

## Creative New Jersey's Statewide Conversations – COVID-19 Response

### Call #10 – June 10, 2020

*Editor's note: This summary covers the general topics and resources shared during the tenth call in a [series of statewide conversations](#) hosted by Creative New Jersey to bring together our network and help people across our state keep connected, share information, and unite in solidarity as we navigate the Coronavirus response in New Jersey.*

To register for Creative New Jersey's Statewide Conversations on COVID-19 Response, click the following link: <https://bit.ly/34WETWm>. For screen reader-friendly registration, use the following link: <https://forms.gle/9kUiVyyvKr8akMENA6> Calls take place every Wednesday in April and May 2020 (April 1, 8, 15, 22 and 29; May 6, 13, and 20) at 10am. The two final calls in this series will be June 3<sup>rd</sup> and June 10<sup>th</sup> at 10am.

## SUMMARY

### Topic: Racial Justice – What's Happening in NJ and What You Can Do

**Guest speaker #1:** Andrea McChristian, Esq., Law and Policy Director, New Jersey Institute for Social Justice  
<https://www.njsj.org/>

**Guest speaker #2:** Dr. Antoinette Ellis-Williams, Chair & Professor of Women's and Gender Studies – New Jersey City University and Poet, Artist and Activist  
NJCU: <https://bit.ly/37n8BFI>  
<https://www.antoINETTEelliswilliams.com/>

**Guest speaker #3:** Sheila D. Hull-Freeman, President – Bungalow Park Civic Association and Member – Atlantic City Citizens Advisory Board  
<https://www.facebook.com/groups/745817398858007/>

**Guest speaker #4:** Derek Minno-Bloom, Social and Food Justice Director – Trinity Episcopal Church, Asbury Park  
<https://www.trinitynj.com>

**Guest speaker #5:** Caloua Zhané, Alumna and Board Member – Hopeworks and Creative Entrepreneur  
<https://hopeworks.org/>  
<https://www.calouazhane.com/>

**TOPIC:  
RACIAL  
JUSTICE**

WHAT'S  
HAPPENING IN  
NJ AND WHAT  
YOU CAN DO

CALL #10  
WEDNESDAY, JUNE 10TH AT 10AM

CREATIVE  
NEW JERSEY  
TRANSFORMING COMMUNITIES

REGISTRATION REQUIRED  
WWW.CREATIVENJ.ORG

Join us for these collaborative, interactive conversations

**Resources shared by speakers and participants during the call include:**

- Anti-Racism & Equity-focused Organizations, Coalitions, Trainings
- Healing, Self-Care, Mental and Emotional Wellness for Black People:
- Rights, Resources and Legal Defense (for Protesters and beyond):
- National Resources List
- Reading Lists, Podcasts & Videos
- Support Black-Owned Businesses
- Resources for White People
- Talking to Children about Race & Racism
- Actions you can take
- A Poem by Dr. Ellis-Williams - **What Will Our Children Learn From Us Today?**

Watch the full recording of this conversation here: <https://youtu.be/z1Cm1nbuecY>

Creative New Jersey's Statement of Solidarity is on our website: [www.creativenj.org](http://www.creativenj.org)

---

## **Andrea McChristian, Esq. (New Jersey Institute for Social Justice (NJISJ))**

<https://www.njisj.org/>

NJ Institute for Social Justice Take Action page: [https://www.njisj.org/action\\_center](https://www.njisj.org/action_center)

A few months ago we watched COVID-19 have a disproportionate impact on black and brown communities and exposed the cracks our society's foundation that these communities have known all to well for decades. Today, as we sit in this critical moment, where the murder of George Floyd has sparked a nation-wide uprising, much like the uprising that happened over 50 years ago, across the nation including here in Newark, there are no longer cracks in the foundation because it has broken wide open.

NJISJ is committed to not only repairing the cracks in our society's foundation through using bold advocacy to build reparative structures for communities of color, but to rebuilding the foundation toward racial equity. NJISJ is calling for everyone to take action on 10 items (NJISJ will be releasing an agenda on those items in the next few days):

1. Policing: Advocate for the ban and criminalization of the use of choke holds.
  - Eliminate police tactics used to heighten situations that can be resolved in other means.
  - Minneapolis has agreed to a ban the choke hold. NY has introduced this type of legislation to ban the choke hold in all circumstances. We are calling on NJ to do the same.

2. Advocating to center the community voice around any police reform effort.
  - Newark’s Police Department is currently under a federal consent decree with the Dept. of Justice as a result of a history of police abuses and unconstitutional policing practices
  - NJISJ is part of the monitoring team overseeing reforms to the federal consent decree process. As the subject matter expert leads for community engagement on the team, we believe it is critical that Community voice and input be centered in police reform work.
3. Advocating to ensure that Tax payers know that their representatives are using public dollars in a way that serves public interest and that there are alternatives to policing, such as restorative justice models and in situations where there are mental health concerns, social workers are the non-police first responders.
4. Youth Justice: Advocate for the closure of youth prisons
  - NJISJ’s “150 Years Is Enough” campaign, which aims to close NJ’s three youth prisons and reinvest those dollars into community-based youth programs
  - NJ has the worst black to white youth incarceration disparity rate in the nation. A black child is 21 times more likely to be detained or committed even though black and white commit the same offences at the same rate.
  - It costs \$300,000 to incarcerate each kid per year. We could invest this money toward a child in a much better way.
5. NJSIJ has introduced the “Youth Justice Transformation Act”
  - Calls to close NJ’s three youth prisons
  - Calls to invest funds into a community-based system of care at the frontline for young people by creating program and services for young people
6. Democracy and Justice - EVERYONE VOTE!
7. Take the Census - particularly in hard to count areas
  - Newark and Jersey City which are two hard to count cities in the nation for black people living in hard to count areas
8. Call for all states to relate COVID-19 data by race and ethnicity and by municipality and county.
  - Successfully advocated for New Jersey to introduce such a bill but still waiting on New Jersey to release the breakdown.
9. Create ways to create guaranteed income programs.
  - As we continue to deal with the pandemic and its fallout, this would provide black and brown communities who have been disproportionately affected with guaranteed income.
  - Newark is currently considering a guaranteed income program and their guaranteed income task force just released a report outlining how to get this done.  
<https://www.newarknj.gov/news/newarks-roadmap-toward-a-guaranteed-income>
10. Reparations – Calling for the passage of legislation to create a reparations task force to address the disproportionate disinvestment in black and brown communities due to structural and systemic racism. It’s time for NJ to reckon with the past issues and look at how reparations can be implemented on a statewide basis.

