



[Photo: @endeavors_oakland/Instagram](#) Black Lives Matter street mural spanning three blocks of Broadway

Black Lives Matter Support and Education

This document was compiled by members of OakDOT's Racial Equity Team to help members of our community expand their learnings on the systematic oppression of Black people in this country and in our own and beloved City of Oakland. Police violence has led to the tragic murders of George Floyd, Breonna Taylor, Ahmaud Arbery and so many others. In Oakland, eleven years ago, Oscar Grant was killed by a BART police officer who shot him in the back. Oakland has battled with the injustice of anti-blackness for decades. Many of these issues originated with the city government itself, like the construction of the I-880 freeway through the heart of the African American community which introduced the residents to massive pollutant burdens and cut the area off from Downtown.

In the nearly two months that have followed George Floyd's death, police forces have been [disbanded](#) or seen [reform](#), cities have announced plans for [reparations](#), editors who advance racist rhetoric have [resigned](#), and confederate statues have [toppled](#).

This document is a call to action for all City of Oakland public servants to actively combat these injustices by supporting Black-owned businesses, volunteering or donating to organizations working to dismantle different aspects of anti-Blackness, and using our power as City staff to affect change in our city.

By the Numbers

African American/Black people are **8 times** more likely than Asian/White people and about 3 times more likely than Latinx people to experience a **discretionary stop** by an Oakland Police Department (OPD) officer.

African American/Black people are **24 times** more likely than White people, 17 times more than Asians, and 3 times more than Latinos to experience **use of police force**.

African Americans are **twice as underrepresented compared to the population of Oakland residents among OPD sworn staff as White people**. White people are greatly overrepresented in OPD with a rate of 246.1 White sworn staff per 100,000 White people in

Oakland. African Americans were the least well represented with only 129.9 African American sworn staff per 100,000 African American people in Oakland.

Data from [Oakland Equity Indicators Report](#), which quantifies the racially based economic and social inequities that have resulted from historic and continuing systematic discrimination through six themes that cover broad areas of people's lives (Economy, Education, Public Health, Housing, Public Safety, and Neighborhood and Civic Life). Explore the report with [this](#) website.

Keep Racial Equity at the Forefront of Your Work

Center and elevate the voices and solutions of Black and POC folks in our field

"If you want to ban cars, *start by banning racism*. Planners should make an intentional effort to address scarcity across all modes of transportation so as to empower freedom of movement and choice in mobility" - **Dr. Destiny Thomas**, read their [work](#), [twitter](#)

"For nearly every injustice in the world, there is an architecture that has been planned and designed to perpetuate it." - **Bryan Lee Jr.**, read their [work](#)

"It is our ethical duty to listen to and build safe communities for Black and marginalized residents, who are asking for justice, redress and reparations. Planners, elected officials and lovers of cities can answer their call by lifting their knee from their necks, to help them "breathe" and help them live." - **Amina Yasin**, read their [work](#), [twitter](#)

"Those in power must change, relinquish some of their power, and get out of the way to make room for those who are ready to lead and are equipped to identify anti-black practices and policies." - **Tamika Butler**, read their [work](#), [twitter](#)

Keith Benjamin - Director of Charleston Department of Traffic & Transportation [twitter](#)

Ariel, Brytanee, Margo, Nicole, Amina - editors of [At The Intersections](#)

Jay Pitter - author and placemaker [twitter](#)

Kristen Jeffers - Editor-in-Chief of [The Black Urbanist](#), subscribe to her [Newsletter](#)

As workers for the City of Oakland, it's our duty to examine our own power and privilege in everything we do. Let's hold ourselves accountable.

1. Create and seek out "brave spaces" to explore the role of power in your work.

Brave spaces are intentional environments and settings that facilitate the courageous, uncomfortable, and honest exploration of social categorizations — race, ethnicity, class, gender identity and physical ability.

2. Understand the role that power plays in your work
 - What is the problem I'm trying to solve?
 - What decisions, policies, and practices have historically contributed to the problem? What is the root cause of the problem?
 - Are the people most affected by this problem represented in the decision-making process?
 - What is the formal and informal, the visible and invisible, decision-making or governance structure shaping the problem?
3. Analyze, challenge privilege and speak up
 - What are the areas of life in which you hold privilege?
 - What are the cycles, actions, and processes we repeat regardless of the outcome?
 - Does a new protocol or procedure worsen or help existing disparities?

