

Resource Library

With the support of Move United's Diversity, Equity, and Inclusion (DEI) initiatives, a variety of resources are available to the community. These resources include articles, books, movies, and podcasts that have been carefully selected for their relevance and accessibility. If you have a resource that you believe would be beneficial to the DEI community, please feel free to submit it for consideration. Submissions will be reviewed by the Move United DEI Task Force on a regular basis.

Disability

- Use "disability first" language: This means putting the word "disability" before the person or identity. For example, "a person with a disability" instead of "a disabled person." This is preferred by many in the disability community because it recognizes disability as an important aspect of a person's identity.
- Use person-first language when requested: Some individuals in the disability community prefer "person first" language, such as "a person with autism" instead of "an autistic person." This is because they feel that their disability does not define them as a person.
- Avoid using ableist language: Ableist language is a language that reinforces negative stereotypes about disability. This includes words like "crazy," "lame," and "retarded." Instead, use neutral or positive language.
- Avoid pity or inspiration: Many people with disabilities do not want to be pitied or viewed as inspirational simply for living with a disability. Treat them with the same respect and dignity as you would anyone else.

Here are some resources for learning more about disability language best practices:

- The National Center on Disability and Journalism: Provides style guides and resources for journalists covering disability-related issues.
- The Disability Language Style Guide: A comprehensive guide to disability language written by a disability journalist.
- The Autistic Self Advocacy Network: Offers resources and information on disability language, including a guide to person-first language.

When in doubt, it's always best to ask individuals with disabilities how they prefer to be referred to and described. Everyone is different and may have different preferences.

Organizations:

- The National Council on Independent Living (NCIL): <https://ncil.org/>

- Disability Rights Education and Defense Fund (DREDF): <https://dredf.org/>
- National Disability Rights Network (NDRN): <https://www.ndrn.org/>
- American Association of People with Disabilities (AAPD): <https://www.aapd.com/>
- National Alliance on Mental Illness (NAMI): <https://www.nami.org/>

Movies:

- Crip Camp: A Disability Revolution: <https://www.netflix.com/title/81001496>
- The Fundamentals of Caring: <https://www.netflix.com/title/80097375>
- The Intouchables: <https://www.netflix.com/title/70230661>
- The Peanut Butter Falcon: <https://www.amazon.com/Peanut-Butter-Falcon-Zack-Gottsagen/dp/B07YNPD6SB>
- My Left Foot: <https://www.amazon.com/My-Left-Foot-Daniel-Day-Lewis/dp/B00F4RFKMI>

Hashtag movements:

- #NothingAboutUsWithoutUs: Advocating for the inclusion of people with disabilities in all conversations about disability.
- #DisabledAndCute: Celebrating the beauty and diversity of people with disabilities.
- #CripTheVote: Advocating for the political power of people with disabilities.
- #ActuallyAutistic: Promoting awareness and acceptance of people with autism.
- #DisabilityPride: Celebrating disability as a natural and beautiful part of human diversity.

Books:

- Disability Visibility: First-Person Stories from the Twenty-First Century edited by Alice Wong
- The Body Is Not an Apology: The Power of Radical Self-Love by Sonya Renee Taylor
- Being Heumann: An Unrepentant Memoir of a Disability Rights Activist by Judith Heumann
- Care Work: Dreaming Disability Justice by Leah Lakshmi Piepzna-Samarasinha
- Sins Invalid: A Memoir by Patty Berne and Leroy Moore.

LGBTQ

Definitions:

- **Acceptance** | The action or process of being received as adequate or suitable, typically to be admitted into a group. "you must wait for acceptance into the club"
- **Ally** | A person who is not LGBTQ but shows support for LGBTQ people and promotes equality in a variety of ways.
- **Androgynous** | Identifying and/or presenting as neither distinguishably masculine nor feminine.
- **Asexual** | The lack of a sexual attraction or desire for other people.
- **Bias** | Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

