



## Equity Initiative Shared Resources

These resources are compiled by the League of Women Voters of Pennsylvania [Equity Initiative](#) to advance **diversity, equity, and inclusion**. This is a living document. Please email [equity@palwv.org](mailto:equity@palwv.org) to recommend a submission or to request additional resources.

- Register for [upcoming webinars](#) and access [archived video and resources](#).
- Use Pennsylvania [BIPOC vendors and consultants](#)

### League of Women Voters resources

- LWVUS [DEI Policy](#) adopted in full by LWVPA.
- LWVUS [Diversity, Equity, and Inclusion Resources](#)  
Access LWVUS resources through the [League Management Area](#)
- LWVUS Diversity, Equity and Inclusion - [LWV DEI Lens](#)  
“What to Ask when examining your work through a DEI Lens.”
- LWVPA DEI Learning Modules – a series of 5 interactive learning experiences developed by local League leaders for local Leagues are available at the [DEI Learning Modules](#) section within LWVPA local League resources.
- [The Equity Initiative Steering Committee](#) is composed of on and off-board board leaders, with diverse perspectives to support accountability to diversity, equity and inclusion.

## Shared Resources Subject Categories (in alphabetical order)

### Accessibility Resources

- [Accessibility on Zoom](#) for LWVPA events, Equity Initiative
- [Disability Pride PA](#) and [Philadelphia Center Against Sexual Violence](#).
- [Accessibility Standards](#) - A comprehensive guide to best practices in developing online, print, social media, and in-person event accessibility.
- [Disability Etiquette](#) - The basics of accessibility; why and how we focus “people first” to meet the individual first - instead of the disability.
- [Institute on Disabilities](#)

Temple University College of Education and Human Development

- [Pennsylvania Voter Resources](#)
- [Polling place Accessibility ADA checklist](#)
- [Voters with Intellectual Disabilities-HelpMeVote](#)
- [Voters with mental health disabilities](#)
- [Mid-Atlantic ADA Center](#)

They provide information, guidance, and training on the Americans with Disabilities Act (ADA), tailored to meet the needs of businesses, government entities, organizations, and individuals in the Mid-Atlantic Region

### Gender Identity, LGBTQIA+

- [LGBT Centers and Resources in Pennsylvania](#)
- [The ACLU and LGBT+ Rights in Pennsylvania](#)
- [The Human Rights Campaign \(HRC\) in Pennsylvania](#)
- [HRC Gender Glossary](#)
- [My pronouns](#): What are personal pronouns and why do they matter and how should they be used?
- [William Way Center](#), Philadelphia, PA
- Planned Parenthood. Basic concepts, [gender identity](#)
- [Pennsylvania's gender designations](#) on it's official IDs

### Immigration

- [Pennsylvania Immigration and Citizenship Coalition](#)
- Office of Attorney general, Pennsylvania, [Immigrant Rights](#)

### Indigenous Land Acknowledgements and other Resources

- [Washington State Health Care Authority](#). Land acknowledgements: A way to respect the first peoples of the land.
- Understanding and [Using Land Acknowledgements](#) in League meetings and events
- [Native Land Online Mapping Resource](#):  
Native Land Digital strives to create and foster conversations about the history of colonialism, Indigenous ways of knowing, and settler-Indigenous relations, through educational resources such as our map and Territory Acknowledgement Guide.
- [Native Languages with map of PA and location of tribes](#).
- Smithsonian Institute National Museum for the American Indian [Haudenosaunee Greetings to the Natural World](#) (Words that come before all else)
- [Alliance of Colonial Era Tribes](#)

The Alliance of Colonial Era Tribes (ACET) is an intertribal league of sovereign American Indian Nations continuing from the colonial era of the eastern and southern seaboard of the continental United States.

- [Coalition of Natives and Allies](#)  
Coalition of Natives and Allies is working to pass policies to improve the lives of Indigenous Peoples in Pennsylvania. CNA is an education and advocacy resource for the communities it serves. CNA is working with [Representative Chris Rabb](#) on two issues: Land Acknowledgement and Native American Mascots
- Carlisle Indian School [information sheet](#), a quick summary and significant dates
- [Lenape Nation of Pennsylvania](#)

