The Burke Equity and Inclusion web page describes the school’s deep commitment to fostering “a culture of equity and inclusion that embraces the wide range of backgrounds and perspectives present at Burke.” The Board of Trustees’ Equity and Inclusion Committee recently asked members of the community for recommendations for articles, books, publications, blogs, movies, events, etc. that discuss relevant topics.

The resulting “crowd-sourced” resources presented in the following pages are loosely arranged by topic. Burke’s Library Director, Amanda Bozarth, is happy to assist any current or prospective member of the Burke community in accessing these resources or for recommendations on any related fiction books. Amanda may be reached at amanda.bozarth@burkeschool.org. Additional recommendations are welcome - please send to susannah.baruch@gmail.com or angela.jaffee@gmail.com.

- **Equity, Inclusion, Diversity, & Privilege (general)**
- **Race**
- **Socioeconomic Diversity & Class Differences**
- **Neurodiversity (Includes Autism Spectrum Disorders, Dyslexia, ADHD)**
- **Gender, Sexuality, And LGBTQ+ Issues**

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EQUITY, INCLUSION, DIVERSITY & PRIVILEGE (general)

Adichie, Chimamanda Ngozi (2009). The Danger of a Single Story (18:35 min.)
In this TED Talk video, novelist Adichie explains why our lives and cultures cannot be explained as a stereotype.

In this book, authors Banaji and Greenwald explore the science that shapes our subconscious judgments about other people, how to understand these hidden biases, and what we can do to counter them.

Calig, Lauren (2018). Diversity & Inclusivity: Pushing the Conversation and Change Forward
In this article, educator Calig offers suggestions for helping independent schools develop real, systemic change related to diversity and inclusion.

This extensive resource list of fiction and non-fiction books offers a selection of readings that are non-sensationalized perspectives on immigration.

Cort, Jenn (n.d.) Third Space with Jenn Cort
Jenn Cort is a dynamic blogger, writer, speaker, and former head of school. During each podcast episode, she invites well-known thinkers to discuss their work and ideas on the topics of diversity, inclusion, equity, and justice.

This article from the National Association of Independent Schools explores what independent schools can do to create environments that are truly diverse, equitable, and inclusive.

Harvard Graduate School of Education. Reimagining Integration: Diverse and Equitable Schools Project (RIDES)
RIDES began "in recognition that having students of different races in school together does not automatically translate to educational equity." This website contains a wealth of articles, resources, and information that provide schools with tools to move from desegregation to integration.

Knorr, Caroline (2019). Where Kids Find Hate Online
This article identifies types of hate speech encountered on the Internet and provides parents with conversation starters for discussing this with children, tweens, and teens.
This article describes how equity and inclusion seminar participants develop understanding as they discover that there "*is more than one answer to a question, that there are many sides to a story, and that there is always more than meets the eye…*"

McIntosh, Peggy (2012). **How Studying Privilege Systems Can Strengthen Compassion** *(18:26 min.)*
In this video, Peggy McIntosh discusses her journey in developing an understanding of her own earned advantages as a white woman, and how these insights helped form her life's work in trying to break down systems of privilege.

McLemee, Scott (2019). **Reading the Border Crisis**
This article describes newly published books on the immigration, refugee, and border crisis in the United States.

In this book, author Myers explores ways to "*build more authentic and inclusive relationships across race, gender, class, culture, age, and ability.*"

Natalyad (n.d.). **Intersecting Axes of Privilege, Domination, and Oppression**
This image presents the different aspects of privilege and how certain identities are normalized. *(Adapted from Kathryn Pauly Morgan (1996) "Describing the Emperor's New Clothes: Three Myths of Education (In)Equality." in *The Gender Question in Education: Theory, Pedagogy & Politics*, Ann Diller et al., Boulder, CO: Westview.)*

This article takes a historical look at integration beginning with the Brown Supreme Court decision, identifies where we need to go, and explores why the importance of supporting integration today is more critical than ever.

This book challenges us to think about diversity and how our differences enrich our work and make us better.

Solomon, Andrew (2012) **Far From the Tree: Parents, Children, and the Search for Identity**
This book explores how families can accept and support their children with differences, including physical, mental, social, and gender.
Swalwell, Katy (2012). *Confronting White Privilege*. In this article for educators, Swalwell examines two strategies educators may use in confronting issues of race and class: "bursting the bubble" and "disturbing the comfortable" and provides strategies for successfully integrating these techniques.

Swalwell, Katie (2013). *Educating Activist Allies* Based on the analysis of social justice pedagogies employed in affluent schools, this book describes the challenges and opportunities schools have in educating students to become "activist allies" and provides a foundation for schools to follow in order to create an effective and meaningful curriculum that nurtures and develops that identity in students.

