



Recommended DEI Books

(Resources compiled by Patricia Raicht, Senior Director JLL)

TITLE	AUTHOR
A People's History of the United States	Howard Zinn
Anti Racist/Anti Fascist Play List	YouTube
Between the World and Me	Ta-Nehisi Coates
Caught: The Prison State and the Lockdown of American Politics	Marie Gottschalk
Family Properties: Race, Real Estate and the Exploitation of Black Urban America	Beryl Satter
From Here to Equality - Reparations for Black Americans in the Twenty-First Century	William Darity, Kristen Mullen
From the War on Poverty to the War on Crime	Elizabeth Hinton
How to be an Antiracist	Ibram X Kendi
How to be Less Stupid About Race: On Racism, White Supremacy, and the Racial Divide	Crystal Fleming
Killing the Black Body: Race, Reproduction, and the Meaning of Liberty	Dorothy Roberts
Me and White Supremacy	Layla F Saad
Medical Apartheid - the dark history of medical experimentation on Black Americans	Harriet Washington
Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race	Derald Wing Sue
Segregation by Design: Local Politics and Inequality in American Cities	Jessica Trounstein
So you want to talk about race	Ijeoma Oluo
Stamped From the Beginning	Ibram C. Kendi
The Color of Law: A Forgotten History of How Our Government Segregated America	Richard Rothstein
The color of Money - Home mortgage lending practices discriminate against Blacks	Bill Dedman
The Half Has Never Been Told: Slavery and the Making of American Capitalism	Edward E. Baptist
The Hate U Give	Angie Thomas
Towards the Other America: Anti-Racist Resources for White People Taking Action for Black Lives Matter	Chris Crass
Understand and Dismantling Racism: The 21st Century Challenge to White America	Joseph Barndt
Uprooting Racism: How White People Can Work for Racial Justice	Paul Kivel
White Fragility: Why it's so Hard for White People to Talk about Racism	Robin Diangelo
White Rage: The Unspoken Truth of Our Racial Divide	Carl Anderson, PhD
Why are all the Black kids sitting together in the Cafeteria	Beverly Tatum



Recommended DEI Videos

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VIDEO	LINK
3 generations share their truth about being black in America	https://www.cnn.com/videos/opinions/2020/06/01/black-men-in-america-four-generations-on-protests-orig-jm-mss-tss.cnn
A kids book about racism	https://www.youtube.com/watch?v=LnaltG5N8nE
Allegories on race and racism - TEDx	https://www.youtube.com/watch?v=GNhcY6fTyBM&feature=emb_rel_end
Getting Called Out - How to Apologize	https://youtu.be/C8xJXKYL8pU
How did we Get Here? Confronting Racism in America	https://youtu.be/VHcNJJZuE_0
Ijeoma Oluo on talking about race and racism	https://youtu.be/2b_twxTjaoE
Ken Burns: Our monuments are representations of myth, not fact	https://www.youtube.com/watch?v=W08bTFhuwKs
Micro Videos - many DEI topics	https://thediversitymovement.com/microvideos/
Myth Busting Perceptions of Black Males	https://www.youtube.com/watch?v=uEHzziKoJX0
Neil Degrasse Tyson on being Black, and Women in Science	https://www.youtube.com/watch?v=z7ihNLEdium
Privilege/Class/Social Inequalities Explained in a \$100 Race	https://www.youtube.com/watch?v=4K5fbQ1-zps&t=126s



