS AS YOU MOVE THROUGH THE MODULES?

WHAT CHANGE ARE YOU HOPING TO CREATE? PERSONALLY, PROFESSIONALLY, AND STRUCTURALLY?

AS YOU CONTINUE THROUGH THE FOLLOWING MODULES, YOU WILL HAVE OPPORTUNITIES TO REVISIT, REFINE, AND RECOMMIT TO YOUR WHY.

**OPENING REFLECTION: WHAT'S
YOUR WHY?**

AS WE CURATED THIS PLAYLIST, WE ALIGNED THE MODULES AND RESOURCES WITH THE FOLLOWING DEIB OUTCOME AREAS:

- **KNOWLEDGE:** GAIN A FUNCTIONAL UNDERSTANDING OF KEY CONCEPTS AND TERMS RELATED TO DIVERSITY, EQUITY, INCLUSION AND BELONGING.
- **REFLECTIVE AND DEVELOPMENTAL SELF-WORK:** DEMONSTRATE AWARENESS, COMFORT, AND SKILL AT CONSISTENTLY SELF-IDENTIFYING AND REFLECTING ON IDENTITY, POSITIONALITY, AND POWER OVER TIME.
- **INTERPERSONAL AND GROUP WORK:** GAIN CAPACITY TO COMMUNICATE, COLLABORATE, DIALOGUE, FACILITATE AND INTERVENE (IN REAL TIME) WITH OTHER PEOPLE, ACROSS SOCIAL IDENTITY DIFFERENCES.
- **ORGANIZATIONAL AND SYSTEMS WORK:** BUILD CAPACITY TO IDENTIFY AND ANALYZE SYSTEMS (HISTORICAL, ORGANIZATIONAL, POLITICAL, GLOBAL) OF POWER AND THEIR INFLUENCE ON THE EVERYDAY EXPERIENCES OF INDIVIDUALS IN OUR SOCIETY.

DEIB OUTCOMES

FOR A FULL LIST OF DEIB OUTCOMES, CLICK [HERE](#).

RECOGNIZING THAT THIS PLAYLIST IS MEANT TO BE A PERSONALIZED EXPERIENCE, COMPARE OUR FOUR DEIB OUTCOME AREAS WITH **YOUR WHY** AND **YOUR GOALS**?

IF YOU WOULD LIKE TO INTEGRATE THESE DEIB OUTCOMES INTO YOUR PERSONAL PURPOSE FOR THIS PLAYLIST, TAKE A MOMENT TO REVISE YOUR WHY AND GOALS BEFORE MOVING FORWARD.

AS YOU NAVIGATE THE FOLLOWING MODULES, THESE GOALS WILL SERVE AS TOUCH POINTS FOR YOUR LEARNING.

WHY + DEIB OUTCOMES

MODULE 1: WAKING UP

Liberation begins when we notice shifts or evolution in our core worldviews.

1. CYCLES OF LIBERATION

This piece provides a framework through which to address oppression and move toward liberation. The phases outlined in this model will be mirrored in the stages of this playlist, providing opportunities for reflection, community-building, and action.

2. CREATING YOUR OWN RACIAL AUTOBIOGRAPHY

The premise of this activity is that everyone has a racial journey and the more comfortable you are in exploring and sharing your own journey, the stronger you will be in facilitating conversations about race with others. Option to engage the community: Once you have completed your own racial autobiography, find a community with whom you can share it and have a discussion about similar and diverging experiences. Consider the ways/spaces in which race has been more salient to you than others and vice versa.

3. OPTIONAL: DISMANTLING RACISM WORKBOOK: CYCLE OF OPPRESSION AND EXPRESSIONS OF RACISM (P. 16-17)

This resource provides a foundation for embarking on this journey toward liberation. It highlights the cycle of oppression and the ways in which racism is expressed culturally, institutionally, and personally.

HOW DO THE CYCLES OF LIBERATION AND OPPRESSION INFORM ONE ANOTHER?

USE THE CYCLE OF OPPRESSION TO CONSIDER HOW YOUR UNDERSTANDING OF RACE HAS FOLLOWED THESE PHASES OF SOCIALIZATION, INTERNALIZATION, AND CONTINUATION.

