



AWAKENING TO CHANGE: AN ACTION-FOCUSED SERIES ON ANTIRACISM OVERVIEW

Do you want to “get it right” instead of just "being right"?

Are you willing to get uncomfortable, sit in that discomfort, and turn it into action?

Do you want to learn more about the systemic racism on which our country was built, and how to challenge the structures within which we live and work?

If you answered yes to any of these questions, we encourage you to join us for Awakening to Change: An Action-Focused Series on Antiracism that begins Sunday, August 16.

Participation in this series requires showing up with an open, curious mind. We encourage you to sign up for all three sessions.

Transformation takes time.

You will be challenged toward personal growth. There is one video or podcast as required "homework" before each session. You will build new relationships to help you grow and stay accountable, and also to help you expand your diverse circle of women. You will have access to resources to continue your education, advancing how you show up in the world. There is no end game; only the ever-evolving journey.

The Women's Collective is about connection, community, conversation, high-level education + awareness, and action. Join us to raise individual and collective voices for equality, equity, inclusion, and belonging for all.

Welcome to The Women's Collective!

Your friendly series organizers: Rhonda Bannard, Nadia Mustafa, Eshé Pickett, Dr. Adama Sallu, Louann Phillips

Session 1: UNDERSTANDING RACISM

Sunday, August 16 2pm - 4pm

A deep and authentic dive into our own privilege and implicit bias. Seeing oneself is the first step to supporting others. If we can peel back societal frames to show up as better humans and co-conspirators, we can help interrupt the systems that have kept racism in place.

Leaders: Jen Buck, Cyd West & Leanna Taylor

Guide: Rhonda Bannard

Session 2: RACIST SYSTEMS AND POLICIES

Sunday, August 23 2pm - 4pm

A wide-eyed look at how the very systems on which our societies and communities are built allow racism to thrive. Discover the areas where we can not just toy with the edges, but reveal the big changes necessary to dismantle systemic racism.

Leaders: Dr. Mildred Boveda, Dr. Paul Underwood & Janelle Wood

Guide: Dr. Adama Sallu

Session 3: MOVING FROM “ALLY” TO CO-CONSPIRATOR

Sunday, August 30 2pm - 4pm

What action steps can we take in our own lives, and beyond, to be part of the change, or to drive the change? Hear from people pushing on systems to bring justice and equity for all, and find out what every participant in the series can do to be a co-conspirator.

Leaders: Kara Williams, Brielle Riche, Dr. Itoro Elijah, Jazlyn Geiger & Dawn Jones

Guide: Nadia Mustafa

SERIES RESOURCES

Inform

Podcasts

- [A Call For Reparations: Nikole Hannah-Jones On The Wealth Gap : Fresh Air](#)
- [Brené on Shame and Accountability | Brené Brown](#)
- [Intersectionality with guest Dr. Mildred Boveda](#)
- [History of race- Podcast Out of Duke University in North Carolina](#)
- [Nice White Parents: The Book of Statuses on Apple Podcasts](#)
- [It's More Than Racism: Isabel Wilkerson Explains America's 'Caste' System](#)

Videos

- [David R. Williams: How racism makes us sick | TED Talk](#)
- [Deconstructing White Privilege with Dr. Robin DiAngelo](#)
- [Allegories on race and racism | Camara Jones | TEDxEmory](#)
- [David R. Williams: How racism makes us sick | TED Talk](#)
- [The path to ending systemic racism in the US](#)
- [The difference between being "not racist" and antiracist](#)
- [Allegories on race and racism | Camara Jones | TEDxEmory](#)

Movies/Documentaries

- [13th \(Documentary\) - Ava DuVernay](#)
- [Pushout - The criminalization of Black Girls in Schools - Monique Morris](#)

Books

- [Just Mercy, Bryan Stevenson](#)
- [White Fragility, Robin DiAngelo](#)
- [Between the World and Me, Ta Nehisi Coates](#)
- [Blowout by Rachel Maddow](#)
- [Fascism: A Warning by Madeline Albright](#)
- [Becoming by Michelle Obama](#)
- [Tough Love by Susan Rice](#)
- [Caste](#) - Isabel Wilkerson

Websites

- [Talking About Race](#)

Articles

- [The 1619 Project](#)
- ['From Here to Equality' Author Makes A Case, And A Plan, For Reparations](#)

Engage

Accountability

[What Does Accountability Look Like For Me and White People in General?](#) Robin DiAngelo, PhD share her accountability actions as a guide for others. In the era of social media and the internet, there are more excellent educational resources than ever before. There simply is no excuse not to break with the apathy of whiteness and seek out these resources!

