

Anti-Racist Resources: The Unlearning of Racism and White Supremacy

A collection of Anti-Racist references for the USF community. Resources are encouraged to be used as framework for trainings, dialogue, community-building, and toolkits for the USF community.

National, local, and campus-wide resources were compiled by the Office of Multicultural Affairs (OMA)-Tampa.

Each resource has its own individual citation as OMA is not the author of the content. We will edit/add resources weekly. Submissions can be sent to sa-oma@usf.edu

Updated as of June 12, 2020

ANTI-RACIST, ALLYSHIP, WHITE SUPREMACY & BLACK HISTORY REFERENCES

[Scaffolding Anti-Racism Resources](#) (google doc)

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This is a working document for scaffolding anti-racism resources. The goal is to facilitate growth for white folks to become allies, and eventually accomplices for anti-racist work. These resources have been ordered in an attempt to make them more accessible. We will continue to add resources.

Immediate action list: [Resources for Accountability and Actions for Black Lives](#)

Documents containing resources used in this list:

[Anti-racism resources for white people](#) (Sarah Sophie Flicker, Alyssa Klein - May 2020)

[Read about the Stages of Identity Development](#)

[A Race Is a Nice Thing to Have](#) - provides the framework for white identity development (Janet E.

Helms) (purchase book \$27.95)

[Antiracist Resources for White People](#) – comprehensive google doc of books, articles, podcasts, people, donate, learn, get involved locally (FL) - author unknown, not indicated on the googledoc

Comprehensive [Allyship/Activism Resource Guide](#) developed, regularly updated, and shared widely amongst student affairs administrators across the nation. – original author unknown, but will seek out

[A CRT-Informed Model to Enhance Experiences and Outcomes of Racially Minoritized Students](#)

Candice Powell, Cynthia Demetriou, Terrell R. Morton & James M. Ellis

Journal of Student Affairs Research and Practice

Published online: 09 Mar 2020

Racial inequities in retention and graduation rates are a top concern in higher education, yet scholars and practitioners rarely look to racism to explain these disparities. Critical Race Theory (CRT) is a vehicle to reveal and challenge power and oppression dynamics between racialized groups. This article proposes a practical model for student affairs professionals to leverage CRT concepts to address racial inequities in student outcomes and experiences. Shared in SA fb group shared by Terrell Morton 6/3

[An Antiracist Reading List](#)

By Ibram X. Kendi on books to help America transcend its racist heritage

NY Times May 29, 2020

[Black History Month Library](#) (google drive – creator unknown)

Huge repository of work from Black thinkers and revolutionaries

[#BLACKLIVESMATTER](#) Resources– (googledrive)

List of petitions, extensive list of police brutality videos and/or descriptions, bail funds, black owned businesses, organizations to donate, QTPOC orgs, protests, additional resources

Posted by @ambivalcnt on Twitter May 27

[For our White Friends Desiring to Be Allies](#)

Sojourners, by Courtney Ariel, August 26, 2017

[My White Friend Asked Me on Facebook to Explain White Privilege. I Decided to Be Honest](#)

Yes!, By Lori Lakin Hutcherson, September 8, 2017

[An Essential Reading Guide for Fighting Racism](#)

BuzzFeed.News Adrianna Rebolini, May 29, 2020

[Performative Allyship is Deadly](#) (Here's What to Do Instead)

Forge, by Holiday Phillips, May 9, 2020

[D.C. Mayor's 'Black Lives Matter' Street Painting is Slammed as 'Performative'](#)

Newsone, by Royce Dunmore, June 5, 2020

USF RESOURCES, EXPERTS & ACTION

[Dr. David Ponton III](#) –USF expert on race and police brutality

"It's no longer a matter of debate among historians whether police target protest and movement organizers during periods of unrest," Ponton said. "The evidence of abuse of power by police in these instances is overwhelming and harrowing." Tampa Bay Times

[Psychology Professor Edelyn Verona](#) attended Sunday afternoon's Black Lives Matter protest in East Tampa. She says it was a peaceful protest and in stark contrast to the looting and destruction that occurred the previous evening. Verona has published several studies on violence and its relation to experiences of threat. She's found exposure to stress leads to aggression, especially in men, and the experience of stress can degrade self-control or promote impulse responses. "The combination of recent stressors related to COVID-19 and a history of trauma that many in the black community have experienced, especially in regard to law enforcement, are making people more hypervigilant and on edge," said Verona. "In that state, the threatening view of police in riot gear would trigger a defensive response and possible desire to retaliate, although that did not happen in the protests on Sunday." [Nationwide protest highlight significance of continued research and education to prevent racism](#)