HOW MIGHT YOU USE THE CYCLE OF LIBERATION TO ADDRESS YOUR UNDERSTANDING OF RACE AND CHALLENGE SOME OF THE MISINFORMATION, SOCIALIZATION, AND INTERNALIZATION THAT YOU EXPERIENCED?

REFLECTION

MODULE 2: GETTING READY

Marked by introspection, education, and consciousness raising,, we begin dismantling and building aspects of our world views ,based on our new perspectives.

1. THE SOCIALIZATION AND ISM PRISM

This activity asks a series of questions in order to allow participants to explore and understand their biases and where they learned them.

2. DISMANTLING RACISM: FOUNDATIONS OF RACISM; HOW OPPRESSION OPERATES (P.18-23)

This section breaks down the differing impacts of racism on white people and people of color.

3. DISMANTLING RACISM: WHITE SUPREMACY CULTURE (P. 28-35)

This article highlights the ways in which white supremacy culture shows up in various organizations and spaces, while also providing “antidotes” to these characteristics that have become normalized within our culture.

MODULE 3: REACHING OUT

This phase provides us with feedback about how our new worldviews will be met by others.

1. DISMANTLING RACISM: THE SELF SYSTEM INTERNALIZED RACIAL INFERIORITY AND INTERNALIZED WHITE SUPERIORITY (P. 24-27 AND P. 36-39)

These sections detail the Self System Model, which illustrates the impact of racism on individual's identities. This model is applied to racism's impact on people of color as well as white people and highlights the process by which to challenge internalized racial inferiority and internalized white superiority.

2. RACIAL EQUITY TOOLS: DIALOGUE AND DELIBERATION

This site provides links to various organizations and working groups that are working towards social change. Read through at least two of the resources and consider how different organizations engage in this work.

WHAT RESONATED FROM THIS MODULE'S READINGS?

HAVE YOU EVER TRIED ANY OF THE PRACTICES DISCUSSED IN THE RACIAL EQUITY TOOLS ARTICLES?

WHAT ARE OTHER PRACTICES THAT YOU MAY ADOPT AFTER READING THESE EXAMPLES?

WHAT CHALLENGES MIGHT YOU ANTICIPATE WITH INCORPORATING THESE PRACTICES INTO YOUR WORK? WHO COULD YOU GO TO FOR SUPPORT?

REFLECTION

CHALLENGE

SHARE A STORY ABOUT YOUR OWN SELF-SYSTEM AND HOW YOUR MENTAL, SPIRITUAL, PHYSICAL, OR EMOTIONAL SELVES WERE IMPACTED BY THE POSITIVE OR NEGATIVE MESSAGES COMMUNICATED BY THE DOMINANT CULTURE.

WHAT WERE SOME OF THESE MESSAGES THAT YOU HEARD ABOUT YOURSELF AND YOUR COMMUNITY?

HOW DID THOSE MESSAGES IMPACT YOUR SENSE OF SELF?

USING THE LADDER OF EMPOWERMENT, CONSIDER WHAT IT WOULD LOOK LIKE FOR YOU TO MOVE FROM ONE RUNG TO THE NEXT. PEOPLE OF COLOR (P. 27): WHAT WOULD IT LOOK LIKE TO MOVE TOWARD EMPOWERMENT? WHITE PEOPLE (P.37): WHAT WOULD IT LOOK LIKE TO MOVE TOWARD ANTI-RACISM ?

AT THIS POINT, TAKE SOME TIME TO REVISIT YOUR WHY.

REMIND YOURSELF OF THE QUESTIONS AND THOUGHTS THAT BROUGHT YOU TO THIS PLAYLIST.

HOW HAS YOUR LEARNING THUS FAR HELPED YOU REFINE YOUR GOALS FOR YOUR LEARNING?

WHAT HAS CHANGED REGARDING YOUR UNDERSTANDING OF THE PERSONAL, INTERPERSONAL, AND STRUCTURAL CHANGES YOU ARE HOPING TO CREATE?