Through this ten-point agenda, NJISJ aims to advance policy proposals that will respond to racial justice issues in the current moment but also build the foundation that we will need to take us beyond it.

---

## Dr. Antoinette Ellis-Williams (New Jersey City University & Poet, Artist Activist)

NJCU: <https://bit.ly/37n8BFI>

<https://www.antoINETTEelliswilliams.com/>

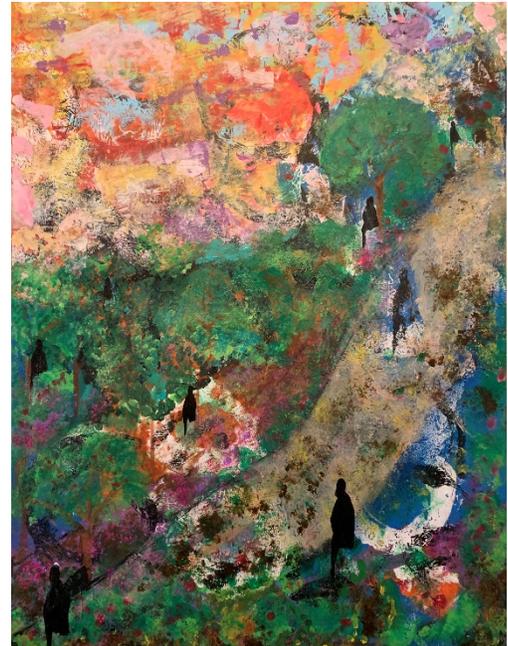
Dr. Ellis-Williams is an activist, artist, poet and scholar. During this time, right after the murder of a black runner in a park, Dr. Ellis-Williams created a piece called “Shadows in the Park.” Her thoughts were about the Exonerated Five – how Black bodies are invisible or hyper-sexualized. She created an abstract impressionist piece to impact for others as we move forward.

As a Mother of two boys who has a doctorate in public policy, she thinks a lot about triangulations.

Working on research, the question of triangulation and validity of your outcomes in stress. Her George Floyd moment was Rodney King – it was the first time she saw a visual of brutality, where the police were freed. She remembers the moment vividly and experienced a range of emotions including rage. As Baldwin says, “To be black and living in America at that time was to be in a constant state of Rage.”

In conversation with a colleague who was a member of the black panthers about Rodney King, she was asked her how she was going to channel that rage, Dr. Ellis-Williams created a Teach-In to be engaged in the conversation and start to make change in a positive direction.

She continued to find ways to channel her emotions over the years: Dr. Ellis-Williams got involved in a youth mentorship program at Bethany Baptist Church that paired adult mentors with incarcerated youth. She committed to mentoring and supporting a young person for 10 years, and 15 years later, is still working with her mentee. A learning moment during her mentorship occurred when her mentee expressed overwhelm as she tried to expose him to lots of experiences and opportunities. He told her



1 Ellis-Williams' “Beware of Shadows in the Park”  
Mixed Media Paper & Acrylic on Canvas 30” x 40”  
(2020)

it was too much to take in at one time. This moment led Dr. Ellis-Williams to reflect on the work that we do and that we need to understand where individuals are, and have conversations before we decide to pour things into individuals. It's not about an individual's capacity, or heart, it's that Dr. Ellis-Williams said she and her mentee didn't yet have the relationship built that they needed.

Building relationships is central to the conversation and the legislation we need to pass is rooted in authentic partnerships.

Dr. Ellis-Williams talked about the number of times white colleagues have used her information or have misrepresented information. Even as the Director of the Africana Studies Center, Dr. Ellis-Williams hosted events with people like Ray Santana from the Exonerated Five, and there was very low attendance. For Black Communities to have to always publicly show pain is problematic and reliving the pain is a lot to ask. Her time in America and as an immigrant has shown her enough pain that she feels she does not need to revisit regularly. As an artist and playwright she wants to engage in conversations and activities that not only heal but are transformative where we are.

Things people can do:

- Read and support black authors and stories that are not sensationalized or about exploitation
- Listening is probably the best political action allies can do at the moment
- Opening up your wallets to individuals who have credentialing to share in the wealth
- We need to also focus on centering these conversations around the ENTIRE black community - black trans men and women for example

As a Board member of the Women of NJPAC, they created "Healing through the Arts" to focus on women who are being physically abused.

The Violence of Non-Violence:

While at Cornell, Dr. Ellis-Williams got to know Dorothy Cotton, who became a mentor to her. Working with Dorothy Cotton in shaping the Beloved Community, she began to understand that it's not just physical violence that we need to be talking about: There is also the violence of inequality, subjugation, of not allowing voice.