[Associate professor of criminology Bryanna Fox](#) is an associate professor of criminology and has spent much of her career studying policing and crime prevention. She's found military-style uniforms and equipment, such as M4 assault rifles, flashbang grenades and armored vehicles, can undermine civilian trust in police. In a study published this week in the "Journal of Research and Crime and Delinquency," Fox and her colleagues found the more people trusted the police, the more likely they were to empower police, and be supportive of them using military weapons and tactics. "Our findings underscore the need for police to cultivate trust in the community," Fox said, "particularly as increases in trust were associated with increases in support for police, across people of all races and ethnicities." [Nationwide protest highlight significance of continued research and education to prevent racism](#)

[Criminology Professor Lorie Fridell](#) is a top expert in the nation on biased policing. She has created the Fair and Impartial Policing training program that educates law enforcement on implicit biases and provides them with skills for producing impartial policing. She analyzes the killing of George Floyd in Minneapolis through the lens of what social psychologists label "outgroup bias." "The ultimate outgroup bias is dehumanization," reports Fridell. "The policing profession, unlike others, can lead officers to see members of certain groups as something other than 'humans like them.'" Fridell recently added a [new training video](#) to her **Fair and Impartial Policing training program** that addresses the issue of police being called to a scene by a community member who is frightened or uncomfortable because a person of color is wearing a protective COVID-19 mask. [Nationwide protest highlight significance of continued research and education to prevent racism](#)

[Fair and Impartial Policing During the COVID-19 Crisis](#)

[James Unnever, professor of criminology at the USF Sarasota-Manatee](#) campus, has written several books and published dozens of academic articles on how racism increases the likelihood that African Americans will engage in problematic behaviors, including crime. "The relationship between racial discrimination and crime occurs even if African Americans vicariously perceive racial discrimination such as witnessing the murder of George Floyd and others," Unnever said. "Racism is related to crime because it undermines the ability of African Americans to bond with conventional institutions, diminishes their self-control, and enhances their likelihood of experiencing crime-producing emotions such as anger and hostility. My research also suggests that criminal justice injustices are an especially crime-causing form of racism." [Nationwide protest highlight significance of continued research and education to prevent racism](#)

[David Ponton III](#) (USF Newsroom)

"Historically, we repeatedly bear witness to black people's outrage against police violence as a catalyst for public protest. However, these protests have never been about police brutality alone," said David Ponton III, assistant professor and historian of Africana studies. "Whether during the race riots of the World War I era, on college

campuses in 1967 and 1968, after Rodney King's torture in 1999, following Mike Brown's death in 2014, or today in 2020, black Americans have expressed their grievances regarding the unequal distribution of economic and political resources and the ways policing works, institutionally, to sustain that unequal order.” Additionally, Ponton emphasizes research that has found black Americans who are exposed to news about police killing an unarmed black person report high rates of poor mental health in the weeks and months following the news. He says this contributes to chronic stress, making them more susceptible to hypertension and its comorbidities, ultimately reducing the length of black lives. [Nationwide protest highlight significance of continued research and education to prevent racism](#)

[Elizabeth Hordge-Freeman](#)

The book, “The Color of Love,” by Elizabeth Hordge-Freeman, associate professor of sociology, exposes how one of the most pernicious consequences of racism and white supremacy is how black families feel compelled to prepare their children for racism. “Black mothers’ fears lead them to limit their children’s behaviors and movements as an attempt to protect them from racial profiling,” said Hordge-Freeman. “Unable to change society’s anti-blackness, some may also try to modify their children’s racial appearance in ways that may, unfortunately, reinforce racial stigma and lead to painful experiences.” [Nationwide protest highlight significance of continued research and education to prevent racism](#)

[Student Petition](#) – Urge USF to Require a Course on Racial/Ethnic Studies or Gender/Sexuality for all Students
2,385 have signed s of 6/7 @4:30pm

USF Courses on Race and Gender

Posted on Global Citizen's Project FB Page /@usfgcp
usf.edu/gcp

USF COURSES ON RACE AND GENDER

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AFA 2000 - Introduction to the Black Experience
AFA 4335 - Black Women in America
AFA 4430 - Afro-Diasporic Literature and Political Movements
AFA 4931 - Selected Topics in Afro-Amer Studies: African Queer Studies
AMH 3530 - Immigration History
AMS 3700 - Racism in American Society
CCJ 3014 - Crime and Justice in America
COM 4030 - Women and Communication
INR 3202 - International Human Rights
SOW 3210 - The American Social Welfare System
WST 2250 - Female Experience in America
WST 3370 - Gender and Social Action
WST 3412 - Women in the Developing World
WST 4110 - Women and Social Justice
WST 4262 - Literature by Women of Color
WST 3311 - Issues in Feminism
WST 3602 - Introduction to LGBTQ Cultures
WST 4645/SYA 4121 - Queer Theory

When possible, consider courses that also stand in solidarity and advocate for change. Some may fulfill the Capstone or Writing Intensive requirement. This is not a complete list.

