



# FISTBOOK™

(It's a Fight Club. I don't do "handbooks.")

**DOYIN**  
**RICHARDS**

Created by  
*Doyin Richards*



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*If you're reading this, it means that you successfully completed your Anti-Racism Fight Club Initiation. Congratulations! However, your work is just beginning. This "Fistbook" will be a helpful tool as you travel down the road of becoming an anti-racist. Let's GO!*

*- Doyin*

*"White supremacy won't die until white people see it as a white issue they need to solve rather than a Black issue they need to empathize with."*

*- Dwayne Reed  
@TeachMrReed*



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## THE PROBLEM WORTH SOLVING

Racism is as American as apple pie and baseball. As we sit here today, it is still woven into the fabric of our homes, communities, schools, government, economic system, healthcare, and so much more. As a matter of fact, it would be difficult to find one facet of our society where racism does not exist.

The murder of George Floyd opened the eyes of many white people to the realities that Black, Indigenous and People of Color (BIPOC) have experienced for our entire lives. And to the surprise of no one, the fight against racism is not winnable without white people who are willing to be anti-racist. This Fistbook will provide some tools to navigate the long and bumpy road ahead.

## WHAT IS RACISM, ANYWAY?

According to the popular dictionary Merriam-Webster, racism is defined as follows:

**racism** noun

Save Word

rac·ism | \ ˈrā-si-zəm ㉟ also -ˌshi-\

**Definition of racism**

1 : a belief that *race* is the primary *determinant* of human traits and capacities and that racial differences produce an inherent superiority of a particular race

Here's a definition that I created:

*A political, economic or social system in which a dominant race uses its power and influence to oppress others of different races.*

That means that BIPOC **cannot** be racist, because there is no construct in America where we hold power or influence. If we *did* hold power and influence, racism would have ended centuries ago — but here we are, still fighting.



## WHAT IS ANTI-RACISM?

Anti-racism is not simply being against racism. It is an **active** mission to eradicate racism in all of its forms to ensure BIPOC can live in an equal and free world. In other words, this isn't a spectator sport. It requires being loud, uncomfortable, confrontational and visible to ensure change is made.

*"In a racist society, it is not enough to be non-racist, we must be anti-racist."*

- Angela Davis

What does being an anti-racist mean to you? Is it difficult for you to be an anti-racist due to opposition from friends and/or family? Why or why not?





## WHAT DOES RACISM LOOK LIKE?

### Overt

- ✓ Displays of over-the-top hatred for BIPOC
- ✓ Cartoonish ability to view BIPOC as subhuman (see “The George Floyd Challenge”)
- ✓ Very little interest in becoming better people

### Subtle

- ✓ Utter micro-aggressive comments such as, “Wow, you’re so well-spoken and articulate.”
- ✓ Liberals who claim to be woke, but turn on a dime when provoked by BIPOC (see Amy Cooper)
- ✓ People who try to ignore or deflect racial conversations by saying, “Why does everything have to be about race?” or “I raise my kids to be colorblind.”

### Systemic

- ✓ Black students are [half as likely](#) to be placed in Advanced Placement courses as their white counterparts.
- ✓ It would take a median Black female worker [226 extra days](#) into *another* year to earn what a median white worker could make in one year.
- ✓ [1 of every 3 Black boys](#) born today can expect to spend time in prison, compared to 1 out of 6 Latino boys, and 1 out of 17 white boys.