If it takes the killing of George Floyd, Dr. Ellis-Williams is frightened because after the cameras leave, there are still so many people who have someone's leg on our neck. If that's not going to create an urgency, do we have to come back again to these moments of this kind of public death? Can we see when there is whitesplaining happening, or pay inequities or wealth gaps – can the inability to buy a home be seen as violence? With these questions, artists are so needed right now not only to record what's happening but to also find ways to engage in conversation.

**NOTE: See Dr. Elli-William's poem at the close of this document**

---

## Sheila D. Hull-Freeman (Bungalow Park Civic Association & Atlantic City Citizens Advisory Board)

<https://www.facebook.com/groups/745817398858007/>

Sheila D. Hull-Freeman has been an activist since the 1970s. The murder of Dr. King was her activist moment. As she wanted to become active in the community and wanted to raise the issue of racial injustice and had the opportunity from the race riots in the 1960s that trashing our communities wasn't really helping. Sheila was a part of sit-ins, carried petitions for signatures, passed out leaflets, marched and through this learned, rest the neck that holds the head that controls everything to get the attention of people in power and get them to think.

She is proud of this younger generation and the peaceful protests that have been happening. YOU ARE GETTING THE ATTENTION IN A WAY THAT IS CAUSING FOLKS TO THINK. Because of this, real change can happen. Sheila also is very mindful that these protests and activists need to translate this into votes.

The black community in Atlantic City is a microcosm of the activity that takes place politically and economically in Atlantic City. Atlantic City has made huge strides in recent years despite the frequently negative media coverage. Sheila feels that its essential that the media promoting more of the positive things happening in AC.

The issue of getting people in AC out to vote is a difficult thing. I feel wounded at every election when we have less than 20% of eligible registered voters going out to vote. Sheila started asking herself why this was happening and what can be done about it. As someone who moved to Atlantic City, she's learned from people who were born in and grown up in AC that AC historically has always been a segregated town. People have been conditioned to believe that their vote doesn't count.

To get more involved in the community, Sheila joined the Bungalow Park Civic Association, and eventually became its President. In this regard, she worked to better serve the neighborhood and community. The geographic boundaries of this neighborhood mean that it's not an area that is growing and developing because there is not space. So the big challenge is holding on to rateable tax base, which means that it's important to encourage people to stay and welcome new residents. Secured a Neighborworks grant for Pride in Place - received this grant and used that for projects like refreshing a block-long mural by the award-winning author and artist Kadir Nelson when he was a young art student.

Atlantic City Citizens Advisory Board - Born of Jim Johnson's implementation plan presented to the state – Atlantic City: Building a Foundation for a Shared Prosperity. The Advisory Board has done some important work with the police in Atlantic City through and have a good relationship with the Department. This Advisory Board is a pilot program and they hope to see Citizens Advisory Boards in other towns.

- 2019 Article about Atlantic City Citizens Advisory Board (Press of Atlantic City):  
<https://bit.ly/2BNGP97>

---

## Derek Minno-Bloom (Trinity Episcopal Church, Asbury Park)

<https://www.trinitynj.com>

Derek represents a small grass roots group focused on social justice work. As a white person, Derek always likes to ground out that he identifies as a settler – that it is Lenni Lenape land that he lives on in Asbury Park, specifically the Sand Hill Nation. It's an important framework for white folks to identify as settlers to recognize the first racial injustice that happened here on Turtle Island. For those who aren't familiar with the term "Turtle Island," for 10,000 years, different indigenous nations referred to the area that is now Mexico, the U.S, and Canada as Turtle Island – they had amazing diplomacy.

Trinity has a social justice program that is intersectional – one that fights all different kinds of oppressions, and we believe Dr. Martin Luther King when he said, "A threat to justice anywhere is a threat to justice everywhere." Therefore, Trinity has tried to design a program for complete collected liberation for everyone, specifically in Asbury Park and at large.

- **Food Justice and Housing Justice** are both racial justice issues.
  - Run a food pantry and meal a day service.
  - Organize marches and events with the LGBTQ+ community, as well.
  - As long as racism is here there will be a food insecurity, along with housing injustice
  - We were part of creating the Asbury Park Affordable Housing Coalition which is a decentralized directly democratic group that fights for affordable housing in Asbury Park and is also a multiracial group
    - Exciting news – we helped in partnership with Fair Share Housing to pass eight inclusionary zoning units - 20% affordable housing for any new housing buildings with five or more apartments. Working on tenant organizing and rent control.
- **Economic Justice** – 1 in 8 people control half the world's wealth. In America, \$450 billion has gone to corporations during this pandemic while low income communities still suffer.
  - We created **Cooperate Asbury**, another directly democratic group inspired by Rising Jackson (<https://bit.ly/2MRSvKt>) in Jackson Mississippi, which elected the first black socialist Mayor who ran on a municipal ticket and not horizontal ticket, and where they do their city budget by direct democracy (participatory budgeting), if you are familiar with occupy wall street. Cooperate Asbury: [https://www.facebook.com/pg/Cooperate-Asbury-329318921016442/about/?ref=page\\_internal](https://www.facebook.com/pg/Cooperate-Asbury-329318921016442/about/?ref=page_internal)
    - Cooperate Asbury: <https://start.nextdoor.com/events/nj/asbury-park/introducing-coop-asbury-a-new-social-justice-organization-in-asbury-park-june-3-6pm-2941411>
    - Here's more info on Participatory Budgeting: <https://www.participatorybudgeting.org/>
- **Racial Justice Project** - to help folks understand what racism is. White folks think it is just racial prejudice – people being judged by the color of their skin. Critical race theory defines racism as someone

who has a racial prejudice and has systemic force to enforce that racial prejudice.