These are courses currently offered on the Tampa campus



#BeTheChangeBeABull

Making Sense of NOW

Unique Support Forums to Discuss Current & Ongoing Events



Reuben Faloughi, Ph.D.



Lisa Ferdinand, Ph.D.



Josephine Chu, Psy.D.



Madeline Colon, MSW



Darleen J. Gracia-Housman, Psy.D.



Vinny Dehili, Ph.D.



Meghan Butler, Ph.D.



Lashley Marks, Psy.D.



Dani Rosenkrantz, Ph.D.

USF Counseling Center is offering multiple, facilitated spaces to support the variety of needs of our diverse Bulls community. These forums are offered to students in response to recent and on-going events @ USF and in the United States impacting various communities including, but not limited to: COVID-19, xenophobia, killings of unarmed Black people, systemic racism, privilege, oppression, and institutional challenges.

These forums will last for 60 minutes and will offer space to discuss reactions to recent and on-going events, self-care, and relevant resources. Students will have options to select a forum based on their self-identified racial group: **1) Black/African-American, 2) People of Color, 3) White students.** Students interested in an all-inclusive forum should join the **4) All Bulls Inclusive Forum**, open to All Racial groups.

Select a forum that best matches your self-identified racial group or join the All Bulls inclusive forum at usf.edu/counsel

1) BLACK & AFRICAN AMERICAN BULLS

Exclusive for self-identified Black/African-Americans – a healing space of care and support for the Black community

Dates/Times:

Thu 6/4 – 12:30pm; Mon 6/8 – 3pm; Wed 6/10 – 1pm

4) ALL BULLS INCLUSIVE FORUM

Inclusive of All Racial groups – a uniting space for both allies and marginalized groups

Dates/Times:

Fri 6/5 – 1pm; Tue 6/9 – 3pm; Thu 6/11 – 11am

2) PEOPLE OF COLOR BULLS

Exclusive for all self-identified People of Color – a healing space for POC to discuss unique impacts of systemic racism

Dates/Times:

Fri 6/5 – 4pm; Tue 6/9 – 11am; Thu 6/11 – 2pm

3) WHITE BULLS

Exclusive for self-identified White Students – a connecting space for allies to share experiences and identify ways to take action against racism, including supporting peers and friends who identify as Black/POC

Dates/Times:

Thu 6/4 – 3pm; Mon 6/8 – 11am; Wed 6/10 – 3pm

Free resource by USF SG:

Currently legal aid services are available via virtual appointments. Below is the contact information for the attorney that will assist you. For the quickest response, please send an email with your first and last name, that you are a USF student, and that you are seeking legal aid assistance.

John Mulvihill
Attorney
Corless Barfield Trial Group, LLC
813-258-4998
jmulvihill@corlessbarfield.com

Center for Victim Advocacy

813-974-5757

An advocate with the USF Center for Victim Advocacy is a professional who is trained to respond with compassion and expertise to the victims of crime, violence and abuse. This includes crisis intervention, advocacy and accompaniment, and nonjudgmental support to victims to help them get through the experience and regain control of their lives. If you become the victim of violent crime an advocate can assist you with exploring reporting options, safety planning, and advocacy as needed.



USF Humanities and Cultural Studies Department

A Statement on the Murder of George Floyd by Members of the Humanities and Cultural Studies Department
The undersigned members of the Humanities and Cultural Studies Department express our strong support for those who are protesting in the aftermath of the murder of George Floyd. We are saddened and outraged by the ongoing scourge of systemic racism within the criminal justice system and in our society, and we believe immediate and substantive reform to policing practices and to the larger criminal justice system are urgently needed. We categorically oppose any militarized response to American citizens exercising their First Amendment rights to free speech and peaceable assembly. We stand with those seeking justice for George Floyd, Ahmaud Aubrey, Breonna Taylor, and the many others victimized by systemic racism. We believe that we all have an important role to play in actively opposing racism, and as educators we are obligated to use our voices to actively work to realize a more perfect union. As humanities scholars, we recognize that art, media, and other forms of cultural expression can both perpetuate inequity and violence and also provide powerful responses to violence by giving voice to trauma, promoting justice and healing, and uniting communities in times of struggle. We stand with communities of color and with all who bravely resist injustice.