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PSU- Blood and Soil: Real Estate and Racism in Modern American History	https://bit.ly/[indbcpsu]
Racism in the Medical Industry dating back to Slavery	https://www.youtube.com/watch?reload=9&v=CB4Y5grjUcs
Racism in the US: By the Numbers	https://www.youtube.com/watch?v=GQdMgtncpoE
Reconstruction 2020 - valuing Black lives and economic opportunities for all	https://www.epi.org/event/reconstruction-2020-valuing-black-lives-and-economic-opportunities-for-all/
Segregated by Design	https://www.segregatedbydesign.com/
Ta-Nahisi Coats interviews Richard Rothstein on "The Color of Law"	https://www.youtube.com/watch?v=9Pb6y9rNKmo
The color of law - compilation	https://www.epi.org/publication/the-color-of-law-a-forgotten-history-of-how-our-government-segregated-america/?utm_source=Economic+Policy+Institute&utm_campaign=a9b8193242-EMAIL_CAMPAIGN_2017_06_23_COPY_01&utm_medium=email&utm_term=0_e7c5826c50-a9b8193242-&mc_cid=a9b8193242&mc_eid=%5bUNIQID%5d
The First Time I realized I was Black	https://www.cnn.com/interactive/2017/02/us/first-time-i-realized-i-was-black/
The truth about the confederacy in the US	https://www.youtube.com/watch?v=QOPGpE-sXh0&feature=youtu.be
Uncomfortable conversations with a Black man	https://www.youtube.com/watch?v=h8jUA7JBkF4
Uncomfortable conversations with a Black man - #2	https://www.youtube.com/watch?v=CwiY4i8xWlc



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Uncomfortable conversations with a Black man - #3	https://www.youtube.com/watch?v=xfo1XJDJSU&t=9s
Uncomfortable conversations with a Black man - #4	https://www.youtube.com/watch?v=jSsoVjTgYJ0
Uncomfortable conversations with a Black man - #5	https://www.youtube.com/watch?v=Qjc95uGeJ6Q
Uncomfortable conversations with a Black man - #6	https://www.youtube.com/watch?v=ONTXrsvenUY
Uncomfortable conversations with a Black man - #7	https://www.youtube.com/watch?v=7BCSckITfs0
Uncomfortable conversations with a Black man - #8	https://www.youtube.com/watch?v=ljgkEcc4B1k
Uncomfortable conversations with a Black man - #8 Part 2	https://www.youtube.com/watch?v=9zH53upUQQE
What is Privilege	https://www.youtube.com/watch?v=hD5f8GuNuGQ&list=RDhD5f8GuNuGQ&start_radio=1&t=0
While I have your attention - series	https://www.wfaa.com/article/features/while-i-have-your-attention/287-02028aff-96ae-4a9c-a21c-991aeb359f9d
Why you should not bring your authentic self to work	https://youtu.be/HRi-jpzBiGo
The lie that invented racism	https://www.ted.com/talks/john_biewen_the_lie_that_invented_racism#t-1006144
The difference between "not racist" and antiracist	https://www.ted.com/talks/ibram_x_kendi_the_difference_between_being_not_racist_and_antiracist



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What it takes to be racially literate

https://www.ted.com/talks/priya_vulchi_and_winona_guo_what_it_takes_to_be_racially_literate



Recommended DEI Podcasts

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PODCASTS/AUDIO	LINK
About Race	https://www.showaboutrace.com/
Code Switch	https://www.npr.org/sections/codeswitch/
Good Ancestors Podcast	http://laylafsaad.com/good-ancestor-podcast
Intersectionality Matters	https://podcasts.apple.com/us/podcast/intersectionality-matters/id1441348908
NYT 1619	https://www.nytimes.com/2020/01/23/podcasts/1619-podcast.html
Race Forward	https://www.raceforward.org/media/podcast/momentum-race-forward-podcast
Revisionist History (Episode about school segregation)	http://revisionisthistory.com/episodes/13-miss-buchanans-period-of-adjustment
Seeing White	https://www.sceneonradio.org/seeing-white/
The color of law - compilation	https://www.c-span.org/video/?428341-1/the-color-law
The Diversity Movement - Beyond the Checkbox	https://thediversitymovement.com/podcasts/
The History and meaning of Juneteenth	https://www.nytimes.com/2020/06/19/podcasts/the-daily/juneteenth-emancipation-day-black-lives-matter.html
What Black leaders bring to the table	https://hbr.org/podcast/2021/03/what-black-leaders-bring-to-the-table?utm_medium=email&utm_source=newsletter_daily&utm_campaign=dailyalert_notactsubs&deliveryName=DM121458
Reparations: The Big Payback	https://podcasts.google.com/feed/aHR0cHM6Ly9mZWVkcY5tZWdhcGhvbmuUuZm0vSFNXMTgyNDQxNTg1NA/episode/ZTcwNzdhOGMtNTFkYS0xMWViLWE1ZTktZDc0MTFhZjNhYzY5?sa=X&ved=0CAQQkfYCAhcKEwjQx4TG2JTvAhUAAAAAHQA AAAAQBQ&hl=en