<https://www.trinitynj.com/racial-justice-project/>. Examples:

- Slavery - there was racial prejudice and system to enforce that racial prejudice was slavery
  - Jim Crow Laws – there was racial prejudice and the systemic force to enforce that racial prejudice was the Jim Crow Laws
  - In 2020: There is a racial prejudice and the systemic force is the police and prison systems to enforce that racial prejudice. The first police in the US were “slave catchers” – the founding of police in America is founding on a highly racist system right out the gate. Even if you are a police officer with the greatest of intentions the system itself continues to support classism and racism in the prison system is supported by the police.
- Started **Transformative Justice** – started at Trinity and helped founded by Jennifer Lewinsky of Black Lives Matter Asbury Park - looking to abolish the prison system and work with people who are formerly incarcerated to heal from the trauma and create community accountability processes around survivors and crimes to create true healing withing the community. And then to train formerly incarcerated to run the program themselves and organize for justice. We recognize that within the 13th amendment that slavery is still legal in jail – we need to decarcerate our states and eliminate slavery.  
<https://aptransformativejustice.org/>

---

## Caloua Zhané (Hopeworks & Creative Entrepreneur)

<https://hopeworks.org/>

<https://www.calouazhane.com/>

<https://www.linkedin.com/in/caloua-lowee/>

Caloua spoke about economic justice particularly as it affects young people of color. At the age of 21, Caloua is able to sustain her family, her home and her career and credits that to her experience with Hopeworks, of which she is an alumna and is now a Board Member.

Things that you can do on a personal and a professional level:

- There’s a strong bias around poverty: Poverty doesn't define work ethic.
  - A lot of people assume that if you are poor, it’s because you are not good at what you do or are not a good employee - that is not true.
  - To help this issue you can identify real economic challenges that people are facing
    - Example: People who have to choose between working two jobs to put food on the table vs. helping their mother.
- Support systemic solutions, such as Raising Minimum Wage
  - NJ Dept of Labor minimum wage info:  
[https://www.nj.gov/labor/forms\\_pdfs/wagehour/minimumwage\\_postcard.pdf](https://www.nj.gov/labor/forms_pdfs/wagehour/minimumwage_postcard.pdf)
  - The minimum wage for tipped workers will climb from \$2.63 an hour to \$3.13 an hour in 2020.

- Volunteer your services. Everyone has a skill - get involved with your local organizations to help train people who may not be able to go to colleges to get those skills, and donate to alternative pipeline programs, like Hopeworks, that train people who are unable to take the time away to go do college.
- Hopeworks' mission is to train young people in Camden, ages 16 – 25, in technical computer skills (HTML CSS, Javascript, etc.), and we have three social enterprises to provide them with paid training and internships.
- Ways you can help professionally:
  - Paid training
  - Help provide resources that address the things that stand in the way of careers, such as access to transportation and schooling – Hopeworks has a scholarship that provides free tuition at Camden County College
  - Budget & Financial training – many people of color don't know how to save money, if that's even an option, or how investing works
  - Look at the bias of the hiring process, is your hiring team diverse? Are you hiring people through referrals? A lot of young people of color don't have the connections in their networks yet that can help them get in the front door and into an interview
  - Access to transportation – is your office accessible to transportation, if not, how are you helping people to get where they need to go?
  - Flexible work schedules for people who have to help out at home
  - The Degree Barrier - are you only employing people who have Bachelor degrees and do the skills of the job really require a 4-year bachelor degree?
  - Hopeworks is always looking for mentors, people to join chat and chews to talk about their skills, and employers to hire their young people.

---

## Questions

**Q: How does the social justice work operate from the church's perspective and how do you get diverse participation for that kind of work?**

A: (Derek Minno-Bloom) I come from an organizing background in Black Mesa with the Diné – otherwise known as the Navajo – who were working against a forced relocation from the second largest coal company and the Elders took up arms to resist and we supported them. I also identify as Judeo-Christian, which is pretty hard considering the relative of that herstory/history. There are projects within Trinity that are Trinity-centered - the Transformative Justice Project, which is an abolitionist project, started at Trinity but we wanted to get housing so we started our own nonprofit.

With the Asbury Park Affordable Housing Coalition I wanted to start at Trinity, but we're 97% white, and I didn't want yet another white organization calling the shots, so we partnered with the Asbury

Park Diversity Dialogue Group, a multiracial whose talking about hard issues related to race and racism. The Dialogue group connected white folks to the larger community in Asbury Park, so when Tracy Rogers, a housing justice advocate in NJ, reached out and said let's start this coalition, worked with the Dialogue Group to a create grassroots group using direct democracy where there are no leaders or bosses and that we all share power.

I found some of the groups have paid organizers but we needed to create grassroots organizations outside of the church in order to grow and gain traction.

(Participant comment) – I'm a woman of faith and I've taken anti-racism training with the People's Institute for Survival and Beyond and takes that into all the work that I do. Many houses of worship that are deeply involved in activism, but I do still fine myself debated with white racists Christian who come out of the closet during times like these, but I will not be silenced.

(Dr. Ellis-Williams) As a minister and being interested in ecumenical work, conscious that religious and spiritual houses are not on the forefront as much as I think we can and should be. Because of this, not being able to have the same kind of movement like in the 60s. How are we using those buildings and spaces to do the work?