Swalwell, Katy. (2012). “With Great Power Comes Great Responsibility”: Privileged Students’ Conceptions of Justice-oriented Citizenship. This analysis of varying social justice curriculums analyzed their effectiveness in meeting goals and described resulting student identities about what it means to be a justice-oriented citizen.

**RACE**

Biewen, John. (2017) *Seeing White* These podcast episodes (from Scene on Radio) explore racial tensions and injustices in the news by asking, “Why?”, “Where did the notion of "whiteness" come from?,” “What does it mean?,” and “What is whiteness for?”

Coates, Ta-Nehisi. (2015) *Between the World and Me* Described by Toni Morrison as “required reading,” in this riveting letter to his son, Coates explores his own identity as a black man in today’s America.

Collins, Cory (2018). *What is White Privilege Really?* This article analyzes definitions of both racism and white privilege, providing guidance on what individuals can do once they recognize their white privilege.

Diangelo, Robin (2018). *White Fragility: Why It's So Hard for White People to Talk About Racism* This book explores the impact of the reactions to race that individuals have when their ideas about race are challenged.
Harvey, Jennifer (2017). **Raising White Kids**
This book presents strategies to parents on how to approach the topic of race with children, arguing that the "color-blind" approach promotes racial stereotyping and inequity.

As CNN host Van Jones describes, Irving's fascinating retelling of her experiences understanding her own racism “opens a rare window on how white Americans are socialized.”

Kendi, Ibram X. (2019). **How to be an Antiracist**
This book confronts the “mainstream narratives around racism,” examining it through personal experiences, historical facts, and reflections. Kendi creates a narrative around the idea that to be an antiracist, we must continually take actions that call racism out.

This highly acclaimed book spans 500 years of Asian history in the Americas and how Asian American life has remade itself; been remade; and continues to evolve and change. Lee discusses her work at Google in a talk entitled, “**Stand Up/Speak Out: The Need for Asian American Activism Today**” (video 1:04 min.)

McIntosh, Peggy (1988). **White Privilege: Unpacking the Invisible Knapsack**
This article describes Peggy McIntosh's journey in understanding racism by “identifying the daily effects of white privilege on her life.”

Musgrove, George Derek and Chris Meyers Asch (2017). **Chocolate City: A History of Race and Democracy in the Nation’s Capital**
This book describes the story of race and power in Washington, DC.

This video explains the historic, discriminatory practice of redlining (the denial or limitation of mortgages, loans, and insurance in certain geographical areas to people of color) in the United States and the impact these practices still have today.

**Please Note:** The beginning of the video contains graphic language that may not be suitable for all audiences. If showing to students, you can begin at the 9-second mark.

Described by the NY Times as a “powerful and disturbing history,” this book presents evidence as to how local, state, and federal American governments imposed racial segregation denying African American families opportunities to live in major metropolitan areas.
Sue, Derald Wing (2016). *Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race*
This book describes why it is essential to speak out against racial injustices and provides practical strategies for engaging in these difficult discussions.

Through personal narratives, research, and observations, author Steele describes how exposing subjects to stereotypes affects their performance negatively.

Tatum, Beverly Daniel (updated 2017). *Why Are All the Black Kids Sitting Together in the Cafeteria?*
This update of the 1997 classic analyzes the impact of various events in the past two decades, which include police shootings, Black Lives Matter, and presidential elections.

Teaching Tolerance (2019). *Webinar: The Color of Law Webinar*
This informative webinar provides lesson plans, articles, and websites based on Richard Rothstein's book *The Color of Law*.

This NPR radio story traces how Kendrick Lamar’s 2015 song *We Gon’ Be Alright* became the part of the Black Lives Matter movement.

Please Note: The music video contains violent images and graphic language and may not be suitable for all audiences.

**SOCIOECONOMIC DIVERSITY AND CLASS DIFFERENCES**

Markovits, Daniel. (2019). *The Meritocracy Trap: How American’s Foundational Myth Feeds Inequality, Dismantles the Middle Class, and Devours the Elite*
Meritocracy is based on the premise that individuals are rewarded through hard work, talents, and achievements. This critique of that belief argues that meritocracy is contributing to severe injustices in America.

Mitchell, Mark J. (2018). *Building and Supporting Socioeconomic Diversity*
This article identifies how independent schools, claiming equity and inclusion, need to need to find more ways to bring in and financially support students from lower-income families.
Newsom, Jennifer Siebel (2019). *The Great American Lie*
This film presents the idea that the extreme masculine ideals of money, power, and control have glorified individualism, institutionalized inequality, and undermined the ability of most Americans to achieve in our society today.

Yale Poorvu Center for Teaching and Learning (n.d.). *Awareness of Socioeconomic Diversity*
This guide, written for Yale University faculty, provides recommendations for educators on using active and inclusive strategies in the classroom to support all students.