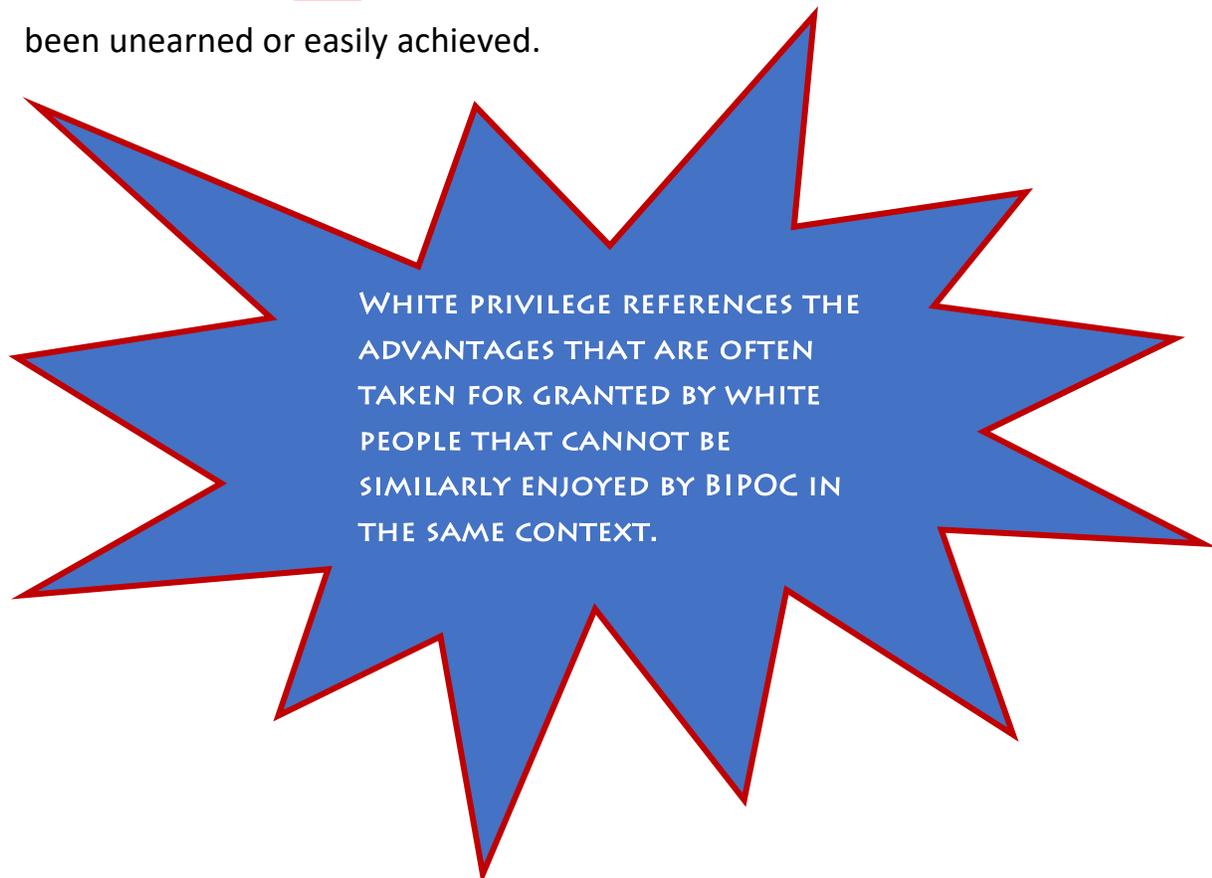


## WHAT IS WHITE PRIVILEGE?

This could quite possibly be the most misunderstood phrase in the English language. First, let's discuss what white privilege **is not**.

White privilege is **NOT** the idea that white people have never struggled or worked hard.

White privilege is **NOT** the idea that the accomplishments of white people have been unearned or easily achieved.



In other words, white people may lead a difficult life in America — but their skin color will **never** be the reason why their lives are difficult.

The truest demonstration of white privilege is understanding that white people can opt out against the fight against racism at any time and have the *privilege* of knowing their lives will remain unchanged. BIPOC have to show up for this fight whether we want to or not (newsflash: It's not a fun fight, either).



## WHAT IS WHITE SUPREMACY?

If you think it's only about the Ku Klux Klan and their ilk, then I want you to think again. These clowns represent a very small percentage of what white supremacy truly is.



**White supremacy** is an infrastructure where the thoughts, ideals and actions of white people in the U.S. are viewed as:

- ❖ Normal
- ❖ Correct
- ❖ Valuable
- ❖ “American”

White supremacy isn't all about extremists. It's in our classrooms, boardrooms, living rooms, waiting rooms, locker rooms, and everywhere in between. Oftentimes you wouldn't even notice it unless you were looking for it — or unless it *happens* to you, as many BIPOC citizens deal with on a daily basis.

White supremacy isn't the shark, it's the ocean.



Where do you see racism in your daily life? Keep in mind, this is not what you see on television or in the media — this is what you see in *your* personal environment and in yourself. Write your answers below for each category. If you don't see it in a certain area, it probably means you aren't paying attention.



