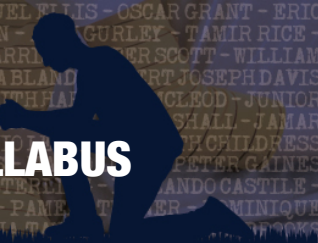


MOFO INVITES OUR CLIENTS TO JOIN US IN A 21-DAY RACIAL EQUITY HABIT BUILDING CHALLENGE SYLLABUS

Morrison & Foerster invites you to join us as we endeavor to become more aware, compassionate, constructive, and engaged people in the pursuit of racial equity. Our new initiative, the “21-Day Racial Equity Habit-Building Challenge,” asks each of us to commit 15 minutes a day, for 21 consecutive days, to completing a syllabus of short readings, videos, and podcasts focused on the Black American experience.

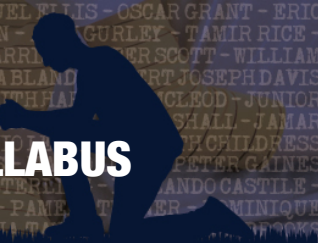
DAY	Materials
1	Nikole Hannah-Jones, “America Wasn’t a Democracy, Until Black Americans Made It One,” <i>New York Times</i> , Aug. 14, 2019
2	“How to Not (Accidentally) Raise a Racist,” Longest Shortest Time Podcast
3	Ta-Nehisi Coates, “The Case for Reparations,” <i>The Atlantic</i> , May 21, 2014
4	Danielle Cadet, “Your Black Colleagues May Look Like They Are Okay – Chances Are They Are Not,” <i>Refinery29</i> , May 2020 Katy Waldman, “A Sociologist Examines The ‘White Fragility’ That Prevents White Americans From Confronting Racism,” <i>The New Yorker</i> , July 23, 2018
5	Megan Ming Francis, “Let’s get to the root of racial injustice,” TEDTalks, March 21, 2016
6	Project Implicit, Implicit Association Test (IAT) This exercise requires navigating the sign up for the tests and answering a series of questions for the researchers, but it is recommended that everyone do at least these tests: Race, Skin Tone, and Weapons-Race. Also, everyone is encouraged to add these tests if you are able: Asian American, Native American, and Arab-Muslim.
7	“How microaggressions are like mosquito bites,” Fusion Comedy presents: Same Difference, Oct. 5, 2016 Heben Nigatu, “21 Racial Microaggressions You Hear On A Daily Basis: A photographer at Fordham asked her peers to write down the microaggressions they’ve encountered. Here is what they had to say,” <i>BuzzFeed</i> , Dec. 9, 2013 Essence Grant, “27 Workplace Microaggressions That’ll Make You Ask ‘How’d They Even Get Hired?’” <i>BuzzFeed</i> , Oct. 8, 2017 Ali Vingiano, “63 Black Harvard Students Share Their Experiences In A Powerful Photo Project,” <i>BuzzFeed</i> , March 3, 2014
8	James McWilliams, “Bryan Stevenson On What Well Meaning White People Need To Know About Race,” <i>Pacific Standard</i> (updated Feb 18, 2019)
9	“Media Portrayals and Black Male Outcomes,” The Opportunity Agenda
10	Cheryl I. Harris, Whiteness As Property , Harvard Law Review, Vol. 106 No. 8, June 1993

