



## A RESOURCE GUIDE FOR COMBATting RACISM AND DISCRIMINATION

At Big Brothers Big Sisters of Metro Atlanta, we recognize that police brutality and systemic racism affect our community. We believe that facilitating conversations about these topics is of utmost importance. This document is meant to provide support and resources for Bigs when helping their Littles understand and think critically about racism in America.

You'll notice that this guide is broken into three sections:

- Commonly used terms and resources
- Articles for addressing racism with Littles
- Questions to ask during conversation with Littles

# COMMONLY USED TERMS AND RESOURCES



## Racism

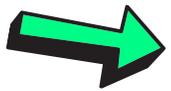
- 1) A belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race.
- 2a) A doctrine or political program based on the assumption of racism and designed to execute its principles.
- 2b) A political or social system founded on racism.
- 3) Racial prejudice or discrimination.



## Racial Profiling



The use of race or ethnicity as grounds for suspecting someone of having committed an offense.



## Microaggression

A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

## Implicit Bias



Bias that results from the tendency to process information based on unconscious associations and feelings, even when these are contrary to one's conscious or declared beliefs.

## Articles:

→ While written a little over 30 years ago, this article titled White Privilege:Unpacking the Invisible Knapsack by Peggy McIntosh, still holds true today and outlines what is meant by white privilege giving 50 examples of how it can show up in daily life.

→ Everyone has implicit biases. Read this article to understand what implicit biases are, how to identify them in yourself, and steps you can take to change them.

→ The author, Rhett, writes a letter to his former self to help him process events happening in the world currently. Read the letter to discover what he has learned.

→ White supremacy & anti-blackness is a covert and overt beast! Find out why here.

→ Learn how you can be an ally to black Americans as they deal with the challenges facing their race here.

## Videos & Podcasts:

→ If the term "microaggression" is still one you are unfamiliar with or if you are not sure what it looks like in a person's daily life, check out this video that not only gives definitions but also many real life examples.

→ The opposite of 'racist' isn't 'not racist.' It is 'anti-racist'. Listen to this podcast to understand more about what that means.

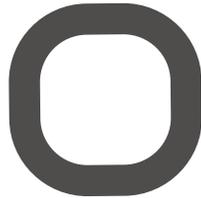
→ "Race. In Your Face." Codeswitch podcast.

→ Please check out these talks to help you understand racism in America.

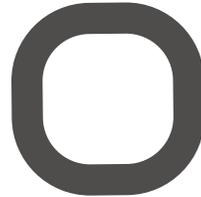




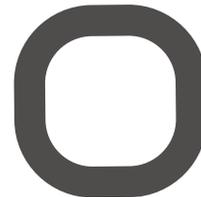
Join the 8 Can't Wait Campaign -These are eight immediate changes the police department near you could take to reduce police brutality. Call a government official in your town to encourage them to make these changes.



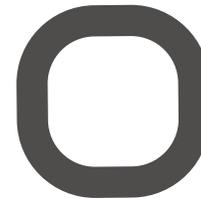
Vote in your local, state and national elections. Be aware of who and what issues are on your ballot. Since COVID-19 is still a major health and safety concern, you can also learn more here about how to vote early or absentee.



Donate to organizations that empower black communities against issues like racial injustice, incarceration and poverty.



Buy toys and books for your children, your friends and family with children, and friends who are educators that feature people of color as the protagonists and heroes. Here is a good list of books to get you started.



There are many more resources available. Continue to learn and educate yourself.



# ARTICLES FOR ADDRESSING RACISM WITH LITTLES



[This New York Times article provides tips on speaking about racism early with young groups with book resources](#)

[Step-by-step guide on conversations with youth in the wake of violence and trauma](#)

[Interactive online journey on ways to understand and discuss race including personal reflections throughout sections](#)

# QUESTIONS TO ASK DURING CONVERSATION WITH LITTLES

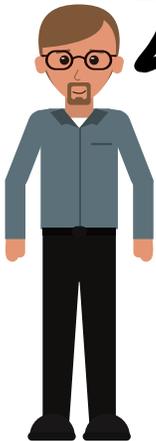


When asking prompting questions, please remember to focus on your Little sharing their feelings and asking questions if they arise.

Ages: 11 and under



Do you and your family talk about the news?



If yes, what do you think about what is going on in our country right now?



If no, how does it make you feel when you hear about or see things like this on the news?



Tell me about a time you stood up to somebody when they said or did something mean to you or a friend that you did not like?



What does BLM stand for?



If known, what do you think about BLM?



Does the color of someone's skin matter?  
If yes, how? If no, why not?



Do you have any friends who look different than you? If yes, what have you learned from them?



If not, maybe give your Little an example from your own life of a relationship you have with someone who looks different than you and why it is meaningful.

Ages: 11 and up

## Questions to Start the Conversation:

- What were your initial thoughts and feelings when you heard about what happened to George Floyd?
- In your opinion, what should happen next?
- Do you see people talking about this issue on the news, on social media or among your friends? What impact has that had on you?
- Why do you think the movement to stop police violence against African American people is called Black Lives Matter? What does it mean to you? What kind of change are activists and others calling for?
- In your own words, how would you describe the connection between the two incidents (the one in Central Park in NYC and the death of George Floyd)?
- What is the most important lesson learned from what happened to George Floyd and others who died in police custody?
- What is one message you would like to share with police? With your community?
- Have you experienced racism/know someone who has? If so, what happened and how did it impact you/the person you know?



## Questions to Dig Deeper:

(See the More Information section for articles and information that address these questions.)

- Are you surprised to learn that police officers have used force that has killed people?
- What do you think it is rare for police officers to get arrested, prosecuted and convicted in these cases? What should be done about that?
- What can each of us do as individuals to stop the escalation of bias and hate? What can we do on a societal level?
- What are other ways that racism (or other forms of injustice) show up in our institutions (education, government, business, media, etc.) and what can we do about that?



[Click here](#) to learn more about how you can stand with us.