- **Biological sex** | A medical term used to refer to the chromosomal, hormonal, and anatomical characteristics that are used to classify an individual as female, male, or intersex. Often simply referred to as “sex,” “physical sex,” “anatomical sex,” or specifically “sex assigned at birth.”
- **Biphobia** | Prejudice, fear, or hatred directed toward bisexual people.
- **Bisexual** | A person emotionally, romantically, or sexually attracted to more than one sex, gender, or gender identity though not necessarily simultaneously, in the same way or to the same degree.
- **Cisgender** | A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.
- **Closeted** | Describes an LGBTQ person who has not disclosed their sexual orientation or gender identity.
- **Coming out** | The process in which a person first acknowledges, accepts, and appreciates their sexual orientation or gender identity and begins to share that with others.
- **Diversity** | Psychological, physical, and social differences that occur among any and all individuals, such as race, ethnicity, nationality, religion, economic class, age, gender, sexual orientation, mental and physical ability, and learning styles. A diverse group, community, or organization, is one in which a variety of social and cultural characteristics exist.
- **DSG | Diverse Sexualities and Genders.**
- **Equity** | Fairness and justice, especially pertaining to rights and protection under the law.
- **Equality** | The state of being equal, especially in status, rights, and opportunities. "an organization aiming to promote racial equality"
- **GSM | Gender and Sexual Minorities.**
- **Gay** | A person who is emotionally, romantically, or sexually attracted to members of the same gender.
- **Gender expression** | The external display of one’s gender, through a combination of clothing, grooming, demeanor, social behavior, and other factors, generally made sense of on the scales of masculinity and femininity. It is also referred to as “gender presentation.”
- **Gender dysphoria** | Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify. According to the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM), the term - which replaces Gender Identity Disorder - "is intended to better characterize the experiences of affected children, adolescents, and adults."
- **Gender-expansive** | Conveys a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system.
- **Gender expression** | **1** External appearance of one's gender identity, usually expressed through behavior, clothing, haircut, or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine. **2** How a person publicly presents or expresses their gender. This can include behavior and outward appearance, such as dress, hair, make-up, body

language, and voice. A person's chosen name and pronoun are also common ways people express their gender. Others perceive a person's gender through these attributes. All people, regardless of their gender identity, have a gender expression and they may express it in any number of ways. For trans people, their chosen name, preferred pronoun, and apparel are common ways they express their gender. People who are trans may also take medically supportive steps to align their body with their gender identity.

- **Gender-fluid** | According to the Oxford English Dictionary, a person who does not identify with a single fixed gender; of or relating to a person having or expressing a fluid or unfixed gender identity.
- **Gender identity** | **1** One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. **2** Each person's internal and individual experience of gender. It is a person's sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex. For most people, their sex and gender identity align. For some, they do not. A person may be born male but identifies as a woman, or born female but identifies as a man. Other people may identify outside the categories of woman/man or may see their gender identity as fluid and moving between different genders at different times in their life.
- **Gender non-conforming** | A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.
- **Genderqueer** | Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female, or as falling completely outside these categories.
- **Gender transition** | The process by which some people strive to more closely align their internal knowledge of gender with its outward appearance. Some people socially transition, whereby they might begin dressing, using names and pronouns, and/or be socially recognized as another gender. Others undergo physical transitions in which they modify their bodies through medical interventions.
- **Harassment** | Unwelcome, intimidating, or hostile behavior.
- **Heteronormativity** | The assumption, in individuals and/or in institutions, that everyone is heterosexual and that heterosexuality is superior to all other sexualities. This leads to invisibility and stigmatizing of other sexualities: when learning a woman is married, asking her what her husband's name is. Heteronormativity also leads us to assume that only masculine men or feminine women are straight.
- **Homophobia** | The fear and hatred of or discomfort with people who are attracted to members of the same sex.
- **Homosexual** | A person primarily emotionally, physically, and/or sexually attracted to members of the same sex/gender. This [medical] term is considered stigmatizing due to

its history as a category of mental illness, and is discouraged for common use (use gay or lesbian instead).

