



Education and Training Resources

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Stradley Ronon is committed to inclusion and equity—not only because it’s the right thing to do, but because it fosters the type of culture we want to build within the firm. Making this type of change requires each of us to commit to developing a robust base of knowledge regarding systemic racism and bigotry. With that in mind, a group of Stradley Ronon attorneys and business professionals collected a list of resources on these topics that impacted them personally. Whether you are committed to

elevating your existing understanding or just beginning your journey, this list contains resources that will allow you to increase your competency on these issues and advocate for justice and accountability.

This list is a work in progress, and we welcome your suggestions to improve it, in particular, if there is a resource(s) you would like us to add. You can reach us at DiversityResources@stradley.com.

Commitment	Title	Medium	Source	Description
1 minute 6 seconds	Unconscious Bias Test	Video	YouTube	This video excerpt from the film “How Was Your Day?” shares a short overview of bias, inclusion, harassment and bullying.
2 minutes	Dear White People: If you have ever said any of these things then you are part of the problem by Patrick Benjamin	Article	Milwaukee Independent	An article breaking down common phrases used by non-BIPOC to excuse and justify racism and exploring ways to shift common mindsets.
2 minutes	Using Meditation to Explore Privilege and Antiracism by Steven Cohen	Article	MindfulLeader.org	A guide to using your meditation practice to explore privilege and antiracism.
4 minutes 30 seconds	Systemic Racism Explained	Video	YouTube	A video about the foundations of systemic racism and how to take steps to solve it. The clip touches on systemic racism in the U.S., incarceration rates, predatory loans, redlining and more.
8 minutes	Interview with “Color of Law” author Richard Rothstein	Podcast	NPR’s All Things Considered	A short podcast interview with author Richard Rothstein, detailing how post-WWII federal housing policies mandated segregation and undermined the ability of Black families to own homes and build wealth.
10 minutes	Bryan Stevenson on how America can heal	Article	Vox	A podcast interview and Q&A for Vox with author and attorney Bryan Stevenson (the subject of the movie, <i>Just Mercy</i>) about truth and reconciliation in the U.S.
10 minutes	Dear anti-racist allies: Here’s how to respond to microaggressions by Kristen Rogers	Article	CNN	An article detailing how allies can help respond to microaggressions.
10 minutes	White People – Get Familiar With the ‘Late Student’ Analogy Presented in this Twitter Thread by Katie Cloyd	Article	Yahoo	An article presenting a thoughtful analogy to help white people learn to be better allies.
19 minutes	The Urgency of Intersectionality by Kimberlé Crenshaw	Video	TED Talks	A TED TALK highlighting how now more than ever, it’s important to look boldly at the reality of race and gender bias—and understand how the two can combine to create even more harm.
30 minutes	A Case for Reparations by Ta-Nehisi Coates	Article	The Atlantic	A landmark essay that led in great part to the 2019 congressional hearing on reparations.

STRADLEY RONON'S D&I EDUCATION AND TRAINING RESOURCES

Commitment	Title	Medium	Source	Description
38 minutes	Interview with "Caste" author Isabel Wilkerson	Podcast	NPR's Fresh Air	An interview with host Terry Gross and author Isabel Wilkerson, discussing America's "caste" system.
51 minutes	Robin DiAngelo and Resmaa Menakem In Conversation	Podcast	On Being	A podcast on being a trauma specialist with Resmaa Menakem (author of <i>My Grandmother's Hands</i>) and Robin DiAngelo (author of <i>White Fragility</i>) in conversation.
52 minutes	A Conversation with a Police Union Leader	Podcast	The New York Times – The Daily	An interview with police union leader on race and police brutality issues.
80 minutes	13TH	Film	Netflix	An Academy Award-nominated documentary exploring the intersection of race, justice and mass incarceration in the U.S.
95 minutes	I Am Not Your Negro	Film	Netflix	An Academy Award-nominated documentary about American novelist James Baldwin on race issues.
5 episodes ranging from 30 to 45 minutes	1619	Podcasts	The New York Times	An audio series from The Times observing the 400th anniversary of the beginning of American slavery, which examines how slavery is connected to our past and present through storytelling.
8 episodes (40 minutes each)	RaceForward	Podcasts	RaceForward	A series of podcasts where the hosts give their unique takes on race and pop culture, and uplifting narratives of hope, struggle and joy to build the momentum needed to advance racial justice in our policies, institutions and culture.
5 videos (approx. 90 minutes each)	DEI Hosts Critical Conversations	Video	Rowan University	A series of videos from Rowan University's Division of Diversity, Equity and Inclusion discussing democracy, politics, activism and education.
130 pages	The Fire Next Time	Book	James Baldwin	A national bestseller when it first appeared in 1963, this book galvanized the nation, gave a passionate voice to the emerging civil rights movement—and still lights the way to understanding race in America today.
130 pages	Race Matters	Book	Cornel West	A book addressing a range of issues, from the crisis in Black leadership and the myths surrounding Black sexuality to affirmative action, the new Black conservatism, and the strained relations between Jews and African Americans.
176 pages	Between the World and Me	Book	Ta-Nehisi Coats	A letter to the author's teenage son about the realities, feelings and symbolism associated with being Black in the U.S.
192 pages	White Fragility	Book	Robin DiAngelo	A New York Times best-selling book exploring the counterproductive reactions white people have when their assumptions about race are challenged, and how these reactions maintain racial inequality.
additional 10 minutes	The Dehumanizing Condescension of White Fragility companion piece to the book <i>White Fragility</i>	Article	The Atlantic	An article underscoring the importance of recognizing that while an individual can collect and collate as many resources and "woke" viewpoints as possible, this is still limiting in that people are not homogenous in their viewpoints.
217 pages	A Black Women's History of the United States	Book	Daina Ramey Berry and Kali Nicole Gross	400 years of Black women's stories, compiled by two award-winning historians, highlighting the versatility of their experiences and celebrating Black womanhood and Black women's resilience, from past to present.
241 pages	Heavy: An American Memoir	Book	Kiese Laymon	A book about growing up as the son to a complicated and brilliant Black mother in Jackson, Mississippi. By attempting to address secrets and lies he and his mother spent a lifetime avoiding, the author asks himself, his mother, and all of us to confront the possibility that few in this nation know how to responsibly love.