(Participant comment) The faith-based conversation is so critical. We are moving into a more collective energy. They have silos in all different faiths – and we are doing incredible amounts of work, but we should ask each church to go beyond their congregation and join forces with other like-minded churches and organizations. Interfaith action is something this time demands.

(Dr. Ellis-Williams) A few organizations/people that are doing this type of work: Faith in Action does interfaith trainings, Dr. Boyer, Moral Mondays.

**Q: I'm struggling to motivate people to come out and get information where it is offered with regard to issues around racism or getting people to come out to vote? Any additional suggestions?**

A: (Dr. Ellis-Williams) People have to feel ownership of the materials and sometimes it is about the urgency of the issue. When we have a sexy sounding program and the time is sexy, turnout is different. People don't want to be talked AT, they want to have engaging conversation and we have to make it easy for them to do that. People can participate by providing them with a reading list, making sure seniors can get there, that the time is good for people to come. We keep telling young people to vote but when they show up we don't listen to them. As a professor, hearing people say that young folks aren't interested – it's just not true. They may not be interested in the way we talk about it. If you look at Bernie supporters, some of the Latina and white women who were involved sat out the last election as a way to make their point.

Let folks know that their voice matters. Having individuals at the table participating in the conversation and shaping the conversation is important. To make sure that we don't beat up on them if they don't come the way that we want them too. How do we use virtual platforms to further the ability to gather, get out of our comfort zone. This work gets tiring, it gets messy. Different people want to do different things at the same time and that is more than okay – we need to engage differently.

**Participant comment on how the Arts play a role in organizing:**

The arts can also come in to break down initial barriers and allow people to channel their feelings and issues. Art can be used to start a conversation in your community. Familiarize yourself with the basics of how to organize, and then use art to allow people to express themselves without judgement and then move the conversation to ways to help and outreach. Arts and culture is a powerful way to bridge the gap to open up dialogue and see different perspectives.

**Q: Are there ways to get involved in advocacy work in Trenton?**

(Andrea McChristian) Two great resources are the Campaign to End the New Jim Crow has been a great partner in our youth engagement work to close youth prisons: <http://www.endnewjimcrownj.org/> and Perry Shaw at A Better Way, who are working on reentry services and programming. <https://www.facebook.com/abetterwaynj/>

**Comment from Participant about how to do better:**

One of the things I've been doing for a couple of decades now is looking at people and saying, "I am racist." Racism is the water we swim in and the air we breathe: We have to accept that it's not about "those bad people" over there: It is about ALL of us. We all need to be working on this. The moral imperative for me is learn about myself, to modify my behavior so that I'm not hurting other people, to learn to grow to do what I can. I have made missteps and done things I'm ashamed of not having taken imitative when I could. I have cloaked myself in my white privilege and I know that. But my goal is to keep going forward, to keep trying, to learn one more thing, to make that one more difference, to talk to that one more person. We need to own the fact it's not about other people and it's not about shaming, it's about being the people we want to be, being ourselves.

**Q: What kinds of Anti-Racism training have people done?**

A: (Participant) People Institute for Progress and Beyond. Group of trainers from around the country that have to be brought in by an organizing group. They have a strong presence in the NY/NJ area. In NJ, PISB trainings are often coordinated by the NJ Anti-Racist Alliance. The PISB training is a crash

course of racism in America, how it manifests. It is a good primer to have shared language and common history about what racism is and how we've come to this point. Sometimes some trainings are set up in ways where black people have to put their issues on display and this group uses an approach that doesn't do that. PISB may be doing some virtual training at this time.

There's also the Government Alliance for Race and Equity is another group. Undoing Racism: The People's Institute for Survival and Beyond resources and anti-racism trainings: <https://www.pisab.org/>

- Government Alliance for Race and Equity: <https://www.racialequityalliance.org/m>
- NJ Anti-Racist Alliance: <https://njantiracistalliance.wordpress.com/about-ara/>
  - NJ Anti-racist Alliance for Undoing Racism workshops Susan Cohen Esquilin, Ph.D., ABPP-Clinical: [ARA@esquilins.com](mailto:ARA@esquilins.com)

---

## RESOURCES

Additional resources shared by participants and speakers on our call & CNJ staff research:

### Anti-Racism & Equity-focused Organizations, Coalitions, Trainings:

- Amend the 13<sup>th</sup> Facebook Group: <https://www.facebook.com/groups/710353612707428/?ref=share>
- American Conference on Diversity: <https://americanconferenceondiversity.org>
- Association of Black Fundraising Executives: <https://www.abfe.org/>
- Black Lives Matter - NJ: <https://www.facebook.com/NJ.BLM/>
- Campaign to End the New Jim Crow: <http://www.endnewjimcrownj.org>
- Courageous Conversations: <https://courageousconversation.com/>
- Equity in the Center (toolkits, resources, readings, trainings): <https://www.equityinthecenter.org/>
- Government Alliance for Race and Equity: <https://www.racialequityalliance.org/>
- The Inclusion Project, Rutgers University-Newark: <http://theinclusionproject.rutgers.edu/>
- NAACP New Jersey Conference: <http://www.njsnaacp.org/>
- NAACP Legal Defense Fund: <https://www.naacpldf.org/>
- National Museum of African American History and Culture: <https://nmaahc.si.edu/learn/talking-about-race>
- NJ Anti-Racist Alliance: <https://njantiracistalliance.wordpress.com/about-ara/>
  - Susan Cohen Esquilin, Ph.D., ABPP-Clinical - [ARA@esquilins.com](mailto:ARA@esquilins.com)
- New Jersey Institute for Social Justice NJ: <https://www.njisj.org/>
- People's Institute for Survival and Beyond resources and "Undoing Racism" trainings: <https://www.pisab.org/>
- People's Organization for Progress (NJ-based): <http://njpop.org/wordpress/>
- Project Implicit: Implicit Association Test for a wide range of biases, including racism: <https://implicit.harvard.edu/implicit/takeatest.html>
- Race Forward: <https://www.raceforward.org/>
- Race Forward's Building Racial Equity Trainings: <https://bit.ly/2AWV4ld>