Daniel Belgrad
Andrew Berish
Maria Cizmic
Brendan Cook
James D'Emilio

Scott Ferguson
Benjamin Goldberg
Todd Jurgess
Deborah Kochman
Rachel May

Christie Rinck
Amy Rust
Brook Sadler

Statement from the [Dean of Students](#) - May 30, 2020 & June 6, 2020

Statement from the [Director of the Office of Multicultural Affairs, Stacy Pippen](#)
May 30, 2020

Statement from [Dean of USF Libraries, Todd Chavez](#)

Anti-Racist Resources – USF Library

As we strive to overcome racial tension and fight injustice together, we want to provide integral anti-racist resources with our community. One way to educate ourselves is by reading books and sharing the Black experience in America.

Statement from [University of South Florida President Steve Currall](#) – May 30 & June 8, 2020

Statement from Dr. Paul Dosal, Vice President - Student Success – June 1, 2020

Dear Student Success Team,

It's June 1, 2020, and we've been working remotely for nearly three months. And while we've adjusted well to the stressors of these unprecedented times, the burdens and anxieties we all feel have increased disproportionately for our friends and colleagues in the Black community recently. Last week, we witnessed the life of yet another Black man taken by a police officer. Before that, we witnessed a Black man killed in Georgia while jogging and a Black woman killed by Louisville police in her own home.

The rage and frustration felt by the Black community in Tampa is also felt by Black and non-Black colleagues in our own Student Success unit. We are in a unit that champions higher education as a means of promoting equity and justice. Black men and women have suffered the injustices of racism for far too long. While I know that whatever I say to acknowledge their justifiable anger and sadness may fall short of their expectations, I do want everyone to think about where we are as a university and as a society.

We've just witnessed the brutal killing of George Floyd by a white police officer who knelt on his neck until he drew his last breath. A few years ago, Colin Kaepernick knelt during the national anthem, drew widespread criticism, and lost his career in the NFL. Over the weekend, police officers in New York City and Coral Gables took a knee to demonstrate their solidarity with the protestors. Perhaps it is time for all of us to take a knee and reflect and act on the social injustices that remain in our society.

I am personally and professionally committed to eradicate racism from our society, and that ambition motivates my work in Student Success. Every day I spend promoting the notion that all of our students will succeed, regardless of race and ethnicity, is a small but significant contribution to a society that will one day liberate itself from injustice in all its forms. When we boast of closing the achievement gaps by race and ethnicity and socio-economic status, it isn't just a professional talking point for me. It is a significant personal and professional achievement on the path to a more just and egalitarian society.

I know that everyone is in different places in terms of your health, mental health and energy levels right now. Please take the time or get the support you need. Then, I hope that you will all join me in rededicating yourselves to Student Success as a movement and a mission. We cannot be apathetic or complacent, nor remain silent. We are and will remain passionate advocates for the students we serve. We want to prepare them for success in a humane, non-violent, civil and compassionate society - a society that doesn't tolerate racism.

Sincerely,

Paul

USF Police statement - June 4, 2020, Posted of Facebook

A [message](#) from the USF Police Chiefs regarding the unrest.

In the paraphrased words of Dr. Maya Angelou, we must 'take off the blinders from our vision, take the padding from our ears, we confess we've heard you crying and admit we've seen your tears.' Equality, Dr. Maya Angelou

Our nation, our state and our cities have been unsettled for the last several days. We, too, watched in disbelief as the death of George Floyd unfolded on video. We understand the feelings of anger, rage and frustration arising from this tragic situation. Our heartfelt prayers and sympathies go out to his family.

Officers entering the profession of law enforcement do so with a commitment to understand the communities we serve, work in harmony with community leaders, and to protect life and property with no intent to cause harm. As guardians of our communities, it is our duty to respect the sanctity of human life and defend the liberties of all people.

We at the University of South Florida Police Department (USFPD) in Tampa, and St. Petersburg work tirelessly to create an environment of professionalism and mutual respect. In partnership with our local law enforcement partners, we consistently explore new and improved ways to educate and train our members, constantly working to improve the services we provide. Through a variety of community engagement, we work diligently to maintain connectivity with a diverse cross-section of students, staff and faculty on all USF campuses.