### OVERT

### SUBTLE

### SYSTEMIC

Where do you see racism in *yourself*? This requires true soul-searching. Be real with yourself, don't feel guilt/shame and own it. It's the first step in becoming an anti-racist.



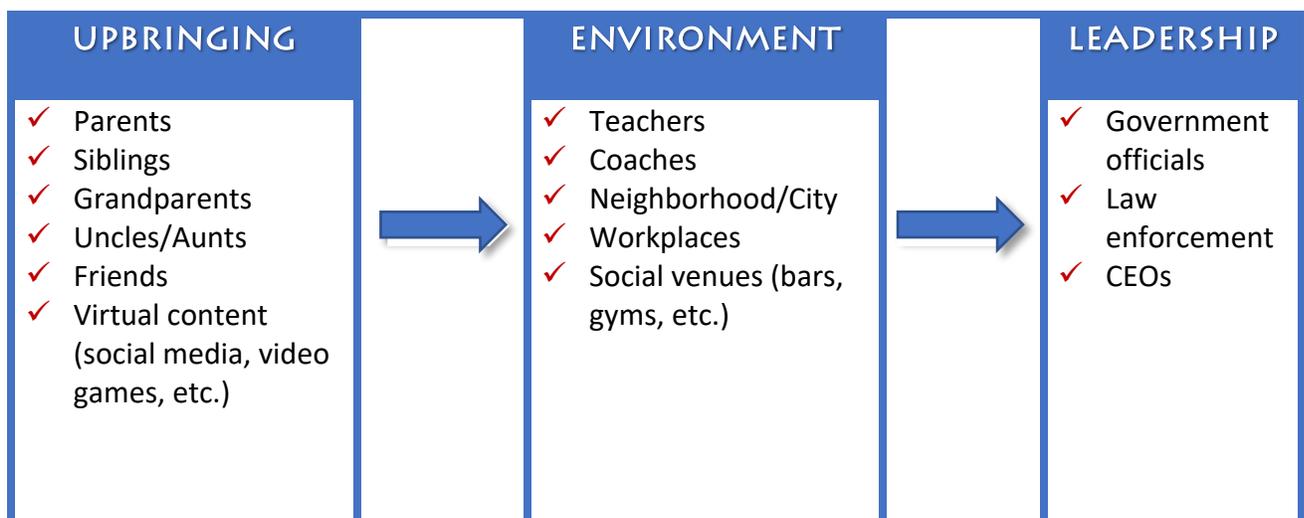
## WHERE DOES RACISM COME FROM?

As mentioned earlier, racism is found in all walks of life. However, it's important to note its logical progression. No child is born racist — but it becomes learned during that child's upbringing. From there, it moves to her environment, and finally she will encounter people in leadership positions (teachers, bosses, etc.) who promote racist practices and systems that will feel commonplace to her.

In order to truly eradicate racism, it starts in the home by raising anti-racist children. If successful, then we can ensure our kids' environments are anti-racist by reviewing school curricula, volunteering for community programs, and calling out racism when we see it at work and elsewhere. As this builds momentum, we can put pressure on the "big bosses" of America to enact the necessary change our country needs (ending voter suppression, eliminating racist punishments in schools, etc.).



This is a long game, but it's not an impossible one. It starts at home by how we raise our children.





## RAISING ANTI-RACIST CHILDREN

Let's be real — grownups have failed miserably in combating racism up until this point. However, focusing our energies on our future generations can help elicit change much sooner. Here are some simple tips on how to raise anti-racist children.

THE WHAT	THE HOW
<b>Introduce them to diversity early</b>	<ul style="list-style-type: none"><li>✓ <a href="#">20 Children's Books To Foster Conversations About Race</a></li><li>✓ <a href="#">Talking To Children About Racial Bias</a></li></ul>
<b>Leave your bubble</b>	<ul style="list-style-type: none"><li>✓ Travel to a nearby city to explore diversity.</li></ul>
<b>Find a BIPOC mentor</b>	<ul style="list-style-type: none"><li>✓ A coach, a teacher, a pastor or someone virtual (via Zoom)</li></ul>
<b>Be on top of their online content</b>	<ul style="list-style-type: none"><li>✓ Social media and video game chat rooms are hotbeds for racist activity. Monitor what your kids are viewing.</li></ul>
<b>Get some BIPOC friends</b>	<ul style="list-style-type: none"><li>✓ The best way to raise anti-racist kids is to expose them to BIPOC in everyday life. If this is difficult for you to do, be sure to expose them to BIPOC on television or online who are doing great things <i>OUTSIDE</i> of sports, music and entertainment.</li></ul>

What do you view as being the biggest challenge to raising anti-racist children?