STRADLEY RONON'S D&I EDUCATION AND TRAINING RESOURCES

Commitment	Title	Medium	Source	Description
242 pages	<i>How to Be Less Stupid About Race: On Racism, White Supremacy, and the Racial Divide</i>	Book	Crystal Marie Fleming	A guide to breaking through the half-truths and ridiculous misconceptions that have thoroughly corrupted the way race is represented in the classroom, pop culture, media and politics.
246 pages	<i>The Color of Law: A Forgotten History of How Our Government Segregated America</i>	Book	Richard Rothstein	A book, structured as a legal argument in reaction to a series of Supreme Court decisions, detailing how post-WWII federal housing policies mandated segregation and undermined the ability of Black families to own homes and build wealth.
247 pages	<i>Conversations in Black</i>	Book	Ed Gordon	A book bringing together some of the most prominent voices in Black America today to answer questions about vital topics affecting our nation, such as “Do Black lives really matter?” and “After the Obama presidency, are Black people better off?”
253 pages	<i>So You Want to Talk About Race</i>	Book	Ijeoma Oluo	A book guiding readers of all races through subjects ranging from intersectionality and affirmative action to “model minorities” to generate honest conversations about race and racism and how they infect almost every aspect of American life.
256 pages	<i>Me and White Supremacy</i>	Book	Layla Saad	A 28-day guide divided into four weeks and targeted at white readers. The book aims to help readers identify the impact of white privilege and white supremacy on their lives.
265 pages	<i>Mindful of Race</i>	Book	Ruth King	A revered mindfulness instructor teaches that “racism is a heart disease, and it is curable,” and offers practical practices to transform ourselves.
267 pages	<i>White Rage</i>	Book	Carol Anderson	A book that carefully links historical flashpoints when social progress for African Americans was countered by deliberate and cleverly crafted opposition by white people.
272 pages	<i>Never Caught: The Washingtons’ Relentless Pursuit of Their Runaway Slave, Ona Judge</i>	Book	Erica Armstrong Dunbar	A startling and eye-opening look into America’s First Family, this book is the powerful narrative of Ona Judge, George and Martha Washington’s runaway slave who risked everything to escape the nation’s capital and reach freedom.
273 pages	<i>One Person, No Vote</i>	Book	Carol Anderson	A book covering the 2013 Supreme Court decision that eviscerated the Voting Rights Act of 1965 and allowed districts with a history of racial discrimination to change voting requirements without approval from the Department of Justice.
290 pages	<i>From #BlackLivesMatter to Black Liberation</i>	Book	Keeanga-Yamahtta Taylor	A stirring and insightful analysis surveying the historical and contemporary ravages of racism that argues that this new struggle against police violence holds the potential to reignite a broader push for Black liberation.
294 pages	<i>Why Are All the Black Kids Sitting Together in the Cafeteria?</i>	Book	Chad Williams	A book arguing that straight talk about our racial identities is essential if we are serious about enabling communication across racial and ethnic divides. These topics have only become more urgent as conversations about race are increasingly acrimonious.
300 pages	<i>My Grandmother’s Hands</i>	Book	Resmaa Menakem	This book describes the enduring trauma inflicted by the ills that plague society, a trauma that will continue until we learn to heal the generational anguish of white supremacy, which is deeply embedded in all of us.
304 pages	<i>Race Talk and the Conspiracy of Silence</i>	Book	Derald Wing Sue	This book debunks the most pervasive myths using evidence, easy-to-understand examples and practical tools. If you believe that talking about race is impolite or that “colorblindness” is the preferred approach, this is a must-read.
320 pages	<i>How to Be an Anti-Racist</i>	Book	Ibram Kendi	A book challenging conventional notions of racism by discussing concepts of racism, proposals for anti-racist individual action and systemic changes.
321 pages	<i>Stamped: Racism, Antiracism and You: A Remix of the National Award-Winning Stamped from the Beginning</i>	Book	Ibram Kendi and Jason Reynolds	A timely, crucial and empowering book exploring racism—and antiracism—in America.