It is our mission to enhance the quality of life -- not to harm it. Our officers work with student government, and a host of other campus partners, to ensure members of our community have a safe environment in which they can live, study, work, and play. We value positive police-community interactions and encourage people to get to know the human behind the badge. Through a complex and comprehensive screening process, we select and hire only those candidates who reflect the professional characteristics critical to the needs of the USF community.

Throughout their careers at the USF Police Department, our officers seek opportunities in which they can establish productive relationships with students, staff, and faculty. The majority of these interactions are to educate the USF community and ensure a sense of safety. We value USF's international composition and cultural differences,

while respecting the individuality, all of which makes up the unique USF campus personality. We seek to establish a climate of trust and shared responsibility for safety on the USF campuses. We work to ensure our members are approachable and foster critical community relationships.

Sadly, there is a natural human tendency to impose collateral guilt upon an entire population, based upon the wrongdoing of a select few. As a result, relationships are fractured, trust is diminished, and effective modes of communication begin to break down. In these turbulent times, it is critical that we, as a community, dig deep and share an understanding of the collective hurt. We, the chiefs of police at USF Tampa, and USF St. Pete stand together with our community. We seek to be a part of the solution...understanding that the authority we have been granted is borne from the individuals we serve.

We in law enforcement understand the improper actions of our officers can obliterate years of trust and undermine our interactions with our community. As guardians of the peace, people place their faith in us to prevent harm and protect their interests. However, no matter how vigilant we remain in holding our employees accountable, we are not perfect and failures will occur. However, from this and other tragedies, we can grow and learn, becoming even more steadfast in determining how we can improve and reinforce those tenets that drew many into this profession. As stated by Dr. Martin Luther King, Jr., "Injustice anywhere is a threat to justice everywhere". Therefore, as a community, we must respect the perspectives of one another and pursue a collective healing.

We want to express to the USF African American community and all those we serve, a commitment to integrity, dedication and equality.

We see you and hear you!

Chris Daniel (USF Tampa Chief of Police)

David Hendry (USFSP Chief of Police)

University Police Department

USF IN THE NEWS – Tampa Bay Times

[This is the generation to make change](#); says USF Bulls cornerback KJ Sails

The senior says "it's no longer a race thing" as he leads several hundred people on a "unity walk" Saturday down Central Avenue in downtown Tampa

[Presidents of USF and SPC weigh in on George Floyd's death, protests](#)

Steve Currall and Tonjua Williams say their schools can help point the way forward

[I'm sick and tired of systemic racism](#) | Column

Tampa Bay Times – June 4, 2020

Dr. Haywood Brown

[Are Tampa Bay Police Targeting Protest Leaders?](#)

Three organizers were arrested or citing by police this week. They believe they were targeted because they're helping lead demonstrations against police brutality.

Tampa Bay Times, by Kathryn Varn, June 5, 2020

[Nationwide protest highlight significance of continued research and education to prevent racism](#)

USF Newsroom, June 3, 2020

USF researchers have spent decades studying the many facets of racism. They've witnessed activists spark effective change, demonstrations lead to destruction and communities become wary of police. They've educated tens of thousands of students on significant moments of history and how such history tends to repeat itself. It's a lesson playing out nationally in response to the death of George Floyd with protests erupting thousands of miles away from where he died in Minneapolis police custody.

OTHER RESOURCES

[U.S. Marine Corps Orders Confederate Flag Ban Including on Bumper Stickers, Mugs and T-Shirts](#)

Newsweek, Brendan Cole, June 6, 2020

[Movement to defund police gains 'unprecedented' support across US](#)

The Guardian, Sam Levin, June 4, 2020

["What we want"](#): Protesters explain what changes would make them feel like the movement is successful. Here is what some demonstrators, organizations have to say.

Tampa Bay Times

[It's on us, White America](#)

AL.com By John Archibald, May 29, 2020

[Pensacola Police statement](#)

May 29, 2020

[\\$\\$ Tampa Bay Community Support Fund](#)

Tampa Bay Students for a Democratic Society is Organizing a fundraiser. Donations being used will provide community support for those who have had their civil liberties infringed upon by local law enforcement on 5/30 and 5/31 during peaceful Justice for Georgia Floyd Events.

[\\$\\$ List of Bail Funds for Protestors across the country](#)

[Georgia Floyd Protest: How you can support Tampa Bay's black community from home](#)

Whether you're protesting or staying inside, here are ways to educate yourself and support black-owned businesses.