

## **Raising Voices of Color Resources on Systemic Racism, Racial Diversity, & Equity**

Communities across our country are discovering that the voices and needs of Black, Indigenous, and People of Color (BIPOC) have been untold, dismissed and far too often misunderstood. The dismissal of these voices and their burdens have contributed to a condition of systemic racism.

Systemic racism is defined by the Cambridge dictionary as, “policies and practices that exist throughout a whole society or organization, and that result in and support a continued unfair advantage to some people and unfair or harmful treatment of others based on race.”

The history behind the walls created by systemic racism is complex and the solutions will be equally challenging. Open hearts will be needed as we listen to the marginalized voices and read their stories about systemic racism, its history and its consequences. As community members embark on this educational journey, hopefully, the result will be a recognition of the harm caused by this system and meaningful work to create a home that values each individual.

For this journey, Great Falls YWCA has crafted this educational resource list on racial equity issues including systemic racism. Our list includes a number of local resources that help shed light on our community’s needs. A good starting point, is the video [Why we should never forget that WE ARE STRONGER TOGETHER](#) by Father Gregory Boyle.

### **Literature, Podcasts, and Other Resources on Racial Disparities**

[Guide to Allyship](#)

[Montana State University: Diversity Resources](#)

[University of Montana: Diversity Resources](#)

The [Great Falls College MSU Library](#) and [The Great Falls Library](#) do not have resource lists on racism resources. However, if you know of a resource on racism or a related topic, you can contact them to see if they carry the resource. Or work with the librarian who may be able to assist you with an inter-library loan.

### **Businesses Learning to Support the BIPOC Community**

[Forbes: How Business Leaders Can Step Up for the Black Community](#)

[Wall Street Journal: What Does Being an Ally Look Like](#)

[UC Davis: Being Ally Requires Being Anti-Racist](#)

[Harvard Business Review: Be a Better Ally](#)

## **Speakers and Training on Racial Disparities**

Contact Sandi Filipowicz at [YWCA Great Falls](#) to find out more about training services.

[Bright Star Education](#)

[Empower Montana](#)

[Montana Racial Equity Project](#)

At the Great Falls Library, the librarian, Susan McIntyre may be contacted. She holds book club discussions on the book, [White Fragility](#) .

At Montana State University, contact [Ariel Donohue](#) , their Senior Diversity Officer. She may be able to assist you with a speaker from one of their courses including Native American Studies, Social Justice, Asian Studies, Latin American and Latino Studies, and African Studies.

At University of Montana, contact [Jill Howard](#) , the Reference Instructional Librarian. She may be to assist you with a speaker from one of their courses including Native American Studies, Inequity and Social Justice, Asian Studies, Latin American and Latino Studies, Arabis Studies and African Studies. Specifically, [Tobin Shearer](#) teaches a 1 credit online course, [Dismantling Racism](#).

## **Montana Organizations Involved in Related Racial Equity Activities**

[Bright Star Education](#)

[Widerstand Consulting](#)

[Empower Montana](#)

[ACLU Montana](#)

[Montana Racial Equity Project](#)

[Montana Human Rights Organization](#)

[Great Falls Rising](#)

[The Electric](#)

[Great Falls LBTQ Center](#)

[Great Falls Community Action Team](#)

[Montana Little Shell Tribe](#)

[Great Falls College MSU Native American Enrichment Center](#)

[Great Falls Community Action Team](#)

[Forward Montana](#)

[Montana Women Vote](#)

[Sister's United](#)

[Western Native Voice](#)

[Montana Native Vote](#)

[Blackfeet Nation](#)