- **Intersex** | An umbrella term used to describe a wide range of natural bodily variations. In some cases, these traits are visible at birth, and in others, they are not apparent until puberty. Some chromosomal variations of this type may not be physically apparent at all.
- **Lesbian** | A woman who is emotionally, romantically, or sexually attracted to other women.
- **LGBTQ** | An acronym for “lesbian, gay, bisexual, transgender, and queer.”
- **Living openly** | A state in which LGBTQ people are comfortably out about their sexual orientation or gender identity – where and when it feels appropriate to them.
- **Non-binary** | An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do.
- **Micro-aggressions** | Have been defined as brief and common daily verbal, behavioral, and environmental communications, whether intentional or unintentional, that transmit hostile, derogatory, or negative messages to a target person because they belong to a stigmatized group.
- **Outing** | Exposing someone’s lesbian, gay, bisexual, or transgender identity to others without their permission. Outing someone can have serious repercussions on employment, economic stability, personal safety, or religious or family situations.
- **Pansexual** | Describes someone who has the potential for emotional, romantic, or sexual attraction to people of any gender, though not necessarily simultaneously, in the same way or to the same degree.
- **Passing** | Transgender people being accepted as, or able to “pass for,” a member of their self-identified gender identity (regardless of sex assigned at birth) without being identified as transgender. An LGB/queen individual who is believed to be or perceived as straight.
- **Queer** | A term people often use to express fluid identities and orientations. Often used interchangeably with "LGBTQ." An umbrella term to describe someone who isn’t straight and/or cisgender.
- **Questioning** | A term used to describe people who are in the process of exploring their sexual orientation or gender identity.
- **QUILT BAG** | Queer [or Questioning] Undecided Intersex Lesbian Trans Bisexual Asexual [or allied] and Gay [or Genderqueer].
- **Romantic attraction** | A capacity that evokes the want to engage in romantically intimate behavior (e.g., dating, relationships, marriage), experienced in varying degrees (from little-to-none, to intense). Often conflated with sexual attraction, emotional attraction, and/or spiritual attraction.
- **Sexual attraction** | A capacity that evokes the want to engage in sexually intimate behavior (e.g., kissing, touching, intercourse), experienced in varying degrees (from little-to-none to intense). Often conflated with romantic attraction, emotional attraction, and/or spiritual attraction.

- **Same-gender loving** | A term some prefer to use instead of lesbian, gay, or bisexual to express attraction to and love of people of the same gender.
- **Sex assigned at birth** | The sex (male or female) given to a child at birth, most often based on the child's external anatomy. This is also referred to as "assigned sex at birth."
- **Sexual orientation** | An inherent or immutable enduring emotional, romantic, or sexual attraction to other people.
- **Straight** | A person who is primarily emotionally, physically, and/or sexually attracted to some people who are not their same sex/gender. A more colloquial term for the word heterosexual.
- **Transgender** | An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.
- **Transphobia** | The fear and hatred of, or discomfort with, transgender people.
- **Difference between sexual orientation and gender identity:** A person's gender identity is fundamentally different from and not related to their sexual orientation. A person identifying as trans does not predict or reveal anything about their sexual orientation. A trans person may identify as gay, lesbian, queer, straight, or bisexual – their sexual orientation varies just as much as people who do not identify as trans.

Pronoun and Gender Resources

- How to React When Someone Comes Out

https://www.instagram.com/p/CB_8TjfhBXv/

Reminder: trans and queer people often have to "come out" every day.

- A Little Intro to Non-Binary (Revised)

<https://www.instagram.com/p/CCquZIGB0np/>

- How to do better at getting pronouns right

<https://www.instagram.com/p/CCnv1tYnX0Z/>

Race

Definitions:

- **Acceptance** - the action or process of being received as adequate or suitable, typically to be admitted into a group. "you must wait for acceptance into the club"
- **Bias** - prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.
- **Discrimination** - Unfavorable or unfair treatment towards an individual or group based on their race, sex, color, religion, national origin, age, physical/mental abilities, or sexual orientation.
- **Diversity** - Psychological, physical, and social differences that occur among any and all individuals, such as race, ethnicity, nationality, religion, economic class, age, gender, sexual orientation, mental and physical ability, and learning styles. A diverse group, community, or organization, is one in which a variety of social and cultural characteristics exist.

