Decolonize your bookshelf

- Take a look at your bookshelf and actively resist and cast aside the colonialist ideas of narrative, storytelling, and literature
- Look for resources, books, and articles that expand your understanding beyond what is already known
- Actively listen
  - Fully concentrate on what is being said rather than just passively “hearing” the message of the speaker
- Identify your personal values and ask yourself how you came to accept those values
- Examine your personal and professional networks
  - Are your networks homogenous? Are you embedded in communities or are you just having encounters in communities that are not in your natural networks?

Educating yourself

Starting a conversation with staff

- How are you?
- What are your thoughts about the current events?
- What role do you think we as an organization can play in addressing systemic racism?
- How often do you think about your racial or ethnic identity?
- Have you ever been excluded because of your racial or ethnic identity?
- How does race or ethnic identity inform your daily decisions?

Starting a conversation with mentees*

- How are you?
- What aspect of your racial or ethnic identity makes you the proudest?
- Do you have questions about what’s going on?
- How can I help you during this time?
- How are you using your voice?
- How can I support you right now?

Steps to take in your program

- Create a space to have diversity, equity and inclusion (DEI) conversations
- Identify other systems your mentoring program work with
  - As organizations that support your mentoring work, what will they do to address systemic racism? Put pressure on them to act
- Recruit DEI experts to help your organization create systemic changes
- Create a safe space for young people to speak about their feelings and just listen

Steps to take in your community

- Stay in your lane
  - Be careful not to co-opt conversations and other’s work
- Bring the strengths that you have to the table
  - How can you collaborate?
- Utilize the resources you have
- Think on the macro level – change conditions and reject the status quo
  - Ask questions of your elected officials to move the needle

*Reminder – be genuinely curious and do not impose your opinion or your learning needs onto your mentee.
MENTOR New York is committed to making the mentoring movement a more inclusive movement. To ensure we are intentional and responsive to the needs of Black youth in our programs, we have included resources to support the Black community and to educate people about racial injustice.

**Books for adults**
- "Between the World and Me" by Ta-Nehisi Coates
- "The New Jim Crow" by Michelle Alexander
- "How To Be An Antiracist" by Ibram X. Kendi
- "The Fire Next Time" by James Baldwin
- "So You Want to Talk About Race" by Ijeoma Oluo
- "Narrative of the Life of Frederick Douglass, an American Slave" by Frederick Douglass

**Books for kids**
- "The Snowy Day" by Ezra Jack Keats
- "Saturday" by Oge Mora
- "Hair Love" by Matthew A. Cherry
- "You Go, Girl!: A Letter to Young Queens" by Kara M. Oliver
- "Each Kindness" by Jacqueline Woodson
- "The Young Marcher" by Cynthia Levinson
- "Resist: 35 Profiles of Ordinary People Who Rose Up Against Tyranny and Injustice" by Veronica Chambers
- "Not My Idea: A Book About Whiteness" written and illustrated by Anastasia Higginbotham
- "All American Boys" by Jason Reynolds and Brendan Kiely
- "Stamped: Racism, Antiracism, and You" by Jason Reynolds and Ibram X. Kendi

**Activists to follow on social media**
- Ava DuVernay
- Rachel Elizabeth Cargle
- Austin Channing
- Martin Luther King III
- Ibram X. Kendi
- Michael Eric Dyson

**Documentaries**
- 13th
- When They See Us
- Who Killed Malcolm X
- The Two Killings of Sam Cooke
- Strong Island
- Time: The Kalief Browder Story

**Podcasts**
- My Colorful Nana Project
- 1619
- Code Switch
- Good Ancestor Podcast

MENTOR New York is here to be your thinking partner!

For more information about how your program can implement these tips/resources, email jkavanaugh@mentorkids.org

To watch the recording of our panel discussion about Talking with Black and Brown Youth Amid Racial Injustice, use this link.

To watch the recording of our Mentoring Take Two: Talking with Black and Brown Youth Amid Racial Injustice, use this link.