**Note:** The following resources represent a range of perspectives (both academic and non-academic) offered in the interest of promoting racial equity and may not reflect the opinions of the OCWTP.

**SOME BASIC TERMINOLOGY:**

Glossary of Terms Around Racial Equity

**SCIENTIFIC/ACADEMIC/EVIDENCE-INFORMED**

The Urgency of Intersectionality / Kimberle Crenshaw

State of the Science: Implicit Bias Review 2017 / The Kirwan Institute at The Ohio State University

Advancing Equity in Child Welfare Systems / Annie E Casey Foundation

Caste System / Isabel Wilkerson

The Cost of Racism for People of Color: Contextualizing Experiences of Discrimination / Edited by Alvin N. Alvarez, Christopher T.H. Liang and Helen A. Neville

White Racial Identity Development Model. Two Phases: Abandonment of Racism & Defining a Non-Racist Identity / Dr. Janet Helm

**ESSAYS/OPINIONS/CALLS TO ACTION**

Social Workers: Allies for Justice? / The New Social Worker (magazine)

Promoting Racial Equity Through Workforce and Organizational Actions / National Child Welfare Workforce Institute (NCWWI)

What Can Aspiring White Allies Do? / Ohio Domestic Violence Network

White Privilege: Unpacking the Invisible Knapsack / Peggy McIntosh
Spiritual Activism for Fighting and Healing from White Supremacy / Rachel Ricketts

Why a Child Welfare “Miranda Rights” Law is Essential / Q&A with Advocate and Organizer, Joyce McMillian

Child Welfare is not Exempt from Structural Racism and Implicit Bias / The Imprint

Advancing Frontline Employees of Color / FSG Reimagining Social Change (report)

The Case for Race Blind Foster Care Removal Decisions / The Imprint

A Step-by-Step Guide to Transform Diversity & Inclusion into Anti-Racism / Lily Zheng

The Inner Work That Makes Cross-Racial Conversations Easier / Mary-Frances Winters

RESOURCES/TOOLS/TRAINING

Racial Equity Resources / Compilation from NCWWI

Talking About Race: Being Antiracist / Compilation from the National Museum of African American History & Culture / Smithsonian

Working with Diverse Populations and Communities in Child Welfare / Child Welfare Information Gateway

Racial Equity Tools

VOICES OF LIVED EXPERIENCE/TESTIMONIALS

My White Friend Asked Me on Facebook to Explain White Privilege. I Decided to be Honest / Yes Magazine

PODCASTS/TALKS/FILMS

The Difference Between Being Not Racist and Antiracist / Ibram X. Kendi (author of How to be an Antiracist)

The Danger of a Single Story / Chimamanda Ngozi Adichie (Ted Talk)

Is My Skin Brown Because I Drink Chocolate Milk? / Ted Talk

To Transform Child Welfare, Take Race Out of The Equation / Jessica Pryce (TED TALK)