- **Equity** - Fairness and justice, especially pertaining to rights and protection under the law.
- **Equality** - the state of being equal, especially in status, rights, and opportunities. "an organization aiming to promote racial equality"
- **Glass Ceiling** - Term used to describe the "unseen" barrier that prevents women and people of color from being hired or promoted beyond a certain level of responsibility, prestige, or seniority in the workplace.
- **Harassment** - Unwelcome, intimidating, or hostile behavior.
- **Micro-aggressions** - have been defined as brief and common daily verbal, behavioral, and environmental communications, whether intentional or unintentional, which transmit hostile, derogatory, or negative messages to a target person because they belong to a stigmatized group.
- **Multiculturalism** - Theory and practice that promotes the peaceful coexistence of multiple races, ethnicities, and cultures in each society, celebrating and sustaining language diversity, religious diversity, and social equity.
- **Oppression** - Severe exercise of power and subjugation that works to privilege one group and disadvantage another.
- **Race** - A grouping of human beings based on a shared geographic dispersion, common history, nationality, ethnicity, or genealogical lineage. Race is also defined as a grouping of human beings determined by distinct physical characteristics that are genetically transmitted.
- **Racism** - Racism can be understood as individual and institutional practices and policies based on the belief that a particular race is superior to others. This often results in depriving certain individuals and groups of certain civil liberties, rights, and resources, hindering opportunities for social, educational, and political advancement.
- **Reverse Discrimination** - A term used by opponents of affirmative action who believe that these policies are causing members of traditionally dominant groups to be discriminated against.
- **Tolerance** - Recognition and respect of values, beliefs, and behaviors that differ from one's own.

Links

- Dismantle Collective Resources - <https://www.dismantlecollective.org/resources/>
- Anti-Racism Resources for Parents and Kids - <https://www.healthline.com/health/parenting/anti-racism-resources-for-parents-and-kids>
- Teaching Anti-Racism: Resources for Educators - <https://www.thoughtco.com/teaching-anti-racism-4149582>
- Anti-Racist Ally Resources for White People - <https://www.wellandgood.com/good-advice/anti-racist-ally-resources/>
- 10 Novels by Black Authors That Everyone Should Read - <https://www.wellandgood.com/good-advice/novels-by-black-authors/>
- The Benefits of Healthy Anger and How to Use It for Anti-Racism - <https://www.wellandgood.com/good-advice/anger-is-healthy/>

- Anti-Racism Resources for Educators, Parents and Kids - <https://www.goodgoodgood.co/anti-racism-resources>
- Teaching and Learning About Race and Racism - <https://naeyc.org/resources/pubs/yc/may2018/teaching-learning-race-and-racism>
- 11 Facts About Racial Discrimination - <https://www.dosomething.org/us/facts/11-facts-about-racial-discrimination>
- Corporate America Has Failed Black America - <https://www.nytimes.com/2020/06/06/business/corporate-america-has-failed-black-america.html>
- A Letter to Roy: He's the Black Guy in My Pictures - <https://scotloyd.blog/2020/06/11/a-letter-to-roy-hes-the-black-guy-in-my-pictures/>
- Racism, Anti-Racism and Sport - <https://www.tandfonline.com/doi/abs/10.1080/11745398.2020.1769487?journalCode=ra-nz20>
- A Kids Book About Racism - <https://akidsbookabout.com/products/a-kids-book-about-racism>
- Why I Stand: For Black Lives Matter, and To Stand Against White Supremacy - <https://www.nydailynews.com/news/national/king-stand-star-spangled-banner-article-1.2770075>
- Books That Teach White Children and Teens How to Undo Racism and White Supremacy - <https://www.charisbooksandmore.com/books-teach-white-children-and-teens-how-undo-racism-and-white-supremacy>
- Where to Find Diverse Children's Books - <https://www.embracerace.org/resources/where-to-find-diverse-childrens-books>
- Anti-Racism Learning: Training and Education - <https://www.enrichchi.org/antiracism-learning>
- Addressing Racial Equity in Your Organization - https://thenationalcouncil-org.zoom.us/webinar/register/rec/WN_2D81hjFLQeGzJAv9mgu5lQ?meetingId=2uFNAZ3x9D1JXYn_q3_5Bbx9D4q-aaa80yEYqaVbn0ytd--mHEcex3GJmfR54ttp&playId=75N_d-irrGk3SNKXtgSDV_AtW43pevms2iAa_fMEnku8AndSNgWvb-MXYeQE6u-eyPRGvlqB69NOAbN9&action=play&x_zm_rtaid=ZSC

Movies

- <https://www.netflix.com/title/80091741>
A Netflix original documentary: 13th directed by Ava DuVernay (Director of Selma)
- <https://www.amazon.com/Eyes-Prize-PBS-Mini-Boxed/dp/6303674992> - Eyes on the Prize miniseries
- <https://www.imdb.com/title/tt11734316/> - Black Wallstreet
- <https://www.history.com/topics/civil-rights-movement/black-panthers> - black panther movement
- Just Mercy: [IMDb link for Just Mercy \(2019\)](#).