REFLECTION: REVISIT AND REFINE

YOUR WHY

MODULE 4: BUILDING COMMUNITY

This interpersonal phase of liberation is based on the creation of ongoing dialogue for coalition building and exchange.

1. INCORPORATING A RACIAL EQUITY LENS IN HOW WE WORK AS AN ACTION TEAM

This exercise allows you to facilitate and engage in conversation about your communities' various racial dynamics and how they impact your work. It will consider the principles for incorporating a racial equity lens into work, approaching various equity scenarios, working equitably as a team, reflecting on team dynamics, and considering next steps.

DEBRIEF THE PROCESS OF ENGAGING IN THIS EXERCISE WITH YOUR GROUP MEMBERS. WHAT WERE THE TAKEAWAYS? WHAT WERE THE CHALLENGES?

REFLECTION

MODULE 5: COALESCING

Having joined with allies and fortified our resolve, we are ready to discover that we have more power to interrupt the system as a coalition.

1. BUILDING A MULTI-ETHNIC, INCLUSIVE & ANTIRACIST ORGANIZATION: TOOLS FOR LIBERATION PACKET

This packet provides statements, definitions, and characteristics of anti-racist practices as well as best practices for a more inclusive workplace.

2. DISMANTLING RACISM: RACE EQUITY STAGES

This section breaks down the differing impacts of racism on white people and people of color.

HAVE YOU EVER BEEN PART OF AN ORGANIZATION THAT HAD A RACIAL EQUITY OR ANTI-RACIST MISSION?

IF SO, WHAT DID THAT LOOK LIKE IN PRACTICE? WHICH OF THE RACIAL EQUITY STAGES OR ANTI-RACIST PRACTICES WERE IN PLACE?

IF NOT, WHAT WOULD IT LOOK LIKE FOR AN ORGANIZATION OF WHICH YOU WERE/ARE A PART TO ENGAGE IN THIS WORK?

WHICH OF THE PHASES WOULD BE THE MOST CHALLENGING? HOW COULD YOU HELP YOUR ORGANIZATION MOVE THROUGH THIS?

REFLECTION

AS YOU ARE NEARING THE END OF THIS PLAYLIST, HOW MIGHT YOU REVISE AND RECOMMIT TO YOUR WHY?

BASED ON YOUR ENGAGEMENT WITH THE MODULES SO FAR, REMIND YOURSELF OF THE QUESTIONS AND THOUGHTS THAT BROUGHT YOU TO THIS PLAYLIST.

HOW HAS YOUR LEARNING THUS FAR HELPED YOU REFINE THE CHANGE THAT YOU ARE HOPING TO CREATE?

**REFLECTION: RECOMMIT TO YOUR
WHY**

MODULE 6: CREATING CHANGE

This phase empowers us to use our critical analysis of the assumptions, structures, rules, and roles of the existing system of oppression to begin transforming the system.

1. LAND REPARATIONS AND INDIGENOUS SOLIDARITY HANDBOOK

This handbook provides educational resources on colonialism, decolonization and solidarity, and links to some inspiring case studies and examples of settler descendants who have returned land to Indigenous people, as well as some initial questions/best practices to consider when beginning to think about working towards land repatriation to Indigenous people.

2. DISMANTLING RACISM WORKBOOK: PRINCIPLES FOR TAKING ACTION (P. 54-58)

This section considers the seven principles for taking action in racial justice including: using an organizing mind; identifying explicit goals; building power on the margins, thinking and acting collectively; being accountable to people and to principles; knowing oneself; and working on all three interdependent levels-- personal, institutional, cultural.

CHALLENGE

CHOOSE AN ISSUE ALIGNED WITH RACIAL EQUITY AND CREATE AN ACTION PLAN BASED ON **THE PRINCIPLES FOR TAKING ACTION.** (P. 54-58)

CONSIDER EACH OF THE PRINCIPLES AND NOTE IDEAS, QUESTIONS, OPPORTUNITIES, AND CHALLENGES YOU ANTICIPATE WITH BRINGING THIS PLAN TO LIFE.

MODULE 7: MAINTAINING

In order to succeed, change needs to be strengthened, monitored, and integrated into the ritual of daily life.