Recommended DEI Articles

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Title	Author	Link
103 Things White People Can Do for Racial Justice	Corinne Shutack	https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234
A Letter to White Urbanists	Alicia John-Baptiste	https://www.spur.org/news/2020-06-01/letter-white-urbanists
After years of talking about diversity, the number of black leaders at US companies is still dismal	Jeanne Sahadi	https://amp-cnn-com.cdn.ampproject.org/c/s/amp.cnn.com/cnn/2020/06/02/success/diversity-and-black-leadership-in-corporate-america/index.html
America's Cities Were Designed to Oppress	City Lab	https://www.bloomberg.com/news/articles/2020-06-03/how-to-design-justice-into-america-s-cities
America's Cities Were Designed to Oppress	Bryan Lee Jr.	https://www.realclearpolicy.com/2020/06/10/americas_cities_were_designed_to_oppress_495742.html
Black Lives Matter Activists Want to End Police Violence. But They Disagree on How to Do It	Charlotte Alter	https://time.com/5848318/black-lives-matter-activists-tactics/



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Blacks Still Face a Red Line on Housing		https://www.nytimes.com/2018/04/14/opinion/blacks-still-face-a-red-line-on-housing.html
Dear White People: Please Do Not Read Robin DiAngelo's "White Fragility"	Jonathan Church	https://arcdigital.media/dear-white-people-please-do-not-read-robin-diangelos-white-fragility-7e735712ee1b
Disrupt the Preschool-to-Prison-Pipeline with Equitable Practices	Devin Anderson	https://nwlc.org/blog/disrupt-the-preschool-to-prison-pipeline-with-equitable-practices/
Everyday Equality	Richard Reeves	https://www.brookings.edu/opinions/everyday-equality/
How Did We Get Here?	Gilliam White	https://www.theatlantic.com/education/archive/2020/06/atlantic-reader-race-and-racism-us/613057/
How Managers can and should address race and violence in the news.	Maria Louisa	https://medium.com/equality-includes-you/how-managers-can-and-should-address-race-and-violence-in-the-news-547d813f2f00
How Prison Labor is the New American Slavery and Most of Us Unknowingly Support it		https://returntonow.net/2016/06/13/prison-labor-is-the-new-american-slavery/
How to Make this Moment the Turning Point for Real Change	Barack Obama	https://medium.com/@BarackObama/how-to-make-this-moment-the-turning-point-for-real-change-9fa209806067



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How you can be an ally in the fight for racial justice	Deray Mckesson	https://ideas.ted.com/how-you-can-be-an-ally-in-the-fight-for-racial-justice/
Let's begin unpacking racial fear	Anthony Peterson	https://medium.com/@anthonypeterson/anatomy-of-racial-fear-710f9fbce9c2
Maintaining Professionalism in the age of black death is...a lot	Shenequa Golding	https://medium.com/@shenequagolding/maintaining-professionalism-in-the-age-of-black-death-is-a-lot-5eac5e17585
My White Boss Talked About Race in America and This is What Happened	Mandela SH Dixon	https://medium.com/kapor-the-bridge/my-white-boss-talked-about-race-in-america-and-this-is-what-happened-fe10f1a00726
Our Trip on the 'Discrimination Bus Tour' of Portland	Alison McIntosh	https://neighborhoodpartnerships.org/2016/06/20/how-our-trip-on-the-discrimination-bus-tour/
Racial and Class Bias in Zoning: Rezoning Involving Heavy Commercial and Industrial Land Use in Durham (NC), 1945–2014	Andrew Whittemore	https://www.tandfonline.com/doi/full/10.1080/01944363.2017.1320949
Racial Prejudice in the American Education System: Effects of Racism on Black Students' Lives and Academic Success	Shreyansh Budhia	https://openamericas.org/2017/12/27/racial-prejudice-in-the-american-education-system-effects-of-racism-on-black-students-lives-and-academic-success/



