

Change-Making Resources (for everyone)

Things You Can Say

- “Can I take a risk right now?”
- “I feel uncomfortable with this conversation/situation.”
“Can I help you?” If yes, “What’s the best way for me to help?”
- [Amplify](#) others’ voices
- “I’m not willing to participate if/unless...”

Things You Can Do & Orgs That Can Help You Do Things

- Adopt a Code of Conduct or make a pledge (personally and/or as a group/ organization)– eg. [AFP Conference Code of Conduct](#), [D5 Coalition Pledge](#)
- [AORTA](#) (Anti-Oppression Resource & Training Alliance)
- [The People's Institute for Survival and Beyond](#)
- [Showing Up for Racial Justice Political Education](#)
- [WHAT’S UP?! Pittsburgh](#)
- [White Awake Manual for Group Work](#)
- [Spirit In Action Facilitating “Circles of Change Curriculum Guide”](#) (includes Theatre of the Oppressed protocol)
- [Better Man Conference](#)
- North Dakota State University [Advocates & Allies Self Starting Guide](#) (for gender equity in academia)
- [National Equity Project Resources](#)
- [Catalyst:Workplaces That Work for Women](#), including MARC programming ([Men Advocating Real Change](#))
- [Racial Equity Tools](#)
- Watch FREE [Catalyst](#) courses offered through AFP membership :
 - [Unconscious Bias: From Awareness to Action](#) - a free online course to understand unconscious bias and moving past it.
 - [Communication Skills for Bridging Divides](#) - Develop the practical communication skills leaders need to build a more tolerant and inclusive workplace through this "mini-course."
 - [Becoming a Successful Leader \(Inclusive Leadership Training\)](#) - Become a successful leader by learning 21st-century leadership skills and applying concepts to the real world.

Books You Can Read

- Albert, Michael, [The Trajectory of Change](#)
- brown, adrienne maree, [Emergent Strategy Catalyst Project](#)
- Crass, Chris, [Towards the "Other America": Anti-Racist Resources for White People Taking Action for Black Lives Matter](#)
- McKenzie, Mia (ed.), [The Solidarity Struggle: How People of Color Succeed and Fail At Showing Up For Each Other In the Fight For Freedom](#)
- Wing Sue, Derald, [Microaggressions in Everyday Life: Race, Gender and Sexual Orientation](#)
- bell hooks [Teaching to Transgress](#)
- Robert Jensen [The Heart of Whiteness: Confronting Race, Racism and White Privilege](#)
- Paulo Friere [Education for Critical Consciousness](#)
- Mallet, Robyn K. and Margo J. Monteith [Confronting Prejudice and Discrimination: The Science of Changing Minds and Behaviors](#)
- Lorde, Audreya [Sister Outsider](#)
- Oakley B. et al. [Radical Softness As A Boundless Form of Resistance Reader](#)

Places You Can Find More Information & Research

- [Medici Inclusion Model](#)
- TED. Crenshaw, Kimberlé ["The Urgency of Intersectionality"](#)
- Hill, Heather et al. Rogare [Gender Issues in Fundraising - dismantling the patriarchy](#)
- Harvard Kennedy School's [Gender Action Portal \(GAP\)](#)
- Appelbaum, Steven & Audet, Lynda & Miller, Joanne. ["Gender and Leadership? Leadership and Gender? A Journey Through the Landscape of Theories."](#) Leadership & Organization Development Journal. 24. 43-51.
- Ibarra, Herminia, Robin J. Ely, and Deborah M. Kolb. ["Women Rising: The Unseen Barriers."](#) Harvard Business Review.
- Eklund, Kathryn & Barry, Erin & Grunberg, Neil. (2017). [Gender and Leadership.](#)
- Hill, Heather, ["Gender Issues in Fundraising Leadership"](#)
- Association of Fundraising Professionals [2019 Compensation and Benefits Report](#)
- Fernandez, Idalia and Allison Brown. Community Wealth Partners: ["The State of Diversity in the Nonprofit Sector"](#)
- Medina, S. ["The State of Diversity in Nonprofit and Foundation Leadership."](#) Battalia Winston.

A (Cis) Man's Place Is in This Session: No, Really, Come to This Session

- Mills, F. [“The State of Change: An Analysis of Women and People of Color in the Philanthropic Sector.”](#) Council on Foundations.
- National Women’s Law Center (2017). [“The Wage Gap: The Who, How, Why, and What to Do.”](#)
- Nathan, Sarah K., PhD and Eugene R. Tempel, EdD. [Fundraisers In the 21st Century.](#) Indiana University Lilly Family School of Philanthropy.
- Belanger, Ashley. “Diversity, inclusion and gender equity.” Rogare, United States of America [Critical Fundraising Report #3](#), pp 38-42.
- Blanche, Aubrey. [“Can I pick your brain about D&I?”](#). Medium.com
- Institute of Fundraising [Change Collective Strategy](#)
- The Chronicle of Philanthropy [“Sexual Harassment Is Widespread Problem for Fundraisers, Survey Shows”](#)
- University of New Hampshire [“Making the Invisible Visible: Gender Microaggressions”](#)
- The Way Women Work [“5 Examples of Microaggressions in the Workplace”](#)
- Harvard Business Review [“Recognizing and Responding to Microaggressions at Work”](#)
- Baker University [“Examples of Workplace Microaggressions and How to Reduce Them”](#)
- Diversity Resources [“What Are Microaggressions?”](#)

Things to Give You Hope and Health

- Borges, Anna, [“Here’s What To Do If You Can’t Afford Therapy”](#)
- Lorde, Audre, [A Burst of Light: Essays](#)
- Solnit, Rebecca, [Hope in the Dark: Untold Histories, Wild Possibilities](#)
- Tran, Kim, [“5 Self Care Tips for Activists”](#)
- Temsen, [“Rebecca “Beginner’s Guide to Self-Care for Activists”](#)