- When They See Us: [IMDb link for When They See Us \(TV Mini Series 2019\)](#).
- The Color of Fear: [IMDb link for The Color of Fear \(1994\)](#).
- I'm Not Racist Am I?: [IMDb link for I'm Not Racist... Am I? \(2014\)](#).
- BOSS: The Black Experience in Business: [IMDb link for Boss: The Black Experience in Business \(2019\)](#).
- Slavery by Another Name: [IMDb link for Slavery by Another Name \(TV Movie 2012\)](#).
- Reconstruction: [IMDb link for Reco](#)
- [White Lies We Tell Our Children](#), Colin Stokes
- [The Enduring Myth of Black Criminality](#), Ta-Nehisi Coates via The Atlantic
- [How to Have a Voice and Lean Into Conversations on Race](#), Amanda Kemp
- [The Future of Race in America \(on The New Jim Crow: Mass Incarceration in the Age of Colorblindness\)](#), Michelle Alexander
- [A Conversation with Black Women on Race](#), New York Times Op-Docs Series
- [A Conversation with White People about Race](#), New York Times Op-Docs Series
- [How Race Settled the Suburbs](#), Upworthy (Adam Ruins Everything)
- [Equity vs Equality](#), Carneades

Hash Tag Movements:

#DoBetter

- **Books:**
- [All Are Welcome by Alexandra Penfold](#)
- [Hair Love by Matthew A. Cherry](#)
- [Dream Big, Little One by Vashti Harrison](#)
- [I Love My Hair! by Natasha Anastasia Tarpley](#)
- [Can I Eat That? by Joshua David Stein](#)
- [Last Stop on Market Street by Matt de la Peña](#)
- [I Am Enough by Grace Byers](#)
- [The Big Umbrella by Amy June Bates](#)
- [How to Be an Antiracist by Ibram X. Kendi](#)
- [Stamped from the Beginning: The Definitive History of Racist Ideas in America by Ibram X. Kendi](#)
- [A Kid's Book About Racism by Jelani Memory](#)
- [Courageous Conversations About Race by Glenn Singleton](#)
- "Race Amity: A Primer on America's Other Tradition" by the National Center for Race Amity.
- [White Privilege: Essential Readings on the Other Side of Racism by Paula Rothenberg](#)
- [Woke Church by Eric Mason](#)
- [White Fragility by Robin DiAngelo](#)
- "Privilege: Power and Difference" by Allan Johnson - [Publisher Link](#)

- "Privilege: A Reader" by Michael Kimmel & Abby Ferber - [Publisher Link](#)
- "Raising Race Questions" by Ali Michael - [Author's Website](#)
- "The New Jim Crow: Mass Incarceration in the Age of Colorblindness" by Michelle Alexander - [Publisher Link](#)
- "Just Mercy" by Bryan Stevenson - [Bookshop Link](#)
- "America's Original Sin" by Jim Wallis - [Author's Website](#)
- "Slavery by Another Name" by Douglas Blackmon - [Publisher Link](#)
- "When Affirmative Action Was White" by Ira Katznelson - [Publisher Link](#)
- "So You Want to Talk About Race" by Ijeoma Oluo - [Publisher Link](#)
- "The Color of Law" by Richard Rothstein - [Publisher Link](#)

- "White Awake: An Honest Look at What It Means to Be White" by Daniel Hill - [Christianbook Link](#)

- "Empire of Cotton: A Global History" by Sven Beckert - [Publisher Link](#)

- "Slavery's Capitalism: A New History of American Economic Development" by Sven Beckert and Seth Rockman - [Publisher Link](#)

- "The Business of Slavery and the Rise of American Capitalism, 1815–1860" by Calvin Schermerhorn - [Publisher Link](#)