- Sisterhood of Salaam Shalom: <https://sosspeace.org/>

### Healing, Self-Care, Mental and Emotional Wellness for Black People:

Resources for Black Healing - Micalah Webster, MSW/MHSA (6.1.20):

[https://uncw.edu/counseling/documents/resources-for-black-healing\\_updated\\_6\\_1\\_2020.pdf](https://uncw.edu/counseling/documents/resources-for-black-healing_updated_6_1_2020.pdf)

(List & descriptions for resources below from Mashable article "13 mental health resources for black people trying to cope right now": <https://mashable.com/article/black-mental-health-resources/>)

- Association of Black Psychologists Self-Care Tool Kit - This 26-page tool kit, written in English and Spanish, contains information about how stress and trauma affect the body and mind, and self-care strategies for dealing with the effects of racism: <https://www.abpsi.org/pdf/FamilyCommunitySelfCareToolkit.pdf>
- Black Emotional and Mental Health Collective (BEAM) - This nonprofit collective is made up of advocates, artists, therapists, religious leaders, activists, psychologists, and others who are "committed to the emotional/mental health and healing of Black communities." BEAM's website includes details on trainings and events, resources that promote wellness, emotional regulation, and coping skills, and information on how to find a culturally competent therapist. <https://www.beam.community/>
- Black Mental Health Alliance: The Baltimore-based nonprofit helps connect black people searching for a therapist with "culturally-competent and patient-centered licensed mental health professionals" through its confidential referral service. <http://www.blackmentalhealth.com/>
- Black Women's Health Imperative - This nonprofit organization was founded by black women to "help protect and advance the health and wellness of Black women and girls." The site includes information about physical health as well as a [quiz](https://bwhi.org/) to determine your stress level. <https://bwhi.org/>
- Emotional Emancipation Circles: Emotional emancipation circles are self-help groups "designed to help heal the trauma caused by anti-Black racism." EEC facilitators have been trained in dozens of cities across the U.S., including Los Angeles, New Orleans, and Baltimore. For more information about EEC training and participation, contact the [Community Healing Network](https://www.communityhealingnet.org/emotional-emancipation-circle/). <https://www.communityhealingnet.org/emotional-emancipation-circle/>
- Liberate App - The Liberate app offers meditations and talks "designed for the BIPOC [Black, Indigenous, and People of Color] experience." The goal is to facilitate healing by "naming and offering resources for common cultural experiences, like internalized racism and micro-aggressions." The app contains content from more than 40 BIPOC teachers. Monthly and annual subscriptions are available for \$9.99 and \$71.99, respectively. Financial assistance is available for those who need it. Liberate is available on the [Apple Store](https://liberatemeditation.com/) and [Google Play](https://liberatemeditation.com/). <https://liberatemeditation.com/>

- Melanin and Mental Health - Run by two black women who are therapists, this website offers a directory of "dope," culturally competent therapists, a podcast about mental health, and additional resources. <https://www.melaninandmentalhealth.com/>
- Ourselves Black - This website focuses on and promotes black mental health with a magazine, newsletter, and podcast. <http://www.ourselvesblack.com/>
- POC Online Classroom - This website "by and for people of color" offers readings and resources related to self-care. <http://www.poconlineclassroom.com/self-care/>
- Sista Afya - This Chicago-based organization focuses on community wellness with workshops, events, and therapy services. <https://www.sistaafya.com/>
- Therapy for Black Girls - Therapy for Black Girls provides mental health and well-being resources for black women and girls. It includes a directory of culturally competent mental health professionals, a podcast, and a membership-based support community. <http://www.therapyforblackgirls.com/>
- The Safe Place App - Developed by Jasmin Pierre, a black woman who survived a suicide attempt, The Safe Place app is designed to reach black users with information about mental health and self-care tips and resources. The app is free and available at the [Apple Store](#) and [Google Play](#).
- Treatment Directories - When searching for a culturally competent therapist, try the following directories: [Association of Black Psychologists](#), [Inclusive Therapists](#), [LGBTQ Psychotherapists of Color](#), [National Queer and Trans Therapists of Color Network](#), and [Psychology Today Directory of African American Therapists](#).

