

**Association for Washington Archaeology
Anti-Racism, Equity, Diversity, and Social Justice**

RESOURCES TO READ

The following annotated bibliography was compiled by various members of the AWA Diversity Committee and the list is modeled after other resources lists that are available online from local governments and neighboring institutions. The entries are organized by author's last name. The AWA Diversity Committee does not necessarily endorse, recommend, or assume responsibility for the work of any author or publisher, listed here or otherwise. Some of these entries may contain offensive words and/or explicit examples of racism, discrimination and/or microaggressions. Please practice self-care and explore these resources at your own risk.

What is Racial Domination? | Matthew Desmond and Mustafa Emirbayar

<https://scholar.harvard.edu/mdesmond/publications/what-racial-domination>

When students of race and racism seek direction, they can find no single comprehensive source that provides them with basic analytical guidance or that offers insights into the elementary forms of racial classification and domination. We believe the field would benefit greatly from such a source, and we attempt to offer one here. Synchronizing and building upon recent theoretical innovations in the area of race, we lend some conceptual clarification to the nature and dynamics of race and racial domination so that students of the subjects—especially those seeking a general (if economical) introduction to the vast field of race studies—can gain basic insight into how race works as well as effective (and fallacious) ways to think about racial domination. Focusing primarily on the American context, we begin by defining race and unpacking our definition. We then describe how our conception of race must be informed by those of ethnicity and nationhood. Next, we identify five fallacies to avoid when thinking about racism. Finally, we discuss the resilience of racial domination, concentrating on how all actors in a society gripped by racism reproduce the conditions of racial domination, as well as on the benefits and drawbacks of approaches that emphasize intersectionality. From (2009) Du Bois Review: Social Science Research on Race 6: 335-355.

Settler Fragility: Why Settler Privilege Is So Hard to Talk About | Dina Gilio-Whitaker

<https://www.beaconbroadside.com/broadside/2018/11/settler-fragility-why-settler-privilege-is-so-hard-to-talk-about.html>

US citizens of all races and ethnic groups have been indoctrinated their entire lives with messages designed to foster a sense of national pride and belonging in the making of what has been called an “imagined community,” which always occurs on Indigenous lands. Their citizenship and their very identity are taken for granted without critical consciousness about the US’s contradictory foundational structures and narratives.

So You Want to Talk About Race | Ijeoma Oluo

<https://www.ijeomaoluo.com/books>

Widespread reporting on aspects of white supremacy — from police brutality to the mass incarceration of Black Americans — has put a media spotlight on racism in our society. Still, it is a difficult subject to talk about. How do you tell your roommate her jokes are racist? Why did your sister-in-law take umbrage when you asked to touch her hair — and how do you make it right? How do you explain white privilege to your white, privileged friend? In *So You Want to Talk About Race*, Ijeoma Oluo guides readers of all races through subjects ranging from intersectionality and affirmative action to “model minorities” in an attempt to make the seemingly impossible possible: honest conversations about race and racism, and how they infect almost every aspect of American life.

Scaffolded Anti-Racist Resources | Anna Stamborski, Nikki Zimmermann, and Bailie Gregory

https://docs.google.com/document/d/1PrAq4iBNb4nVlcTsLcNIW8zjaQXBLkWayL8EaPlh0bc/preview?pru=AAABcpprJuY*pugJDk47kiCRlsbBSU3YMw

This is a working document for scaffolding anti-racism resources. The goal is to facilitate growth for white folks to become allies, and eventually accomplices for anti-racist work. These resources have been ordered in an attempt to make them more accessible and they are updated.

Why ‘Culture Fit’ is a Failed Idea in American Hiring | Monica Torres

https://www.huffpost.com/entry/culture-fit-failed-idea-in-hiring_15f1f2319c5b69fd47310363e

Picture this: You are a hiring manager who is deciding between candidates for a role at your company. Skills and experiences may vary, but there is one question most important to you as you evaluate each potential hire: Would you want to hang out with them stuck in an airport in a snowstorm? We still rely on “people we want to hang out with” as a metric in hiring, and it does nothing but harm.

Return here in the future for a more resources.

We plan to update and add to these lists

as often as possible.