## THE OBJECTIONS TO THE MISSION

It's not going to be smooth sailing as we raise anti-racist children and strive to be anti-racist in our own lives and communities. We will encounter a lot of people (loved ones and online strangers) who will try to derail us.

Here are some quick tips on how to handle

these individuals, along with answers to the most common objections.



"What about Black on Black crime?"

### HOW TO DEAL WITH RACISM FROM LOVED ONES IN PERSON

✓ <b>Pull them aside</b>	Nobody likes to be called out publicly. A private conversation is best.
✓ <b>Avoid "you" statements</b>	Instead try, <i>"That statement made me feel..."</i>
✓ <b>Play dumb</b>	<i>"I don't understand...what did you mean when you said rioters are like savages?"</i>  Sometimes playing dumb will make them realize how awful their statement was to begin with.
✓ <b>Find common ground</b>	Is there anything you can agree on? Like, the fact we have a racism problem in America, for starters. Once you arrive at that point, it's easier to proceed from there.
✓ <b>Use data</b>	Facts don't lie, so use them to your advantage. Here's a great resource: <a href="#">25 simple charts to show friends and family who aren't convinced that racism is still a problem in America</a>
✓ <b>Be willing to love them from a distance</b>	Some people are more concerned with holding on to their bigoted opinions than being open-minded. If you've tried your best and they still want to be ignorant and hateful, you should be willing to walk away without regret. Remember — anyone who is unwilling to view the lives of BIPOC as worthy of respect and love are <i>not</i> the kind of people you want to influence your children.



## HOW TO DEAL WITH RACISM ON SOCIAL MEDIA

✓ **DNE (Do Not Engage)  
with anger**

When possible, this is the best course of action. The success rate of changing the mind of someone on social media by being argumentative is .000001% (I don't have any data to back up my claim, but you know I'm right).

✓ **Use data**

Facts don't lie, so use them to your advantage. Here's a great resource: [25 simple charts to show friends and family who aren't convinced that racism is still a problem in America](#)

✓ **Focus on your truth**

Going back and forth with loved ones or strangers on social media is a draining exercise. Instead, focus on your truth as an anti-racist. Continue to share what you stand for as loudly as proudly as you can. Not everyone will agree with you, and that's OK. But being quiet isn't an option.

✓ **Block, block, block**

You don't have to engage with people who are being disrespectful and antagonistic towards you no matter who they are. The "block" button is a helpful tool to have at your disposal. Don't be afraid to use it.

Who in your life has racist beliefs? Do you think you can change their ways? If they can't be reached, will you be willing to walk away from them? Why or why not?





You're going to get hit from all angles with questions and comments from people as you travel the path of anti-racism. Use these pages as a helpful resource.

## ALL LIVES MATTER

The bottom line is that all lives can't matter until Black lives matter. Black men are killed by police at an approximately [3 to 1 rate](#), and often times this happens without penalty (at the time this was published, the cops who killed Breonna Taylor and Elijah McClain have not been arrested). This further proves that Black lives *don't* matter. As my twin brother Shola Richards says, imagine walking into a doctor's office with a broken ankle and the doctor tells you that "all bones matter." It's insensitive and it's not helpful. We must focus on the bone in crisis, just as we must focus on the Black lives that have been in crisis for centuries and still are in crisis today.

## WHAT ABOUT BLACK ON BLACK CRIME?

This is a racist dog-whistle. America is still extremely segregated — Black people live amongst Black people and white people live amongst white people. That's why the overwhelming amount of crime is committed between individuals of the same race. 90% of Black people are murdered by Black people and [84% of white people are murdered by white people](#). Here's the kicker — those people are punished for their crimes. Oftentimes, cops who murder Black people are walking free, which is what we are upset about. If a Black person killed a white person and we said, "Well, why aren't you concerned with 'white on white' crime?" we would look like idiots. Don't let this narrative fool you.