**National Resources List:** <https://linktr.ee/nationalresourceslist>

From Derek Minno-Bloom: Links to Google docs with a comprehensive host of resources for taking action, educating yourself and supporting the work of organizations, including:

- National Resource List Updated Spreadsheet
- Bail Funds/Legal Help By City
- George Floyd Resource Compilation
- Minnesota Bail Fund & Support List
- Trans Funds / Resources
- Mental Health Resources
- The Peoples Laundry (Minnesota/St. Paul)
- Black History/Revolutionary Texts/AntiRacism & Library

**Rights, Resources & Legal Defense (for Protesters and beyond) and Voting:**

- ACLU Know Your Rights - Protest Specific: <https://www.aclu.org/know-your-rights/protesters-rights/>
- ACLU Know Your Rights - multiple topics: <https://www.aclu.org/know-your-rights/>

- ACLU Mobile Justice New Jersey smartphone App (Android): [https://play.google.com/store/apps/details?id=org.aclu.mobile.justice.nj&hl=en\\_US](https://play.google.com/store/apps/details?id=org.aclu.mobile.justice.nj&hl=en_US)
- ACLU Mobile Justice New Jersey smartphone App (iPhone): <https://apps.apple.com/us/app/mobile-justice-new-jersey/id1031595805?l=iw>
- NJISJ: Virtual candidates forum toolkit for those who want to still have access to candidates in contested races: [https://d3n8a8pro7vhmx.cloudfront.net/njisj/pages/709/attachments/original/1588188783/Virtual\\_Candidate\\_Forum\\_Toolkit\\_FINAL.pdf?1588188783](https://d3n8a8pro7vhmx.cloudfront.net/njisj/pages/709/attachments/original/1588188783/Virtual_Candidate_Forum_Toolkit_FINAL.pdf?1588188783)
- Crossroads Theatre will be streaming a radio play, “**Black Women and The Ballot**” on **June 19th at 7:30 p.m.**, which traces the influence of African American women on suffrage movement and the importance of voting through to the present time. Go to [www.crossroadstheatre.com](http://www.crossroadstheatre.com) or our Facebook page for details.
- Probono Partnership can provide free transactional legal services to 501(c)(3) nonprofits in NJ that are working in the area of social justice: <https://www.probonopartner.org/nonprofits-clients/legal-services-we-provide/>
- Bail funds for protesters:
  - The Bail Project: <https://bailproject.org/>
  - Community Justice Exchange National Bail Fund Network: <https://www.communityjusticeexchange.org/nbfn-directory>

### Reading Lists, Podcasts & Videos:

- Support Black-owned bookstores by state (Publisher’s Weekly): <https://www.publishersweekly.com/pw/by-topic/industry-news/bookselling/article/83495-black-owned-bookstores-to-support-now.html>
- So You Want to Talk About Race? – Ijeoma Oluo: <https://bit.ly/2UzObDW>
- The Color of Law – Richard Rothstein: <https://bit.ly/3hechOh>
- The Half That’s Never Been Told: Slavery and the Making of American Capitalism – Edward Baptist: <https://amzn.to/2UCSFcK>
- Towards Collective Liberation: Anti-Racist Organizing, Feminist Praxis, and Movement Building Strategy - Chris Crass: [https://www.pmpress.org/index.php?l=product\\_detail&p=518](https://www.pmpress.org/index.php?l=product_detail&p=518)
- All About Love - Bell Hooks: [https://www.goodreads.com/book/show/17607.All\\_About\\_Love?ac=1&from\\_search=true&qid=0ChEt1YM2a&rank=1](https://www.goodreads.com/book/show/17607.All_About_Love?ac=1&from_search=true&qid=0ChEt1YM2a&rank=1)
- Antiracism Reading List (Montclair Public Library) - for youth, juveniles and adults. Includes audio books & ebooks, fiction and nonfiction: <https://montclairlibrary.org/about/library-news/anti-racism-a-reading-list/>

- Critical Race Theory – Richard Delgado and Jean Stefancic: <https://nyupress.org/9781479802760/critical-race-theory-third-edition/>
- How to be an Anti-Racist – Ibram X. Kendi: <https://www.ibramxkendi.com/how-to-be-an-antiracist-1>
- Me and White Supremacy – Layla F. Saad: <https://www.meandwhitesupremacybook.com/>
- Racial Economic Inequality - Catholic bishops of the United States: <https://bit.ly/3hdHKQs>
- Unapologetic: A Black, Queer, and Feminist Mandate for Radical Movements - Charlene A. Carruthers: <https://www.charlenecarruthers.com/unapologetic>
- The Uncomfortable Truth: Racism, Poverty and Injustice in NJ - Antipoverty Network of NJ: <https://bit.ly/2Aj9SBb>
- Putting Racism on Table: A Philanthropy Learning Series (Washington Area Grantmakers): <https://www.washingtongrantmakers.org/putting-racism-table-learning-series>
- White Fragility – Robin DiAngelo: <https://robindiangelo.com/publications/>
- New Jersey Institute for Social Justice’s latest report, Erasing New Jersey’s Red lines: [https://d3n8a8pro7vhmx.cloudfront.net/njsj/pages/689/attachments/original/1588358478/Erasing\\_New\\_Jersey's\\_Red\\_Lines\\_Final.pdf?1588358478](https://d3n8a8pro7vhmx.cloudfront.net/njsj/pages/689/attachments/original/1588358478/Erasing_New_Jersey's_Red_Lines_Final.pdf?1588358478)
- Slavery by Another Name by Thomas Blackmon is an excellent book that documents how law enforcement continued to enslave black men through convict leasing. <https://www.penguinrandomhouse.com/books/14301/slavery-by-another-name-by-douglas-a-blackmon/>
- Jemez Principles for Democratic Organizing: <http://thewei.com/kimi/jemez-principles-for-democratic-organizing-a-guide/>
- "Dear Church" by Lenny Duncan is a good book to read. It's written for the Lutheran church, but can be applicable to other white churches: <https://lennyduncan.com/>
- Scene on Radio podcast: <http://www.sceneonradio.org/>
- The View From Somewhere: <https://www.lewispants.com/>
- American Police: Throughline's podcast (June 3 - 1 hr.): Origins of American policing and how those origins put violent control of Black Americans at the heart of the system: <https://www.npr.org/2020/06/03/869046127/american-police>