Adapted from [Steps for Examining Power and Privilege in Support of Healthy and Inclusive Communities](#)

Resources to help you center equity in your work at OakDOT

- Join the [OakDOT Race and Equity Team \(RET\)](#)! Contact Julieth Ortiz, JOrtiz@oaklandca.gov to learn more about how you can get involved with one of the five subcommittees (Capacity Building, Community Engagement, Data Analytics, Digital Services, Recruitment & Retention).
- [Geographic Equity Toolbox](#) The Oakland Equity Map identifies priority neighborhoods through a weighted combination of seven factors (race, income, disability status, educational attainment, age, single parent households, and rent burden). You can visualize and compare the geographic distribution of these factors as well as others relevant to displacement, pollution burden, and traffic safety with the online map application.
- [Department of Race and Equity \(DRE\) Resources to Report Discrimination](#)
- [DRE's Resource on Applying a Racial Equity Framework](#)
- [American Planning Association \(APA\) Equity Resources](#)
- [National Association of City Transportation Officials \(NACTO\) Equity Resources](#)
- [Learn to receive feedback!](#)

Volunteer or Donate in Oakland/Bay Area

[People's Breakfast Oakland](#) provides food and sanitary supplies to unsheltered people in Oakland as well as bail assistance for Black protesters

[Ella Baker Center](#) is organizing to shift resources away from prisons and punishment and towards safer and healthier communities. Working on changing local and state policies. [DONATE](#) [Volunteer](#)

[Critical Resistance](#) is a national network with an Oakland chapter building a movement to abolish the prison industrial complex and increase access to basic necessities. [DONATE](#) [Volunteer](#)

[Planting Justice](#) is an Oakland-based organization that built over 450 edible permaculture gardens in the Bay Area to increase access to nutritious food in low-income communities of color, created dozens of green jobs for formerly incarcerated individuals, and develops food justice curriculum for high schools. Buy plants from their [nursery](#) or [donate!](#)

[Black Earth Farms](#) is a grassroots Pan African and Pan Indigenous Farming Collective in the East Bay. [Instagram](#) [DONATE](#)

[The Oakland Black Business Damage Fund](#)'s mission is to stabilize Oakland's Black business ecosystem and provide critical infrastructure for future investment and growth, while paving the way for Black entrepreneurs to lead Oakland's new economic paradigm. [DONATE](#)

The following organizations are excerpted from a [list](#) compiled by SURJ (Showing Up for Racial Justice), a multi-racial community organizing group in Oakland. Visit their website to be connected to organizations working on behalf of victims of Bay Area police murders, displacement & gentrification issues, as well as many other useful resources.

[Anti Police-Terror Project \(AFTP\)](#) is a group of concerned and committed institutions, organizations and individuals committed to end state-sanctioned murder of Black, Brown & Poor People. [Facebook](#)

[Black Alliance for Just Immigration \(BAJI\)](#) educates and engages African American and Black immigrant communities to organize and advocate for racial, social and economic justice. [DONATE](#)

[**Black Lives Matter**](#) is rooted in the experiences of Black people in this country who actively resist dehumanization. #BlackLivesMatter is a call to action and a response to the virulent anti-Black racism that permeates society. [Local\(Facebook\)](#) [DONATE](#)

[**BlackOut Collective**](#) is a Black direct action collective that provides on the ground support, training, and the opportunity for deep space visioning. [Facebook](#) [DONATE](#)

[**Black Youth Project 100 \(BYP 100\)**](#) is an organization of Black 18-35 year olds, dedicated to creating justice and freedom for all Black people. BYP100 envisions a world where all Black people have economic, social, political and educational freedom. [DONATE](#)

[**Community Ready Corps \(CRC\)**](#) is an organization that works for self determination in disenfranchised communities in Oakland, CA. [Facebook](#) [DONATE](#)

[**Black Organizing Project**](#) is reviving the spirit of Oakland's Black community through relationship building, leadership development, political education and policy-change. [DONATE](#)

Take Action

Donate Credit Card or Travel Reward Points

Visit your credit card company's rewards website (this [list](#) can help direct you to the appropriate destination) to learn how to donate your points to any BLM-related organization of your choosing.

Support Black-Owned Businesses

All Essentials

[Bay Area Black Market](#) - Platform that allows you to filter Black-owned stores based on category (Apparel, Home, Beauty, etc.) and locate online or physical establishments that have the items you need.

[Bay Area Organization of Black Owned Businesses Directory](#) - Alphabetized list of Black-owned businesses in the Bay Area.

[WeBuyBlack Website](#) - Website for small Black-owned businesses to sell household goods ranging from Books to Jewelry to Children's Toys

Food

[EatOkra App](#) - Crowdsourced application that recommends Black-owned restaurants near you

[List of Black-owned eateries in Berkeley and Oakland open for takeout](#) (with addresses and website links)

[Black-owned Restaurants in the Bay Area](#) (with city, cuisine, delivery options, phone, and website information)

Support Black Leaders

If you like reading, follow [Black authors](#); if you're into fashion, follow [Black designers](#); if you love music, listen to [Black artists](#).