### Race and Racial Equity

- [Anti-Racism Daily](#). Daily email with news and action to dismantle white supremacy.
- [Kimberlé Crenshaw on Intersectionality](#). Columbia Law School.
- [Race Forward](#). Race Forward brings systemic analysis to complex race issues to help people take effective action towards racial equity,
- [Racial Equity Tools](#). Racial Equity Tools is designed to support individuals and groups working to achieve racial equity.
- Nikole Hannah-Jones. New York Times Magazine. [1619 Project](#)
- [The King Center](#) and the [The King Philosophy](#)
- [FairVote](#). Minority representation. FairVote is a nonpartisan champion of electoral reforms that give voters greater choice, a stronger voice, and a representative democracy that works for all Americans.
- Helen Kim Ho: [8 Ways People of Color are Tokenized in Nonprofits](#)
- [Lawyers Committee for Civil Rights](#): Promises of Democracy Made Real. Founded 1963 at the request of President John F. Kennedy, the Lawyers Committee for Civil Rights continues the fight for civil rights. Issues have included affirmative action, election protection, reauthorization of the Voting Rights Act, public safety and community centered policing.

### Structure and Organization - Building Diversity and Inclusion

- Jim Taylor: [Recruiting for Board Diversity – Without Disrespecting People of Color](#).
- [Diversity, Equity, and Inclusion in Fundraising: Questions to Consider](#)
- [5 Questions for Recruiting Diversity \(PDF\)](#)
- [The Value of Lived Experience](#)
- [Accelerating Nonprofit Board Diversity](#)
- [Recruiting for Diversity at Facebook: How Hiring Practices Can Hurt People of Color](#)

- [Home ownership, taxes and race, how the three converge to "compound inequality" and further impoverish POC.](#)
- [New York Times Opinion. 07/28.2018. How the Suffrage Movement Betrayed Black Women.](#)
- [A Few Guidelines for Change](#)

**Voting Rights, Voters, and Bias** (See also accessibility, race, women, and general resources. Voting rights intersects with all issues of exclusion and discrimination.

- **All Voting is Local**, national grassroots voting rights organization with a presence in [Pennsylvania](#). Resource: [Voting and Implicit Bias](#), a resource for poll workers and all LWV members.
- **PA Youth Vote**, a [grassroots coalition](#) of youth, educators, and organizations engaging the youth vote. Resource: [Lesson plans for voter engagement.](#)
- **Voting engagement resources** for families, children and youth: Kids Vote Here [Banner Printout](#), Favorite Pet [election](#), [Ballot Printout](#). Voting resource for school-age and adults: [Citizenship Quiz](#)

### **Women's Suffrage and League of Women Voters History of Racism**

- ACLU: [Celebrate Women's Suffrage, but Don't Whitewash the Movement's Racism](#)
- National Museum of African American History and Culture. [Five Women you should Know: African American Suffragists](#)
- National Women's History Museum: [Votes for Women means Votes for Black Women](#)
- Slate: [How Racism Nearly Derailed Women's Right to Vote](#)
- The New York Times. [In 1920, Native Women Sought the Vote. Here's What's Next.](#)
- NY Times: [How the Suffrage Movement Betrayed Black Women](#)

### **General Resources:**

#### **Selected LWV and LWVPA Letters/Public Statements on Equity:**

- 1/6/2021 [League Condemns Domestic Terrorist Attack on the U.S. Capitol](#)
- 3/4/2021 [LWV Applauds House Passage of the George Floyd Justice in Policing Act](#)
- 3/18/2021-[LWVUS and LWVGA Condemn Hate Crimes Against Asian Americans and Pacific Islanders](#)
- 9/22/2021 [LWVPA Support Statement on Equity in Education \(response to September 2021 Central York School District\)](#)

## Organizations, Articles and online Resources

- [Amber Coleman. Edit Your Life \(Podcast\). Understanding Privilege + Centering Empathy | Episode 222](#)  
February 4, 2021
- [Robin DiAngelo. White People Assume Niceness is the Answer to Racial Inequality. It's Not.](#)
- [Sacred Ground](#) is part of *Becoming Beloved Community*, The Episcopal Church's long-term commitment to racial healing, reconciliation, and justice in our personal lives, our ministries, and our society. This series is open to all, and especially designed to help white people talk with other white people.
- [Equal Justice Initiative](#). Legacy Museum, National Memorial for Peace and Justice. The Equal Justice Initiative (EJI) is committed to ending mass incarceration and excessive punishment in the United States, to challenging racial and economic injustice, and to protecting basic human rights. Founded in 1989 by Bryan Stevenson, a widely acclaimed public interest lawyer and author of *Just Mercy*.
- [Freire Institute \(Paulo Friere\)](#)
- Note: This is a partial list of organizations. Refer to subject categories, above, for additional organizations and resources.