## BLUE LIVES MATTER

Unless you're talking about the Smurfs, "blue lives" aren't a thing. Being a police officer is a chosen profession, not something you were born into. If the risks of being a cop are too much for someone, they should quit. It's impossible to "quit" being Black.

## HERE'S AN IDEA - DON'T BREAK THE LAW AND THEN YOU WON'T HAVE ANY PROBLEMS WITH THE COPS.

Police are not tasked with being judges, juries and executioners. None of these infractions by Black men warranted the death penalty by rogue police officers. Why is it that a white supremacist can be given a [Burger King meal by cops after murdering nine people](#) (something that *should* warrant the death penalty) and other Black people are murdered for much less? There is no excuse for this. None.

## I'M COLORBLIND

If this is a medical diagnosis, then you have my sympathies. But if you're saying this as a way to imply that you don't see race, then you're full of it. It's disingenuous to believe that BIPOC have the same experiences in America as a white person, an Asian person, etc. and completely ignores systemic racism. It also ignores my culture, my fears, and everything about my personal experiences as a Black man. In other words, *colorblindness is polite racism*. Your goal is to get BIPOC to stop talking about race, so you can slip back into your comfort zone. The goal isn't to ignore differences — it's to acknowledge differences, celebrate them, and choose not to judge people because of them.

[This article explains why being colorblind is a bad thing.](#)

## RIOTING DOESN'T SOLVE ANY PROBLEMS

Please understand something — nobody likes the destruction of property. But when we've been asking, begging, pleading for *centuries* to be treated with respect and dignity and are constantly ignored, some of us will burn things down due to pent up anger and frustration. Keep in mind, only a small percentage of protesters are rioting — just like some people believe there are "only a few bad apples" in police departments. Why is it that police officers are afforded the benefit of the doubt for a "small percentage" of troublemakers while a whole protest movement is defined by a few rioters? Yes, we all know why. [Here's a good article on the subject.](#)



## I THINK THE TERM 'KAREN' IS AS OFFENSIVE AS THE N-WORD

Holy crap, this could be the most “peak Karen” thing I’ve ever heard. I should stop there, but I’ll continue to say that the “N-word” was created as a term to dehumanize Black people as they were raped, beaten and killed. The term “Karen” is about as dehumanizing as being called a nincompoop. Please stop.

## WHY CAN BLACK PEOPLE SAY THE N-WORD AND I CAN'T?

First off, ask yourself why you would want to say that word — because I’m sure your reason isn’t a good one. Secondly, Black people have claimed an ugly word and now use it as a term of endearment (personally, I never use it — but I understand those who do). As a white person, it cannot be used by you under any circumstances due to the history behind it. Your life will be just fine if you erase one word from your vocabulary, trust me.

Also, [read this](#).

## YOU DON'T SEE WHITE PEOPLE RIOTING WHEN ONE OF US GETS KILLED

But we see you [rioting after your favorite sports team wins/loses a championship](#), which makes a hell of a lot *less* sense.

[Black people even try to plead with you to stop rioting](#) in many instances. Please don’t believe that rioting is only a Black problem, because it certainly is not.

## RIOTING/LOOTING ISN'T PROTESTING

And guess what? *Murdering isn't policing*. If the police don’t murder citizens without penalty, then the riots/looting don’t happen.

## GEORGE FLOYD ISN'T A HERO. HE HAD A CRIMINAL RECORD!

Nobody I know is calling him a hero. The man was a *victim*. It’s despicable to find reasons to view a man who was murdered by a police officer as anything other than a tragedy. His prior criminal history is not a justification for him to be killed. Bringing up prior offenses as a way to justify a murder is another deplorable way of illustrating that Black lives *don't* matter.

## I DON'T BELIEVE IN WHITE PRIVILEGE

White privilege doesn’t mean that your life is easy. It simply means that your life isn’t made more difficult due to the color of your skin. Imagine playing a game of chess where your opponent had a full board of pieces and the only pieces you had at your disposal are pawns. Sure, you could win the game — but it wouldn’t be easy. That’s what it’s like to be a BIPOC in America. This country’s systems, policies, laws, and social constructs all benefit whiteness. Quite frankly, I don’t blame white people for not recognizing white privilege, because it’s all they know. However, if it was taken away from them, they would notice instantly how different (and difficult) life becomes.

