

# Commonfund Diversity and Inclusion Office Resource Guide

June 2020

Ways to Make a Change

commonfund

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## About Commonfund

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Commonfund was founded in 1971 as an independent asset management firm with a grant from the Ford Foundation. Together with or through its affiliates, Commonfund today manages customized investment programs for endowments, foundations and public pension funds. Among the pioneers in applying the endowment model of investing to institutional portfolios, we provide extensive investment flexibility using independent investment sub-advisers for discretionary and non-discretionary outsourcing engagements. Investment programs incorporate active and passive strategies in equities and fixed income, hedge funds, real assets and private capital. All securities are distributed through Commonfund Securities, Inc., a member of FINRA. For additional information about Commonfund, please visit [www.commonfund.org](http://www.commonfund.org).

# Commonfund Diversity and Inclusion Office Resource Guide

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## Ways to make a change

In light of the recent deaths of George Floyd, Breonna Taylor and Ahmaud Arbery, all caused by police brutality, American citizens are using their voices to speak out against racial injustices that remain prevalent in the United States. Below you will find resources to further educate yourself on the movement and how you can actively participate in being a part of it.

### If you want to reflect:

During this time, it is important to review your personal experiences, below are a few prompts for reflection:

- What can I do to better educate myself on the historical context of race in the country and the community that I exist?
- In what ways have I been conditioned to believe in the superiority of whiteness?
- In what ways have I engaged in rhetoric that promoted “othering” or stereotyping of Black people?

### If you want to heal:

During these troubling times, it is important to focus on mental health and self-care. We all have our own ways and methods of healing. We promote and encourage any and all healthy and productive modes of self-care. Here are just a few suggestions of studios that are offering virtual classes and workshops in meditation, movement, breathwork, reiki and self-development:

#### New York:

- [Heal Haus](#)
- [Minka Brooklyn](#)

#### Connecticut:

- [Hartford Mindfulness Center](#)
- [Odiyana](#)

#### Bay Area:

- [SF Reiki Center](#)
- [Energy Healing Classes groups in San Francisco](#)

## If you want to donate:

Listed below are both national and regional organizations advocating for antiracist policies, police accountability and racial justice. While this list is not complete, these resources serve as a starting point for participation during this time:

### National:

- [ACLU](#)
- [Campaign Zero](#)
- [National Police Accountability Project](#)
- [Black Lives Matter](#)
- [Advancement Project](#)
- [Communities United for Police Reform](#)
- [The Movement for Black Lives](#)
- [The Marshall Project](#)
- [NAACP Legal Defense Educational Fund](#)
- [The Innocence Project](#)
- [Committee to Protect Journalists](#)

### New York City Area:

- [The Audre Lorde Project](#)
- [Black Lives Matter New York](#)
- [Brooklyn Community Bail Fund](#)
- [Emergency Release Fund](#)
- [The Legal Aid Society](#)
- [New York Civil Liberties Union](#)

### Connecticut Area:

- [Connecticut Core](#)
- [Connecticut Council for Philanthropy](#)

- [Make The Road CT](#)
- [Connecticut Collaborative on Poverty, Criminal Justice and Race](#)
- [Person To Person \(P2P\)](#)

### Bay Area:

- [The East Oakland Collective](#)
- [Trans Cultural District](#)
- [Black Earth Farms](#)
- [National Lawyers Guild, San Francisco Bay Area Chapter](#)
- [Bay Area Anti-Repression Committee Bail Fund](#)
- [Occur](#)
- [Black Organizing Project](#)

## If you want to watch:

Times like this leave many of us with questions regarding how or why this is currently happening and how we can be a force for positive change.

Grouped by streaming provider, the following are a list of TV shows and movies available to watch to educate oneself on systemic racism:

### Available on Netflix:

- 13<sup>th</sup>
- When They See Us
- American Son
- The Death and Life of Marsha P. Johnson
- Malcolm X
- Freedom Writers
- Dear White People

#### Available on Hulu:

- [If Beale Street Could Talk](#)
- [The Hate U Give](#)
- [Detroit](#)

#### Available to Rent:

- [Clemency](#)
- [I Am Not Your Negro](#)
- [Just Mercy](#)
- [Selma](#)

### If you want to read:

As thousands of people gather to demonstrate across the country against police brutality and racism, many are sharing anti-racist reading lists in effort to educate and facilitate change. We have compiled a list of books and noteworthy articles to read and reflect on:

#### Books:

- [The Condemnation of Blackness](#)
- [The Warmth of Other Suns](#)
- [Eloquent Rage: A Black Feminist Discovers Her Superpower](#)
- [I Know Why the Caged Bird Sings](#)
- [Their Eyes Were Watching God](#)
- [So, you want to talk about race](#)
- [White Fragility: Why It's So Hard for White People to Talk About Racism](#)
- [This Bridge Called My Back: Writings by Radical Women of Color](#)
- [Just Mercy: A Story of Justice and Redemption](#)

- [What if I say the Wrong Thing?](#)
- [Redefining Realness](#)
- [Heavy an American Memoir](#)
- [Blindspot: Hidden Biases of Good People](#)
- [Biased](#)
- [How to be and Antiracist](#)

#### Articles:

- ["How to Make This Moment the Turning Point for Real Change," by Barack Obama in Medium](#)
- ["The Death of George Floyd, In Context, by Jelani Cobb of The New Yorker](#)
- ["Of Course There Are Protests. The State Is Failing Black People," by Keeanga-Yamahtta Taylor for the New York Times](#)
- ["This Is How Loved Ones Want Us To Remember George Floyd," by Alisha Ebrahimji for CNN](#)
- [The 1619 Project, New York Times Magazine](#)
- ["You shouldn't need a Harvard degree to survive birdwatching while black," by Samuel Getachew for the Washington Post](#)
- [The 'New Racism': Toward an Analysis of the U.S. Racial Structure](#)
- ["The Case of Reparations," by Ta-Nehisi Coates for The Atlantic](#)
- ["Don't understand the protests? What you're seeing is people pushed to the edge," by Kareem Abdul-Jabbar in Los Angeles Times](#)
- ["I'm Black. My Mom is White. This Is The Talk We Had To Have About George Floyd's Killing," by Kimberly J. Miller for the Huffington Post](#)

## If you want to talk to your kids or teens:

While news stories and images of protests spread across internet, many children may have questions about what they are seeing and the conversations they are hearing. Experts say that positive discussions about race and racism are important to have with children right now, below are both videos and articles on how to begin the conversation:

### Videos:

- [Systemic Racism Explained](#)
- [Sesame Street Racism Town Hall](#)
- [26 Mini-Films for Exploring Race, Bias and Identity with Students](#)
- [How to talk to your kids about racism, according to a child psychologist, CBS NEWS](#)

### Articles:

- [Anti-Racism for Kids: An Age-by-Age Guide to Fighting Hate, Parents](#)
- [Talking to Kids About Racism, Early and Often, New York Times](#)
- [How White People Can Talk to Their Kids about Racism, Forbes](#)
- [How to talk to your children about protests and racism, CNN](#)
- [Talking to Kids About Racism, New York Times](#)

## If you want to talk to colleagues:

With the recent deaths of George Floyd, Breonna Taylor and Ahmaud Arbery the subject of race can no longer be disregarded. While these acts did not occur in the workplace, it is important to note that racism can occur anywhere. These articles provide steps on how to have conversations about race with colleagues:

### Articles:

- [Guide to Talking about Racism, Racial Equity and Racial Healing with Friends, Family, Colleagues and Neighbors](#)
- [Talking about inequality at work is difficult – here are tips to do it thoughtfully, CNBC](#)
- [How To Have Conversations About Race At Work, Forbes](#)
- [How to support your black coworkers without adding more stress during this incredibly difficult time, Business Insider](#)
- [Race is hard to talk about at work – here's how to make it easier, InvestmentNews](#)

## If you want to support:

Now more than ever it is important to show our support for the Black community. The hyperlink below, *Petitions to Sign*, leads you to Black Lives Matter webpage which includes a step by step guide on how to sign virtual petitions.\* The hyperlink labeled, *125 Black Owned Businesses to Support*, brings you to a detailed list of black owned businesses to purchase goods from:

- [Petitions To Sign, Black Lives Matter](#)
- [125 Black Owned Businesses to Support, New York Magazine](#)

\*Please note that the sharing of this information is not a Commonfund endorsement, promotion, or encouragement of any political action.

## If you want to listen:

To further your education about race and racism, we have gathered podcasts to become better informed about racial injustices:

### Podcasts:

- [The Reveal Podcast](#)
- [1619 \(New York Times\)](#)
- [About Race](#)
- [Code Switch \(NPR\)](#)
- [Intersectionality Matters! hosted by Kimberlé Crenshaw](#)
- [Momentum: A Race Forward Podcast](#)
- [Pod For The Cause \(from The Leadership Conference on Civil & Human Rights\)](#)
- [Seeing White](#)