



Day one: Introduction to our race challenge

As a follow up to the virtual HR Forum we ran last week and inspired by the '*ELA 21 Day Racial Equity Habit-Building Challenge* ©', we have decided to run our very own five-day challenge on the topic of racism. Each day this week you will receive an email focused on a particular subtopic with links to materials.

The purpose is to inspire each other to keep thinking about racism in the workplace and help to identify things that we can each personally do to try and make things better and stamp out prejudices.

We will kick start it today by simply asking the question – have you ever read a book on racism? If you would like to email us and share your recommendations, please do. Otherwise, here are some of ELA's recommended reads:

'American Dirt', by Jeanine Cummins (US, 2020)

'A Bend in the River', by VS Naipaul (Africa, 1979)

'Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do', by Jennifer L. Eberhardt (US)

'Black & British', by David Olusoga (longer adult version, UK, 2017)

'Brit(ish) (On Race, Identity and Belonging)', by Afua Hirsch (UK, 2018)

'The Devil You Know: A Black Power Manifesto', by Charles M. Blow (US, 2021)

'Don't Touch My Hair', book by Emma Dabiri (Ireland, 2020)

'East West Street: on the origins of genocide and crimes against humanity', by Prof. Philippe Sands QC (UK, 2017)

'How to Argue with a Racist', by Adam Rutherford (UK, 2020)

'How to Be an Antiracist', by Ibram X. Kendi (US, 2014)

'Long Walk to Freedom', by Nelson Mandela (biography, South Africa, 1994)

'The New Odyssey: The Story of Europe's Refugee Crisis', by Patrick Kingsley (2015)

'Nice Racism', by Robin DiAngelo (US, 2021)

'Northern Protestants – an Unsettled People', by Susan McKay (NI, 2005)

'The Roles We Play', by Sabba Khan (Kashmir to UK, 2022)

'Our Others: Stories of Ukrainian Diversity (Ukrainian Voices)', by Olesya Yaremchuk (Ukraine, 2020)

'Speak Up! Speak Out! A Mother's Cry Against Violence', by Tiffany Goodman (US, 2014)

'It's Trevor Noah: Born a crime', by Trevor Noah (South Africa, 2019)

'What if I say the wrong thing? 25 Habits for Culturally Effective People', by Verna A. Myers (US, 2013)

'What White People Can Do Next: From Allyship to Coalition', by Emma Dabiri, 2021

'When They Came for Me: The Hidden Diary of an Apartheid Prisoner' by John Schlapobersky (South Africa, 2021)

'White Fragility – Why It's so Hard For White People to Talk About Racism', by Robin DiAngelo, (US, 2019)

'Why I'm no Longer Talking to White People about Race', by Reni Eddo-Lodge (UK, 2017) You can also listen to her thought-provoking podcast series here: <https://www.aboutracepodcast.com/>

Acknowledgment: We would like to thank Dr Eddie Moore, Jr for sharing his ideas and materials (21-Day Racial Equity Habit-Building Challenge© — America & Moore (eddiemoorej.com)).
