

MEMO

Attachment D



Date: November 6, 2020

To: Board of Directors

From: Patrice Borders & Maria White, Antiracism Advisory Committee Co-Chairs

Subject: Antiracism Book Discussion

At the September board meeting, the new formed Antiracism Advisory Committee suggested that we begin our journey together by reading and discussing two books:

1. *White Fragility: Why It's So Hard for White People to Talk About Racism* by Robin Diangelo – available on Amazon for \$9.60
2. *How To Be An Antiracist* by Ibram X. Kendi – available on Amazon for \$16.20

We will begin with *White Fragility* at our November 17 board meeting. Since the time will be limited, we have scheduled a “Part 2” discussion on this book on December 8, 4:00–6:00 pm. To prepare for the discussions in November and December, we are attaching a study guide (Attachment E), which may help you as you read the book.

In our January 26 board meeting, we will begin the discussion on *How To Be An Antiracist*. The second part of this discussion will take place on February 9, 4:00–6:00 pm.

Our intention in holding these discussions is to:

- Explore language, definitions, and conceptual frameworks for understanding racism and antiracism.
- Learn about the impact of racism on ourselves and others.
- Deepen our understanding of systems of oppression and privilege.
- Identify our own blind spots and biases.
- Share our lived experiences with each other in a vulnerable and authentic way.

We recognize that this is far from easy work, but we are Girl Scouts – we believe in sisterhood, justice, and fairness – and we are in it for the long haul. Thank you for engaging on this path with us.