- Lost for Life (documentary film): <https://m.imdb.com/title/tt2866660/>
- A play that is a great conversation starter: [www.AmericanMoor.com](http://www.AmericanMoor.com)

### Support Black-Owned Businesses:

- Where to support black-owned businesses in North Jersey (NorthJersey.com): <https://www.northjersey.com/story/entertainment/dining/2020/06/04/want-support-black-owned-businesses-here-some-north-jersey/3134718001/>
- 125 Black-owned businesses to support (The Strategist): <https://nymag.com/strategist/article/black-owned-businesses-support-shop.html>
- Black Wall Street: <https://officialblackwallstreet.com/directory/>
- Black Wallet: <http://theblackwallet.com/>
- We Buy Black: <https://webuyblack.com/>

### Resources for White People:

- Better than Ally? Be an accomplice! - Opportunities for White People in the Fight for Racial Justice. Moving from Actor --> Ally --> Accomplice: <https://www.whiteaccomplices.org/>
- 75 Things White People Can Do for Racial Justice: <https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234>
- The Costs of Racism to White People, Paul Kivel: <http://paulkivel.com/wp-content/uploads/2015/07/thecostsofracism.pdf>
- White Privilege: Unpacking the Invisible Knapsack, Peggy McIntosh: <https://www.racialequitytools.org/resourcefiles/mcintosh.pdf>
- The Characteristics of White Supremacy Culture (From *Dismantling Racism: A Workbook for Social Change Groups*, by Kenneth Jones and Tema Okun, ChangeWork, 2001): <https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html>
- Racism Hurts Everyone – Costs to White People (United Church of Christ, MAAssachusetts Conference): <https://www.macucc.org/racismhurtseveryonecoststowhitepeople>
- A Letter to My White Male Friends of a Certain Age, Dax Devlon-Ross (Nonprofit Quarterly): <https://bit.ly/3fcl1OI>
- White Fragility -- Robin DiAngelo: <https://bookshop.org/books/white-fragility-why-it-s-so-hard-for-white-people-to-talk-about-racism/9780807047415>

### Talking to Children about Race & Racism:

- A Starter Kit of Resources for Anti-Racist Awareness and Accountability (Baristanet) includes resources for how to talk about racism with children: <https://baristanet.com/2020/06/starter-kit-of-resources-for-anti-racist-awareness-and-accountability/>
- PBS Kids “Talking to Children Authentically about Race and Racism”:  
<https://www.pbs.org/parents/talking-about-racism>

### Actions you can take:

- Support the organizations on this call
- Protest
- Vote
- Donate to racial justice organizations, bail funds, and organizations led by people of color
- Complete the Census
- For White People: take responsibility to educate yourself on white privilege, racism, and how you can be a part of helping to dismantle racism in the United States.

---

**Dr. Ellis-Williams shared this poem with permission to include it here:**

## What Will Our Children Learn From Us Today?

June 1, 2020

Copyrighted All Rights Reserved

Written by

Antoinette Ellis-Williams, Ph.D. Chair, Women’s & Gender Studies Artist/Poet/ Mother of 2 Black sons, Newark, NJ resident

What will our children learn from us today?  
When they fall asleep who will visit them in their dream?  
What will our children think of us in this moment?  
What will they remember about us, America?

Will they see cowards or heroes  
Leaders or weasels?

Who will they meet in their dreams?  
Will they find warriors or puppets dangling from strings?  
Will they find allies or fake selfie friends?

Will the monsters dressed in clown suits pushing space flights for billionaires try to give them candy again?  
Will the ghosts of Trayvon, George, Sean, Sandra Bland invite them to play on the other side of the Jordan land?  
Who will they meet in their dreams?

I pray they find us  
All of us  
Arms open wide  
Firm, resolute seekers of justice and truth.  
I pray they see all of us breathing the same air In the same land Breathing the same air.

I pray they find a human bouquet  
with rainbow hues.  
Black, brown, purple and beige  
White, red and yellow all living in  
Peace, in one open home  
in one open nation  
Where freedom bells ring.

Will we teach them the truth?  
Home schooling ain't for fools.  
What will our children learn from us today?  
Will they know the difference between a Covid mask and protest gear?  
Will they become experts of reading our souls through red eyes and masked faces?

Will they see the pain? Blink once.  
Will they see the rage? Blink twice.  
Will they see we are tired?

Will they know when to run and when to fight?

Will they see the price for justice has already been for paid in full?  
Martin  
Malcolm  
Ella  
Fannie Lou  
Nat Turner &  
Harriet too  
All paid in full.  
No outstanding bill.  
No debt owed.

Will they become justice looters?  
Taking their place in jobs they deserve

Stealing back dignity,  
Reclaiming their power  
Reclaiming their name  
Demanding freedom?

What will our children learn from us today?

Will they learn to pray on one knee?  
Will they hear another mother's scream?  
What will they feel when flag wavers come? Will they remember great-grand daddy a Tuskegee Airman or cousin Tommy the Vietnam Vet suffering with trauma or aunt Catherine's Afghan & Iraq war stories?  
Whose flag stories will prevail?

Will they know this land is their land?  
Will they know why they need to vote?  
Will they fight for justice?  
Will they die for freedom?  
Will they learn to love this country, America?

What will our children learn from us today?

---

**Creative New Jersey's programming is made possible because of leadership support from the Geraldine R. Dodge Foundation.**



---

Convening communities at the intersection of creativity, collaboration and inclusion.

[info@creativenj.org](mailto:info@creativenj.org)    [www.creativenj.org](http://www.creativenj.org)