1. DISMANTLING RACISM WORKBOOK: ACCOUNTABILITY IN A TIME OF JUSTICE (P.51-53)

In maintaining anti-racist work, it is important to acknowledge the ongoing and cyclical nature of engaging in this work and need to interrogate personal and institutional power. This piece names the process of constructing accountability for engaging in racial equity work in ways that help one live out a vision of equity and justice.

2. A PRACTICE TOWARD DEEP EQUITY

This reflection piece provides a definition for “Deep Equity” followed by a series of phases for practicing deep equity, as well as a list of resources for people interested in pursuing this work.

CHALLENGE

HAVE A CONVERSATION WITH A FACULTY MEMBER IN YOUR DEPARTMENT TO UNDERSTAND WHAT IT LOOKS LIKE TO PRACTICE ACCOUNTABILITY AND MOVE TOWARD DEEP EQUITY IN YOUR FIELD.

WHERE ARE THE OPPORTUNITIES FOR CHANGE WITHIN THE FIELD AND WHAT IS ALREADY WORKING WELL?

WHAT MIGHT RESISTANCE TOWARD CHANGE LOOK LIKE AND HOW CAN YOU CHALLENGE THAT?

MODULE 8: SUSTAINING

Because anti-oppressive work requires continuous learning, this module provides connections and additional resources to dig deeper, learn more, and engage with this work in community.

1. CONNECT: HARVARD RESOURCES

The following organizations and resources at Harvard provide opportunities to connect with and learn about race in community.

- [What Comes Next: How Harvard Must Combat Systemic Racism](#)
- [Harvard University GSAS Student Affinity Groups](#)
- [The Harvard Coalition for Black Lives](#)
- [Equity, Diversity, and Inclusion Staff Directory](#)
- [Office of Diversity Education and Support](#)

2. LEARN MORE: RESOURCE BANK + RECOMMENDED BOOKS

To learn more about race and intersectional identities and experiences, consider exploring the other playlists and resources in our database. Also, take some time to explore the recommended book list below.

RECOMMENDED BOOKS

Explore these works to continue your learning.

HOW TO BE AN ANTIRACIST | IMBRAM X. KENDI | (2019)

SO YOU WANT TO TALK ABOUT RACE | IJEOMA OLUO | (2019)

THE NEW JIM CROW: MASS INCARCERATION IN THE AGE OF COLORBLINDNESS | MICHELLE ALEXANDER | (2010)

ELOQUENT RAGE: A BLACK FEMINIST DISCOVERS HER SUPERPOWER | BRITTNEY COOPER | (2018)

REPRODUCTIVE INJUSTICE: RACISM, PREGNANCY, AND PREMATURE BIRTH | DÁNA-AIN DAVIS | (2019)

THE COLOR OF LAW: A FORGOTTEN HISTORY OF HOW OUR GOVERNMENT SEGREGATED AMERICA | RICHARD ROTHSTEIN | (2018)

WHY ARE ALL THE BLACK KIDS SITTING TOGETHER IN THE CAFETERIA?: AND OTHER CONVERSATIONS ABOUT RACE | BEVERLY DANIEL TATUM | (2017)

KILLING RAGE: ENDING RACISM | BELL HOOKS | (1996)

THIS BOOK IS ANTI-RACIST: 20 LESSONS ON HOW TO WAKE UP, TAKE ACTION, AND DO THE WORK | TIFFANY JEWELL AND AURELIA DURAND | (2020)

ME AND WHITE SUPREMACY: COMBAT RACISM, CHANGE THE WORLD, AND BECOME A GOOD ANCESTOR | LAYLA F. SAAD | (2020)

WHITE FRAGILITY: WHY IT'S SO HARD FOR WHITE PEOPLE TO TALK ABOUT RACISM | ROBIN DIANGELO | (2018)

WHAT HAVE YOU LEARNED FROM THIS PLAYLIST?

WHAT CHALLENGED YOU AND WHAT SURPRISED YOU?

IDENTIFY ONE OR TWO RESOURCES THAT YOU WILL EXPLORE GOING FORWARD TO CONTINUE YOUR LEARNING ABOUT RACE IN EDUCATION.

FINAL REFLECTION