[Here's a helpful article on the subject](#).



## DR. KING SAYS...[INSERT ONE OF HIS QUOTES HERE]

It's interesting that you're choosing to quote Dr. King now. He was arrested almost 30 times, beaten within an inch of his life on multiple occasions, wiretapped by the FBI, and was one of the most hated men in America as [63% of our citizens had an unfavorable opinion of him in 1966](#). Not to mention, he was KILLED by a white person. So you think that you would have loved him if you were alive during that time? Doubtful. If you want to know for sure, your feelings about Colin Kaepernick serve as a great barometer of how you would feel about Dr. King. Both are civil rights icons, both are dedicating their lives to the equal treatment of America's Black citizens. If you hate Kaepernick now, you'd hate Dr. King if he was alive today. And do you know what's funny? In 50 years from now, white people will probably talk glowingly of Kaepernick as they are with Dr. King now. Stop using his quotes to benefit your racism.

## [INSERT BLACK CELEBRITY] SAYS RACISM ISN'T REAL, SO...

Listen — outside of Calliou being a terrible TV show, there is nothing in the history of the world that 100% of people agree upon. It's hard to argue against the validity of racism when (follow me here) Black people were kidnapped, forced into labor for centuries while being treated as subhuman creatures, were freed, still weren't given the rights that many other white Americans enjoyed (voting, going to good schools, riding on busses, eating in restaurants), and now deal with unjust policing, a [judicial system that punishes Black American at a disproportional rate](#), inadequate schooling, a prison system that targets us, and an economic system where Black Americans account for a measly [2.6% of the nation's wealth](#). So yes, the facts dictate that racism is real. It also illustrates how willing you are to hunt high and low to find *that one* Black person who agrees with you so you'll have "validation" in your racism. Please do better.

## CRITICAL RACE THEORY SHOULDN'T BE TAUGHT TO MY KID!

Well, I have good news for you. Unless little Ainsley is a genius who's ready to take part in a course primarily taught in law schools, then you have nothing to worry about. What you're referring to are social studies courses that teach the *truth* about American history. You don't want your kids to know that the overwhelming majority of human rights atrocities throughout American history were committed by white people (genocide, slavery, internment, segregation, etc.) because that would make them feel guilty for being white, right? You know that's BS. What it *will* do is inspire white kids to be anti-racist and ensure BIPOC are treated with respect and dignity going forward. If you don't want that, then you're truly telling on yourself. We need to teach the truth in schools, not the "Christopher Columbus discovered America and played nice with the Native Americans" version. Teachers need to fight for that every day.



## APPROACHING BIPOC

Stop me if you've heard me say this before — but being an anti-racist is not easy. It's quite possible that you'll end up offending a BIPOC with your well-intentioned words/actions, or a BIPOC will simply want nothing to do with you before you even open your mouth.

It's important to understand that BIPOC are hurting right now. We have been beaten to the point of mental and physical exhaustion and we may not want to hear from a white person. You may end up getting snapped at or cursed out — but put yourself in the shoes of that person. It's obviously not personal, but it's a culmination of everything that's going on in the news cycle, social media, and other places. If you find yourself in an uncomfortable situation, use the ALLY technique. Remember above all else — **this isn't about you!**