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Racism is killing the planet	Hop Hobkins	https://www.sierraclub.org/sierra/racism-killing-planet
Raising a Black Family in White America	Ijeoma Oluo	https://www.esquire.com/news-politics/a33611150/raising-black-family-white-america-ijeoma-oluo/
Science explains why unconscious bias training won't reduce workplace racism. Here's what will	Fast Company	https://www.fastcompany.com/90515678/science-explains-why-unconscious-bias-training-wont-reduce-workplace-racism-heres-what-will
Six times victims have received reparations — including four in the US	Dylan Matthews	https://www.vox.com/2014/5/23/5741352/six-times-victims-have-received-reparations-including-four-in-the-us
Ta-Nehisi Coates on Vanity Fair's September Issue, The Great Fire	Ta-Nehisi Coates	https://www.vanityfair.com/culture/2020/08/ta-nehisi-coates-editor-letter
The 1619 Project	NY Times Magazine	https://www.nytimes.com/interactive/2019/08/14/magazine/1619-america-slavery.html
The 5 Things White Men in Power Can Do Right Now to Help Build a More Just, Inclusive and Sustainable Economy	Lynn Johnson	https://medium.com/@lynn_73203/the-5-things-white-men-in-power-can-do-right-now-to-help-build-a-more-just-inclusive-and-c0838e0c6153



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The Case for Reparations	Ta-Nehisi Coates	https://www.theatlantic.com/magazine/archive/2014/06/the-case-for-reparations/361631/
The Coronavirus Was an Emergency Until Trump Found Out Who Was Dying	Adam Serwer	https://www.theatlantic.com/ideas/archive/2020/05/americas-racial-contract-showing/611389/
The Death of George Floyd, In Context	Jelani Cobb	https://www.newyorker.com/news/daily-comment/the-death-of-george-floyd-in-context
The Diversity Movement - Collection of Blog posts on DEI		https://thediversitymovement.com/blogs/
The intersectionality wars	Jane Coaston	https://www.vox.com/the-highlight/2019/5/20/18542843/intersectionality-conservatism-law-race-gender-discrimination
The Mess that is 'Majority-Minority'	Medium	https://medium.com/@eec/the-mess-that-is-majority-minority-968daff9fd9
The Planner's Beginner Guide to the #BlackLivesMatter Movement	Danielle Dirksen	https://drive.google.com/file/d/17vLQ0Zb2EK4hvt5waJ1WhJ67s5POY6hb/view
The problem with that equity vs. equality graphic you're using		https://culturalorganizing.org/the-problem-with-that-equity-vs-equality-graphic/



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The Racist History of Portland, the Whitest City in America	Alana Semuels, The Atlantic	https://www.theatlantic.com/business/archive/2016/07/racist-history-portland/492035/
These 7 courses will teach you to be Anti Racist	Fast Company	https://www.fastcompany.com/90512946/these-7-courses-will-teach-you-about-racism-and-privilege-and-how-to-be-antiracist
This 'Equity' picture is actually White Supremacy at work	Medium	https://medium.com/@eec/this-equity-picture-is-actually-white-supremacy-at-work-59f4ea700509
This Is What I Would Do If I Had White Privilege For A Day	Rebecca Stevens	https://medium.com/illumination-curated/this-is-what-i-would-do-if-i-had-white-privilege-for-a-day-a9db836ad5e1
U.S. Businesses Must Take Meaningful Action Against Racism	Laura Morgan Roberts, Ella F. Washington	https://hbr.org/2020/06/u-s-businesses-must-take-meaningful-action-against-racism
Unrealistic Leadership: 10 Ways to Confront Racism in Your Organization	Adrian Parker	https://adriandparker.com/2020/06/10/unrealistic-leadership-10-ways-to-confront-racism-in-your-organization/
What does a traffic jam in Atlanta have to do with racism, a lot	NY Times Magazine	https://www.nytimes.com/interactive/2019/08/14/magazine/traffic-atlanta-segregation.html
What should white America do now? This.	Deborah Stroman	https://medium.com/@drstroman/what-should-white-america-do-now-this-fe1a4dcab33d