Activists

[14 Anti-Racism Educators & Activists to follow online](#) - This list contains 14 Black educators, activists, and organizations who are specifically working on anti-racism education and advocating for the end of state violence against Black communities

Act

Organizations

- [Arizona Coalition for Change](#) Empowers everyday people to transform their community through building civic power, just and equitable schools and safer neighborhoods. They are committed to advocating for lasting progressive public policies that change the dynamics for our communities.
- [Black Lives Matter Metro Phoenix](#) Focuses on policy change, health and education. Demanding traffic cam footage, name of Arizona Trooper and police report of the fatal shooting of Dion Johnson. The 28

year old was killed Memorial Day after being caught sleeping in a car on Loop 101 and Tatum in Phoenix. BLM and other grassroots organizations established the [Black People's Justice Fund](#) which pays bail for people in need.

- [Phoenix Local Organizing Committee](#) Brings African American community together as a collective with a focus on impacting justice, health, food security, arts and culture
- [Mass Liberation Project-Arizona](#) Launched in 2019 to bolster the growing movement to end mass incarceration and abolish the criminal legal system as we know it.
- [Black Phoenix Organizing Collective \(BPOC\) and the Drinking Gourd Farms](#) BPOC builds black political power in Phoenix, AZ by organizing young, radical, queer, poor, families, formerly incarcerated, and non-binary black folks, directly impacted by unjust systems. BPOC's program Drinking Gourd Farms builds a network of Black gardeners and Farmers focuses on the physical, mental and spiritual health of Black people.
- [Black Mother's Forum](#) Group of dedicated mothers of Black children coming together to dismantle the school to prison pipeline and stop the blood-shed in the Black community.
- [National Association for the Advancement of Colored People \(NAACP\)](#)
- [Maricopa NAACP](#)
- [East Valley NAACP](#)
- [West Valley NAACP](#)
- [NAACP-Tucson Branch](#)
- [Urban League](#)
- [Greater Phoenix Urban League](#)
- [Greater Phoenix Urban League Young Professionals](#)
- [Tucson Urban League: TUL | Financial Empowerment Center Tucson](#)

Services

- [Arizona Center for African American Resources \(AZCAAR\)](#) was founded in 2007 on the premise to improve the life challenges facing African Americans in Arizona, to act as a resource for those serving the African American community built on the focus areas of: Communications, Criminal Justice, Economics, Education, Health and Well-being, Leadership, Political Engagement, and Racial Equity.
- [Arizona Opportunities and Industrial Center](#) Network of comprehensive employment training programs across the nation. The first OIC was founded in Philadelphia in 1964. From its beginnings in an abandoned jailhouse, OIC has grown into an organization which serves disadvantaged and under-skilled Americans of all races.
- [Black Family and Child Services](#) A community based social service agency
- [Arizona Black Bar Association](#) Arizona's premier organization for African-American judges, lawyers, law students and other African-American, legal professionals.

Philanthropy

- [Black Philanthropy Initiative's Social Justice Fund](#)
- [African American Women's Giving and Empowerment Circle](#)
- [Real Engagement Through Active Philanthropy \(REAP\)](#)
- [Bishop Henry L Barnwell MLK Scholarship Fund](#)
- [Archer-Ragsdale Chapter of the Arizona Tuskegee Airmen Scholarship Fund](#)
- [George Washington Carver Museum and Cultural Center Restoration Fund](#)
- [Donations to underfunded schools](#)

Policy

- [The Women's Economic Institute](#) Working to advance income security, opportunity and economic sustainability for women and girls in Arizona. Launched the Black COVID Task Force in response to the COVID-19 pandemic. The community based initiative ensures Black Arizonans have the most accurate readily available information.
- [African American Christian Clergy Coalition](#) Promotes unity and justice in Arizona.
- [Expect More Arizona](#) - Expect More Arizona brings diverse groups of people together to find and implement long-term solutions to our state's most pressing education issues.
- [Grand Canyon Institute](#) - A non-partisan think tank that provides fact-based research and education to decision-makers and the public on policies
- [White Hat Research and Policy Group](#) - Focuses on Civic Engagement, Economic Development, Education, Criminal Justice, Human Services, as well as Technology & Innovation.
- [All in for Education](#) - To ensure that the communities most impacted by education inequities are the ones making decisions for ALL children.
- [Helios Foundation](#) - Advancing Academic Preparedness and Fostering a College-Going Culture Through Strategic Work in Arizona and Florida

Justice

- [Phoenix Police Department - Transparency](#) - Committee to determine what recommendations are necessary for moving forward to forge a better functioning department with the goal of more positive Police community relations.
- [Arizona Justice Project](#) - Seeking justice for the innocent and the wrongfully imprisoned
- [Abolish Private Prisons](#) - Abolish Private Prisons is a non-profit organization founded for one purpose: using the United States court system to end the horrific practice of locking people up for profit.
- [8 Can't Wait](#) - #8CANTWAIT IS A CAMPAIGN TO BRING IMMEDIATE CHANGE TO POLICE DEPARTMENTS
- [Equal Justice Initiative \(EJI\)](#) - EJI works to end mass incarceration, excessive punishment, and racial inequality.