MOFO INVITES OUR CLIENTS TO JOIN US IN A 21-DAY RACIAL EQUITY HABIT BUILDING CHALLENGE SYLLABUS



11	<p>Scott Winship, Richard V. Reeves, and Katherine Guyot, "The Inheritance of Black Poverty: It's All About the Men," Brookings, March 22, 2018</p> <p>Karma Allen, "More than 50% of homeless families are black, government report finds," ABCNews, Jan. 22, 2020</p>
12	<p>Hannah Giorgis, "Black Art is dangerous because it marries the personal and the political," <i>The Guardian</i>, Feb. 22, 2015</p> <p>Reggie Ugwu, "Lena Waithe's Art of Protest," <i>New York Times</i>, Dec. 2, 2019</p> <p>Bryan Stevenson, "We can't recover from this history until we deal with it," Harvard Law School YouTube, Jan 30, 2019</p>
13	<p>Girlhood Interrupted: The Erasure of Black Girls Childhood, Georgetown Law Center on Poverty and Inequality, June 27, 2017</p> <p>Adrienne Green, "How Black Girls Aren't Presumed to Be Innocent," <i>The Atlantic</i>, June 29, 2017</p>
14	<p>Perspectives in Poetry:</p> <ul style="list-style-type: none"> • Richard Wright, "Between the World and Me," <i>Poem Hunter</i> (author bio: https://www.poetryfoundation.org/poets/richard-wright) • Langston Hughes, "Harlem," <i>Poetry Foundation</i> (author bio: https://www.poetryfoundation.org/poets/langston-hughes) • June Jordan, "1977: Poem for Ms. Fannie Lou Hamer," <i>Poetry Foundation</i> (author bio: https://www.poetryfoundation.org/poets/june-jordan) • Audre Lorde, "Who Said it Was Simple," <i>Poetry Foundation</i> (author bio: https://www.poetryfoundation.org/poets/audre-lorde) • Claudia Rankine, "from Citizen: You are in the dark, in the car..." <i>Poetry Foundation</i> (author bio: https://www.poetryfoundation.org/poets/claudia-rankine) • Alice Walker, "The World Rising," <i>Poetry Foundation</i> (author bio: https://www.poetryfoundation.org/poets/alice-walker) <p>Perspectives on Change:</p> <ul style="list-style-type: none"> • The Beatles, "Revolution #1" v. Nina Simone, "Revolutions (Parts 1 and 2)" and "Mississippi Goddam"
15	<p>Peggy McIntosh, "Unpacking the Invisible Knapsack of White Privilege," <i>Peace and Freedom Magazine</i>, July/August 1989</p>
16	<p>George Johnson, "White gay privilege exists all year, but it is particularly hurtful during Pride," NBC News, June 30, 2019</p> <p>"Laverne Cox Talks about Intersectionality at Harvard," <i>Harvard Foundation</i>, March 11, 2014</p> <p>D-L Stewart, "Black Trans* Lives Matter," TEDxTalks, April 22, 2019</p>

MOFO INVITES OUR CLIENTS TO JOIN US IN A 21-DAY RACIAL EQUITY HABIT BUILDING CHALLENGE SYLLABUS



17	N.K. Jemisin, " How Long 'Til Black Future Month? The Toxins of Speculative Fiction, and the Antidote that is Janelle Monae, " NKJemisin.com, Sept. 30, 2013 (music videos optional)
18	Sam Dylan Finch, " 9 Phrases Allies Can Say When Called Out Instead of Getting Defensive, " <i>Everyday Feminism</i> , May 29, 2017
19	Jolie A. Doggett, " 4 Questions About Hair That Black Girls Are Tired of Answering, " <i>HuffPost</i> Feb. 14, 2020 Jessica Moulite, " Exclusive: Rep. Ayanna Pressley Reveals Beautiful Bald Head and Discusses Alopecia for the First Time, " <i>The Root</i> , Jan. 16, 2020 Matthew Cherry, Hair Love , Sony Pictures Animation, Dec. 5, 2019
20	" Colorism, " National Conference for Community and Justice Natasha S. Alford, " Why Some Black Puerto Ricans Choose 'White' on the Census, " <i>New York Times</i> , Feb. 9, 2020
21	Karyn Lacy, " How to Convince a White Realtor You're Middle Class, " <i>New York Times</i> , Jan. 21, 2020) " Who is 'Karen' and Why Does She Keep Calling the Police on Black Men? " <i>On the Media</i> , May 29, 2020

EXTRA RESOURCES

Online Resource with the Smithsonian National Museum of African American History and Culture: "[Talking About Race](#)"

Robin DiAngelo, Ph.D, [Critical Racial and Social Justice Education: List of Resources](#)

Vernā Myers, "[How to Overcome Our Biases? Walk Boldly Toward Them,](#)" TEDTalks, Dec. 15, 2014

John Biewen, [Seeing White](#), Scene on Radio, podcast, 2017

Janice Gassam, "[Your Unconscious Bias Trainings Keep Failing Because You're Not Addressing Systemic Bias,](#)" *Forbes*, Dec. 29, 2019

Michael Harriott, "[How to Be a Better White Person in 2020,](#)" *The Root*, Jan 9, 2020