**(NEURODIVERSITY (includes autism spectrum disorders, dyslexia, ADHD))**

ADHD Editorial Board (2019). *9 Things I Wish the World Knew About My Students’ ADHD*
This article offers important insights and advice for educators in working with students with ADHD.

Autism Ontario (2016). *Autism: See the Potential* (8:45 min.)
This informational video by Michael McCreary explains and introduces autism—presenting the challenges that individuals with autism face—and provides suggestions on how to approach and work with individuals with autism.

CIPD (2019). *Neurodiversity at Work*
This guide presents strategies that organizations can use to advance greater understanding and acceptance of neurodiversity, with an emphasis on how that culture shift benefits not only the neurodivergent members of the organization, but also the organization itself. Although this is written as a guide to help human resources professionals support the comfort and success of neurodivergent individuals in the workplace, the information is entirely applicable to any community or organization.

Haddon, Mark (2004). *The Curious Incident of the Dog in the Night-Time*
This compelling and poignant mystery novel is told from the perspective of a 15-year old boy. The main character has a difference that appears to be autism spectrum disorder, though it is not specified.
Jensen, Frances E. (2016). *The Teenage Brain: A Neuroscientist's Guide to Raising Adolescents and Young Adults*

This book presents essential information on brain development in teens and young adults. Jensen offers her scientific perspective but provides practical advice for educators and parents in navigating the developmental years of their students and children, exploring topics such as sleep, alcohol, drugs, and technology.


This extensive guide for parents, educators, and students provides information and resources on how to understand, recognize, and support students with dyslexia.

MacEachron, Ph.D., Devon (2018). *Human Neurodiversity Should Be Celebrated, Not Treated as a Disorder* *(3:15 min.)*

In this video, a psychologist explains neurodiversity as a social movement.

McCabe, Jessica (2018). *How to (Explain) ADHD* *(7:39 min.)*

This video is one of the short, humorous videos by Jessica McCabe on understanding, supporting, and living with ADHD. Explore her [YouTube Channel](#) containing over 100 videos.

Robison, John Elder (2013). *What is Neurodiversity?*

This article, written by author and autistic self-advocate Robison, presents how neurodiversity is supported by science and the efforts that society should focus on in order to support those with neurological differences.


This TedEd video presents the neurological understanding of dyslexia and various interventions that help support those with dyslexia.

**Understood.org**

This website provides a wealth of resources, guidance, and information on supporting those with learning and thinking differences, including dyslexia, dysgraphia, dyscalculia, and ADHD.


This article provides explanations for certain atypical behaviors of students and individuals with autism.
GENDER, SEXUALITY, AND LGBTQ+ ISSUES

Allen, Samantha (2019). Real Queer America: LGBT Stories from Red States
This book describes transgender report Allen's journey through Trump's America, finding a future that will one day be hopeful and positive for LGBT Americans.

This book is written specifically for teens to learn about the historic lives of (and issues facing) gay men and women in the US.

Bechdel Test Movie List
Based on a comic created by Alison Bechdel, this Website lists films that pass the “Bechdel Test,” in which a film has: “1. At least two [named] women in it; 2. who talk to each other; 3. about something besides a man.”

Bechdel, Alison (2007). Fun Home: A Family Tragicomic
This ground-breaking, graphic novel is a memoir of the author's family life growing up with a father who was a director of a funeral home, and the discovery of her own sexuality in college.

Chasnoff, Debra (2017). Straightlaced: How Gender's Got Us All Tied Up
This film presents interviews with American teens confronting and discussing popular pressures around gender and sexuality.

Frankel, Laurie (2017). This is How It Always Is
This thought-provoking, character-driven novel is about a family whose youngest son starts identifying as a girl around age five.

This graphic novel is a beginning guide to understanding queer and trans lives. The book review presents an interview with the authors.

This book is an autobiography by the transgender front-woman of the Florida punk band Against Me!

Moon, Sara and James Lecesne (2014). The Letter Q: Queer Writers’ Letters to their Younger Selves
This video describes the anthology containing the stories of 63 authors who explore their pasts through letters written to their child or teen self, providing advice, understanding, and knowledge they now have as LGBT adults.
New York Public Library (2019). **The Stonewall Reader**
In celebration of the Stonewall uprising marking the fight for LGBTQ rights in the 60s, this book is a collection of writings and primary source documents from the days before, during, and after Stonewall.

Newsome, Jennifer Siebel (2015). **The Mask You Live In**
This film confronts issues about boys and men navigating the rules of masculinity.

The Representation Project (2011). **Miss Representation**
This film “exposes how mainstream media and culture contribute to the under-representation of women in positions of power and influence in America.”

This is curated list from Harper’s Bazaar contains the names of 20 recommended books.

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