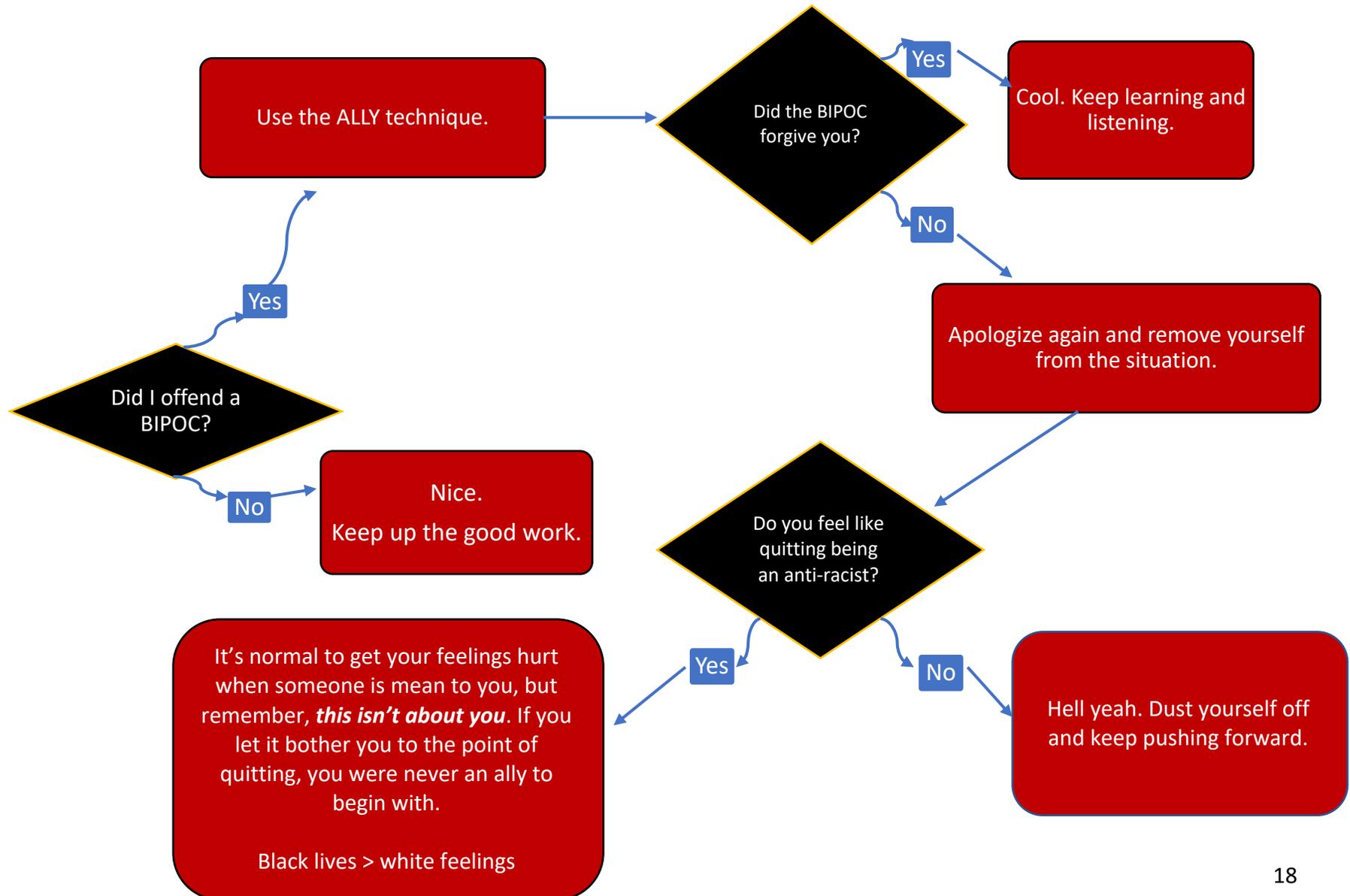
<b>A</b> pologize	<p>This is always the first step. Don't try to explain anything or make excuses for your words/actions. Just own it and sincerely apologize for being offensive.</p> <p><i>"I'm truly sorry for what I said. It was not my intent to be hurtful."</i></p>
<b>L</b> isten	<p>Sit back and listen to what you said/did that set off the BIPOC. It's not your time to talk.</p> <p><i>"I hear you."</i></p>
<b>L</b> earn	<p>Repeat what you learned from the BIPOC.</p> <p><i>"I now know that [repeating the offensive action] is something I shouldn't do going forward. I'm an ally-in-training and I'll keep showing up and will do better next time."</i></p>
<b>Y</b> ield	<p>This is a sign that you need to slow down a bit and ensure that you're following the lead of BIPOC. Even though racism is a problem that white people ultimately need to solve, it's important to let BIPOC take the lead when interacting with them in talks about racism.</p> <p><i>"I'm really looking forward to learning from you and supporting you."</i></p>

*"Do the best you can until you know better.  
Then when you know better, do better."*

- Maya Angelou



# APPROACHING BIPOC





## ACCOUNTABILITY & RESOURCES

Here are a few things you can do right now to make your school as anti-racist as possible:

**Teach the TRUTH:** We already talked about this. Pressure from parents or outsiders should have no impact on educating our kids on what *really* happened in American history.

