

# Moving Beyond Diversity: A Syllabus for Racial Justice

A Resource for Faculty, Staff, and the Community

~Created by the SCSU Racial Justice Pedagogy Project~

*We acknowledge that Southern Connecticut State University is [located in the traditional territory](#) of Paugussett and Quinnipiac peoples*

The resources provided here are intended for faculty and staff to explore in an effort to strengthen their understandings of how systemic racism operates in our lives, communities, and classrooms. This syllabus is part of a larger endeavor for faculty to integrate racial justice pedagogies into our practice.

In the coming year, we will be adding guiding content to this material as well as resources related more explicitly to teaching.

This is a working document and will be updated continually. Our plan is to eventually develop a permanent, public facing site for this resource.

We invite your feedback. Please use this form if you have suggestions for additional content, questions about the project, or anything else you would like us to know

## Why “Beyond Diversity”?

We talk often of diversity in higher education; at Southern we take pride in our increasingly diverse student body while acknowledging the relative lack of diversity among our faculty and staff. Many of us think about how we can bring “diverse” voices into our curriculum or how we meet the needs of “diverse” learners, but [we should think carefully about what we mean by “diverse”](#).

### So why “beyond diversity”?

Addressing “diversity” [allows white folks in particular to avoid the discomfort](#) that is a necessary part of confronting systemic racism and systems of oppression. It also [positions people of color](#)

[and people from marginalized communities as “other.”](#) negating even well-intentioned efforts to be fully inclusive. Talking about diversity (and even inclusion) [also allows us to avoid conversations about how white supremacy undergirds our institutions](#), including higher education; focusing only on diversity, prevents us from dismantling systems of oppression.

We believe that in order to move beyond diversity in our teaching practice and in our work as a university, we must first educate ourselves on how white supremacy operates and why we as a society must act on the need for racial justice. Section 1 of our resources takes up this issue.

Our next step must be to understand how institutions of education, including our university, privilege whiteness. Section 2 contains readings that explore how systemic racism is present in educational spaces.

Section 3 and 4 will include resources for action - how can we re-imagine our university as a space for liberation instead of a space for replicating oppressive practice? Section 3 covers general resources for culturally responsive and anti-racist pedagogies while Section 4 will take up curriculum examples from specific disciplines.

**Have a suggestion of a resource we could add? Any questions or feedback?**  
[Please let us know here.](#)

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## Section 1: Why Are We Talking About Racial Justice Now?

These resources are intended to provide a starting place for understanding the urgent need to work towards racial justice.

### What are race, racism, and white supremacy?

**Race:** To understand the need for racial justice, we must first understand that race has no biological basis. Rather, **race is a social construction** [used to justify American slavery and the ongoing oppression of people of color](#). Even though race is socially constructed, it has very real material consequences as the next section will explore.

**Racism:** Prejudice + Power = [Racism](#)

**White Supremacy:** [White supremacy](#) is an institutionally perpetuated system of oppression that manifests in our lives, communities, and schools. A complex system of beliefs and behaviors rooted in systems designed to maintain the superiority of those designated white. These

include, overt, subtle, unconscious, conscious, and institutional beliefs and behaviors, resulting in the oppression of people of color.

**Racial Justice:** A process where power and resources are redistributed so that people of color have equal access, opportunities, and treatment leading to equitable outcomes for all. It is the disruption of our current systems which maintain white supremacy.

## How do white supremacy and structural racism operate in the United States?

### Books

- Ibram Kendi, [\*Stamped From the Beginning\*](#)
- Michelle Alexander, [\*The New Jim Crow: Mass Incarceration in the Age of Colorblindness\*](#)
- Jean Stefancic and Richard Delgado, [\*Critical Race Theory\*](#)
- Angela Davis, [\*Are Prisons Obsolete?\*](#)
- Ijeoma Oluo, [\*So You Want to Talk about Race?\*](#)
- Ta-Nehisi Coates *Between the World and Me*
- Richard Rothstein - [\*The Color of Law: The Forgotten History of How Our Government Segregated America\*](#)

### Articles, excerpts, and other online resources

- bell hooks, "[Understanding Patriarchy](#)"
- "[white supremacy iceberg](#)"
- Audre Lourde, "[The Uses of Anger: Women Responding to Racism](#)"
- Ta-Nehisi Coates, "[The First White President](#)" (in *The Atlantic*)
- [\*Black Lives Matter Syllabus\*](#)
- [\*Sanctuary Syllabus\*](#), resource created by NYU Sanctuary
- [\*A History: The Construction of Race and Racism\*](#), Dismantling Racism Project Western States Center