STRADLEY RONON'S D&I EDUCATION AND TRAINING RESOURCES

Commitment	Title	Medium	Source	Description
336 pages	Slave Nation	Book	Alfred W. Blumrosen & Ruth G. Blumrosen	This book, which is authored by two law professors, breaks down how slavery united the colonies and sparked the American Revolution.
338 pages	The New Jim Crow	Book	Michelle Alexander	This book directly challenges the notion that the election of Barack Obama signals a new era of colorblindness. With dazzling candor, legal scholar Michelle Alexander argues that “we have not ended racial caste in America; we have merely redesigned it.”
349 pages	Courageous Conversations About Race	Book	Glenn E. Singleton	This bestseller explains the need for candid conversations about race so that educators may understand why student disengagement and achievement in inequality persist and how they can develop a curriculum that promotes true educational equity.
354 pages	Just Mercy	Book	Bryan Stevenson	A book covering Bryan Stevenson’s first case as a lawyer with Walter McMillian, a young man who was sentenced to die for a notorious murder he insisted he didn’t commit. This is the basis for the movie with Michael B. Jordan and Jamie Foxx.
371 pages	Charleston Syllabus: Readings on Race, Racism, and Racial Violence	Book	Chad Williams, Kidada E. Williams, Keisha N. Blain	A book covering the shooting at Emanuel AME Church in Charleston, SC, and the way that the killer’s beliefs regarding white supremacy reopened debates about racial conflict, southern identity, and the African American church as an institution.
396 pages	The Condemnation of Blackness: Race, Crime and the Making of Modern Urban America	Book	Khalil Gibran Muhammad	This book chronicles mistaken beliefs regarding the link between Black people and criminality and contrasts those notions to working-class whites and European immigrants to reveal the influence such ideas have had on urban development and social policies.
430 pages	The Broken Heart of America: St. Louis and the Violent History of the United States	Book	Walter Johnson	This searing book shows how St. Louis exemplifies that imperialism, racism, and capitalism have persistently entwined to corrupt the nation’s past, from the 1804 Lewis and Clark expedition to the 2014 uprising in Ferguson.
474 pages	Caste: The Origins of Our Discontents	Book	Richard Rothstein	This book by Pulitzer prize-winning Isabel Wilkerson links the caste systems of America, India and Nazi Germany, exploring eight pillars that underlie caste systems across civilizations, including divine will, bloodlines, stigma and more.
511 pages	Stamped from the Beginning: The Definitive History of Racist Ideas in America	Book	Ibram Kendi	This book follows five individuals—Cotton Mather, Thomas Jefferson, William Lloyd Garrison, W. E. B. Du Bois and Angela Davis—through the historic progression of racist ideas in America.

Additional recommendations are available through the following resources:

Commitment	Title	Medium	Source	Description
Varies	Code Switch	Podcasts (variety of episodes on different issues)	NPR	Multiracial, multigeneration team of journalists that overlaps themes of race, ethnicity and culture and how they play into our lives and communities.
Varies	From Privilege to Progress	Social Media	Instagram	Bite-size updates and educational resources of varying lengths from the national movement to desegregate the conversation about race and racism, started by the two women responsible for the viral video of two Black men unjustly arrested in a Philadelphia Starbucks.
Varies	Netflix – Black Lives Matter	Films	Netflix	Learn more about racial injustice and the Black experience in America with this free collection of films, series and documentaries.

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Additional recommendations are available through the following resources:

Commitment	Title	Medium	Source	Description
Varies	Rachel Elizabeth Cargle	Social Media	TEDx, Instagram, Facebook	Public figure known as an author, academic, speaker and activist for her involvement in anti-racism work.
Varies	Science-based Insights for a Meaningful Life	Article	Greater Good Magazine	Greater Good magazine turns scientific research into stories, tips and tools for a happier life and a more compassionate society—offers antiracist resources.
Varies	Social Justice Books	Books	Website	Carefully selected lists of multicultural and social justice books for children, YA and educators.
Varies	Talking About Race	Museum	National Museum of African American History & Culture	A list of tools and resources to help perpetuate conversations about race and bias for educators, parents/caregivers, and “people committed to equity.”
Varies	TED Talks – Talks to help you understand racism in America	Videos	TED Talks	From passionate pleas for reform to poetic turns of phrase, these talks take an honest look at everyday realities of Black Americans and illuminate the way forward.
Varies	The Conscious Kid	Website	The Conscious Kid	An education, research and policy organization dedicated to equity and promoting healthy racial identity development in youth.
Varies	The CROWN Act	Videos	The CROWN Act Coalition and Dove	Variety of videos focused on race-based hair discrimination. The CROWN Act was created in 2019 to ensure protection against discrimination based on race-based hairstyles.
Varies	The Great Unlearn by Rachel E. Cargle	Blog	Patreon	Resources and critical discourse to aid in unlearning (multiple subjects: 30-Day Challenge, History of Race, America's Birth Story, etc.).

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