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White People are Broken	Katherine Fugate	https://blog.usejournal.com/white-people-are-broken-ab0fe873e5d3
Who Gets to Be Afraid in America?	Ibram X Kendi	https://www.theatlantic.com/ideas/archive/2020/05/ahmaud-arbery/611539/
Why Diversity Programs Fail	Frank Dobbin, Alexandra Kalev	https://hbr.org/2016/07/why-diversity-programs-fail
Working from home while Black	Laura Morgan Roberts, Courtney L. McCluney	https://hbr.org/2020/06/working-from-home-while-black
Your Black Colleagues May Look Like They're Okay — Chances Are They're Not	Danielle Cadet	https://www.refinery29.com/en-us/2020/05/9841376/black-trauma-george-floyd-dear-white-people
The truth in Black and white: An apology from The Kansas City Star	Mike Fannin	https://www.kansascity.com/news/local/article247928045.html?fbclid=IwAR13ytzxbk1fEE2V7Oui6JQrRWmdqNUZv2c12NamEaKSYhmu-YwdVboWJJE
At CRE's Biggest Companies, Talk About Diversity Is Rarely Followed By Action	Bisnow	https://www.bisnow.com/national/news/commercial-real-estate/commercial-real-estate-racial-diversity-investigation-intro-106727



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REITs Remain Overwhelmingly White As Diversity Push Falls Short	Bisnow	https://www.bisnow.com/national/news/commercial-real-estate/reits-espouse-need-for-diversity-but-their-top-ranks-remain-overwhelmingly-white-106724
90% Of Major Brokerage Leadership Is White, And That's 'Definitely A Problem'	Bisnow	https://www.bisnow.com/national/news/commercial-real-estate/brokerage-106792
85% Of Leaders Are White At The Finance Giants That Bankroll Commercial Real Estate	Bisnow	https://www.bisnow.com/national/news/capital-markets/finance-diversity-blackstone-brookfield-white-executives-106823
The Great Real Estate Reset	Brookings	https://www.brookings.edu/essay/the-great-real-estate-reset-a-data-driven-initiative-to-remake-how-and-what-we-build/
To expand the economy, invest in Black businesses	Brookings	https://www.brookings.edu/essay/to-expand-the-economy-invest-in-black-businesses/?utm_campaign=Brookings%20Brief&utm_medium=email&utm_content=105444223&utm_source=hs_email
The Fed Wakes Up to Race	Bloomberg	https://www.bloomberg.com/features/2021-federal-reserve-race-inequality/
Commercial real estate has a whiteness problem	GGWash	https://ggwash.org/view/78087/commercial-real-estate-has-a-whiteness-problem



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Research: How Companies Committed to Diverse Hiring Still Fail	HBR	https://hbr.org/2021/02/research-how-companies-committed-to-diverse-hiring-still-fail
What does it mean to be black in CRE?	Bisnow	https://www.bisnow.com/national/news/commercial-real-estate/question-1-97453
Corporate America Has Failed Black America	NY Times	https://www.nytimes.com/2020/06/06/business/corporate-america-has-failed-black-america.html
From commitments to action: how CEO's can advance racial equity in their regional economies	Brookings	https://www.brookings.edu/essay/from-commitments-to-action-how-ceos-can-advance-racial-equity-in-their-regional-economies/?utm_campaign=Brookings%20Brief&utm_medium=email&utm_content=115511208&utm_source=hs_email
Chicago suburb's plan to pay Black residents reparations could be a national model	Reuters	https://www.reuters.com/article/us-usa-race-reparations-idUSKBN2BD0B8
Racism cost the US economy \$16 trillion over the last 2 decades, Citi study finds	Business Insider	https://www.businessinsider.com/us-racism-economy-20-trillion-ends-discrimination-against-black-people-2020-9