### Films and Podcasts

- [\*13th\*](#), Ava DuVernay's documentary about the prison-industrial complex
- "[The Red Line: Racial Disparities in Lending](#)", *Reveal* episode on ongoing racism in the mortgage industry
- [\*What is Systemic Racism?\*](#), from *Race Forward: The Center for Racial Justice Innovation*

### Articles, Excerpts, and other resources

- Nicole Rodgers & Rashad Robinson: "[How the News Media Distorts Black Families](#)" (from *The Washington Post*)

- Mary Alice Daniel, "[The History White People Need to Learn](#)"
- [Mapping Inequality](#) - database of redlining maps
- [Race: the Power of an Illusion Resources](#)
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### **Films and Podcasts**

- California Newsreel: [Race: The Power of an Illusion](#) from California Newsreel
  - Available to stream via Kanopy or through [Facing Our History and Ourselves](#)

## **What is Whiteness and how does white privilege operate in our lives?**

### **Books**

- Robin D'angelo [White Fragility](#)
- Richard Delgado, [Critical White Studies: Looking Behind the Mirror](#)

### **Articles, excerpts, and other resources**

- Eula Biss, "[White Debt](#)"
- [White Privilege: Unpacking the Invisible Knapsack](#) by: Peggy McIntosh
- [Accomplices Not Allies](#)
- Cory Collins, "[What is White Privilege, Really?](#)"
- Allen Johnson Social Construction of Difference in *Readings for Diversity and Social Justice*. <http://routledge textbooks.com/textbooks/readingsfordiversity/>
- Toby Morris, "[On a Plate](#)"
- rboylorn, "[On Safety Pins, Pantsuits, and \(Faux\) Markers of Safety](#)"
- George Sacks, "[10 Ways White Liberals Perpetuate Racism](#)"

### **Films and Podcasts**

- [Seeing White Podcast](#)
- [Interview with DiAngelo](#)
- <https://www.aaihs.org/white-fragility-anti-racist-pedagogy-and-the-weight-of-history/>
- "[How Studying Privilege Systems Can Strengthen Compassion](#)"

## **What additional concepts should I know?**

- [Racial Equity Tools. A Glossary](#)
- Ngọc Loan Trần, "[Calling In: A Less Disposable Way of Holding Each Other Accountable](#)"
- *Hidden Brain Podcast*, "[The Mind of the Village](#)" (implicit bias)
- Kimberlé Crenshaw, "[The Urgency of Intersectionality](#)"
- Maisha Johnson, "[What's Wrong With Cultural Appropriation?](#)"

- Hope Ferguson, "[Let's Stop Describing Ourselves as 'Minorities'](#)"
  - Jenée Desmond-Harris, "[What Exactly is a Microaggression?](#)"
  - "[Equity, Equality, Justice](#)" - visual representation of the difference between equality, equity, and justice
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## Section 2: How Does Systemic Racism Operate in Educational Spaces?

- James Baldwin: "[A Talk To Teachers](#)"
- Nikole Hannah Jones, [Choosing a School for my Daughter in a Segregated City](#), NY Times
- Ibram X. Kendi, "[Why the Achievement Gap is a Racist Idea](#)"
- "[Miss Buchanan's Period of Adjustment](#)" - *Revisionist History* podcast episode on Brown v. Board
- Carla Shalaby - [Troublemakers: Lessons in Freedom from Young Children at School](#)
- Propublica, [Miseducation](#)

\*\*More coming soon\*\*

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## Section 3: How Do I Teach for Racial Justice?

<https://native-land.ca/territory-acknowledgement/>

- Freire, *Pedagogy of the Oppressed*
- bell hooks: *Teaching to Transgress*
- [Rethinking Schools](#)
- [Teaching Tolerance](#)
- Christopher Emdin - [For White Folks Who Teach in the Hood....and the Rest of Y'all Too](#) (reality pedagogy)

# Section 4: How Do I Develop Anti-Racist Curriculum In My Discipline?

## **RESOURCES COMING IN 2019**

If you have an example from your discipline (including from your own teaching) that you would like to contribute, [please reach out here](#).