## Books

**A Note on book purchases: Please support minority owned book sellers.** Here are a few lists of [diverse bookstores](#), [indigenous owned bookstores](#), black owned book publishers [here](#) and [here](#), Asian American ([AAPI](#)) [owned bookstores](#), and [disabled-owned bookstores](#) which we can support. .

## Selected Books

Michelle Alexander. 2012. Race, History of Racism. [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#). The New Press. New York, New York.

Mahzarin Banaji and Anthony Greenawalt. 2016. Race, Implicit Bias. [Blindspot: Hidden Biases of Good People](#). Bantam Books. New York, New York.

James Baldwin. Race, American Racism. [The Fire Next Time](#). ©1962 James Baldwin. 1993. First Vintage International Edition Books. Madison, WI.

Austin Channing Brown. Race, Systemic Racism. [Black Dignity in a World Made for Whiteness](#). 2018. Convergent Books.

Daniel James Brown. 2021. History, Racism. Facing the Mountain: The True Story of Japanese American Heroes in World War II. Viking Press. New York, New York.

Joy DeGruy. 2017. Human Harms of Racism and Slavery. Post Traumatic Slave Syndrome: America's Legacy of Enduring Injury and Healing. Originally published by Uptone Press (2005). Copyright c 2005, 2017 by Joy DeGruy.

Haben Girma. 2019. Accessibility, Haben: the Deafblind Woman who Conquered Harvard Law, A Memoir. Hachette Book Group. New York, NY.

Celeste Headlee. 2021. Race. Speaking of Race: Why Everybody Needs to Talk about Racism - and How to Do It. Harper-Collins. New York, NY.

Quiara Alegría Hudes. 2022. Immigration, Culture, Coming of age. My Broken Language: A Memoir. One World.

Carolyn Jefferson-Jenkins. 2020. The Untold Story of Women of Color in the League of Women Voters. Praeger. Denver Colorado.

Dr. Ibram X. Kendi. 2019. How to Be an Antiracist. Oneworld, New York, NY

Ibram X. Kendi. 2017. Book appropriate for adults including high school and college students: Stamped from the Beginning: The Definitive History of Racist Ideas in America. Bold Type Books.

Jason Reynolds and Ibram X. Kendi. 2020. Book appropriate for middle school and high school students: Stamped: Racism, Antiracism and You: A Remix of the National Book Award-winning Stamped from the Beginning. Little, Brown Books for Young Readers.

Robin Wall Kimmerer. 2013. Indigenous history and wisdom. Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge, and the Teachings of Plants. Milkweed Editions. Canada.

Martin Luther King, Jr. ©Martin Luther King Jr. 2012. Global Justice. In a Single Garment of Destiny: A Global Vision of Justice. Beacon Press. Boston, MA.

David P. Leong. 2017. Gentrification, cultural displacement, Race & Place: How Urban Geography Shapes the Journey to Reconciliation. IVP Books, InterVarsity Press, Downers Grove IL.

Audre Lorde. 2017. Race, Wisdom, Gender, Activism. Your Silence Will Not Protect You: Essays and Poems. Silver Press, London, United Kingdom.

Julia Marie Mallory. 2019. Healing, harm, gun violence. Survivor's Guilt Poems and Essays. Black Mermaids Publishing. Harrisburg, PA.

Heather McGhee. 2021. The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together. Oneworld. New York, NY

Resmaa Menakem. 2017. My Grandmother's Hands: Racialized Trauma and the Pathway to Mending our Hearts and Bodies. Central Recovery Press. Las Vegas, NV.

Steven T. Newcomb. 2008. Indigenous history. Pagans in the Promised Land: Decoding the Doctrine of Discovery. Fulcrum Publishing. Golden CO.

Ijeoma Oluo. 2019. So you Want to Talk About Race. Hachette Book Group. New York. NY.

Richard Rothstein. 2017. The Color of Law: A forgotten History of How our Government Segregated America. Liveright Publishing. New York, NY.

Layla F. Saad. 2020. Racism, systemic racism, Me and White Supremacy. Sourcebooks. Naperville, IL.

Isabel Wilkerson. 2020. Racism, Caste: The Origins of our Discontents. Random House. New York, NY.

Javier Zamora. 2022. Immigration, immigrant rights. Solito: A Memoir. Hogarth Books, New York, NY.

Howard Zinn. 2003. A People's History of the United States of America. Harper Perennial Modern Classics. New York, NY.