**Zero-tolerance for the N-word on campus:** That word is all over music and pop culture and it can be complex regarding who has the “right” to say it. The bottom line is it shouldn’t be said on campus by anyone at any time. Treat it like any other curse word.

**Fight to get cops out of schools.** There’s [not much evidence](#) that states having a police presence makes schools safer. So why have them there? We already know how uncomfortable police make BIPOC and our children, so maybe a better course of action would be to use the funds spent on police and put them towards making education more equitable for kids of color.

**Hire and recruit more Black teachers.** How old were you when you had your first Black teacher? Personally, I was a Sophomore in High School. Representation matters — and if you don’t believe me, just look at how devastated kids of color were with the recent passing of Chadwick Boseman who was the man behind one of the few mainstream Black superheroes (Black Panther). We have to push our schools to actively recruit and hire teachers who represent the student body.

**Empower students to get tough on racism.** Teachers, if your students notice racism in their curriculum or in how other kids are being disciplined, you must empower them to call it out immediately. Children today are smarter and more aware than ever before, and we have to create a culture to allow them to share their feelings on racism without repercussions.

**We have to fight to get rid of standardized testing.** Did you know that [experimental SAT questions](#) that were answered correctly by more Black kids than whites were eliminated from the exam? Standardized testing has proven to be a tool of white supremacy for decades. Instead, let’s fight to eliminate high-stakes testing (aka, where grade promotion or teacher bonuses ride on the outcomes), and make any remaining mandated testing transparent for parents, teachers and administrators to weed out any racially-biased questions.

**Eliminate racist policies.** Are we really worried about how someone wears their hair at school? Seriously? We have to get rid of this nonsense now.

**Invest in outside BIPOC speakers.** How often are your kids seeing Black Excellence in their schools? Why not have a monthly speaker series highlighting BIPOC in your community who are doing great things outside of sports, music, and entertainment? This is SO easy to do, but few actually follow through. I’ll speak at your kids’ school — and so will many other great BIPOC leaders, if asked.



**Who is going to be your accountability partner? AKA, a person who will keep you on-track as an anti-racist?**

**Who do you know who would benefit from the Anti-Racism Fight Club?**

**Based on what you've learned, what is the first thing you're going to do to be a better anti-racist?**

**Based on what you've learned, how will you raise or teach anti-racist kids?**

**Based on what you've learned, how will be a better anti-racist in your community?**



## A FEW WORDS FROM DOYIN

I'm so happy that you joined the **Anti-Racism Fight Club**! As is the case with any muscle, you need to keep exercising it to ensure it stays strong. With that in mind, I created a private Facebook group *only for individuals who completed the initiation* called **Doyin's ARFC**. Search for the group and you will be granted access.



This group will be a safe place for Fight Club members to ask questions, share concerns, get support, make new friends and come up with ideas to combat racism.

### MY TEDx TALK

Did you know that I recently delivered a TEDx Talk on anti-racism? You can [check it out here](#).

### ARFC FOR KIDS

There is an **Anti-Racism Fight Club For Kids** between the ages of 5-12. This 60-minute course will teach kids the nuances of racism in a way that is easy to understand and will empower them to be anti-racists in their own lives.



### SPREAD THE WORD!

If you believe my message would benefit schools or companies, shoot me an email and I'll gladly deliver a workshop for them. [Doyin@doyinrichards.com](mailto:Doyin@doyinrichards.com)



This is just the beginning of a lifelong movement.

*Doyin*

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## HELPFUL LINKS

- ✓ [20 best anti-racism books to read right now](#)
- ✓ [20 children's books to help foster conversations on race](#)
- ✓ [Talking to children about racial bias](#)
- ✓ [7 ways we know systemic racism is real](#)
- ✓ [Netflix's Black Lives Matter shows and films](#)
- ✓ [17 films, shows, and documentaries that can help educate your tweens and teens about race](#)
- ✓ [Promoting Positive Discipline in Schools](#)
- ✓ [The School-To-Prison Pipeline Explained in 3 Minutes](#)
- ✓ [A Tale of Two Teachers: TEDx Talk](#)