Vote

Systemic change can only happen if people in political roles from the local to the national level are committed.

See who represents Oakland now [here](#). Oakland's next election, the General Municipal Election, is on **November 3, 2020**. Five City Council positions, four School Board District positions, and the City Attorney position will be up for election (view who's running [here](#)). All registered voters will receive mail-in ballots as per executive direction by Governor Gavin Newsom. [Verify](#) your voter status and **[register to vote by October 19th](#)**.

View the status of legislative reform in the House and the Senate [here](#)

Streaming

<https://www.youtube.com/watch?v=WKo8OrBdLz8>

100% of advertising revenue generated by this Hip Hop Music stream will be donated to Black Lives Matter

Learn More

Reading

[Justice in June](#)

Calendar of action items for a commitment of 10, 25, or 45 minutes per day to watch, read, listen, and act in order to become a better ally.

[Letters for Black Lives](#)

Multilingual resources aimed at creating a space for open and honest conversations about racial justice, police violence, and anti-Blackness in immigrant families and communities of color.

[A Call of Courage](#)

Jay Pitter's letter to urbanists to learn more about the history of anti-Black racism and urbanism, including recommendations and a resource package with readings and concrete action steps.

Articles (some taken from [#Blacklivesmatter](#) document)

Transportation and Urban Planning Related

['Safe Streets' Are Not Safe for Black Lives](#)

by Destiny Thomas

[Detroit. New Orleans. D.C. Predatory Cities](#)

[Are on the Rise.](#) by Bernadette Atuahene

[A Tale of Two Truths: Transportation and](#)

[Nuance in the Time of COVID-19](#) by Ariel Ward

[NACTO Streets for Protest Guide](#)

[Black Landscapes Matter](#) by Kofi Boone

[America's Cities Were Designed to Oppress](#)

by Bryan Lee Jr.

[Why We Must Talk About Race When We](#)

[Talk About Bikes](#) by Tamika Butler

[Placemaking When Black Lives Matter](#) by Annette Koh

[To build safe streets, we need to address racism in urban design](#) by Hanna Love and Jennifer S. Vey

[Poor and black 'invisible cyclists' need to be part of post-pandemic transport planning too](#) by Julian Agyeman

[Whose Streets? Black Streets](#) by Amina Yasin

[White People Don't Recognize Black](#)

[Middle Class Neighborhoods](#) by James Brasuell

All Topics (some taken from [#Blacklivesmatter](#) document)

[Stop Killing Us: A Real Life Nightmare](#) by Tamika Butler

[Who Gets to Be Afraid in America?](#) by Dr. Ibram X. Kendi

[The 1619 Project \(all the articles\) | The New York Times Magazine](#)

[The Intersectionality Wars](#) by Jane Coaston

[The Combahee River Collective Statement](#)

For White People

[“Where do I donate? Why is the uprising violent? Should I go protest?”](#) by Courtney Martin

[White Privilege: Unpacking the Invisible Knapsack](#) by Peggy McIntosh

[Tips for Creating Effective White Caucus Groups](#) by Craig Elliott PhD

Additional reading is available in the [Anti-racism resources for white people document](#).

The Protests

[Waiting for a Perfect Protest?](#) By Michael McBride, Traci Blackmon, Frank Reid and Barbara Williams Skinner

[Protesting Racism Versus COVID-19: ‘I Wouldn’t Weight These Crises Separately’](#) by Bill Chappell

[Oakland’s Curfew in Context: The long history of curfews against anti-racist movements](#) by Jacob Simas

Understanding Abolishment

[Yes, We Mean Literally Abolish the Police](#) by Mariame Kaba

[What are we talking about when we talk about a “police-free future”?](#)

[Ella Baker and the Black Freedom Movement - Mentoring a New Generation of Activist](#)

Books

Transportation and Urban Planning Related

[Race for Profit: How Banks and the Real Estate Industry Undermined Black Homeownership](#) by Keeanga-Yamahtta Taylor

Following a wave of urban uprisings in the 1960s, the Housing and Urban Development Act of 1968 was passed to end the widespread practice of redlining. Taylor tells the story of how the Act opened the door for racist, exploitative mortgage lending practices that led to an explosion of foreclosures in Black communities across the country.

[A Terrible Thing To Waste: Environmental Racism And Its Assault On The American Mind](#) by Harriet A. Washington

Washington argues that the deadly living and working situations created by environmental racism are not only causing physical injuries but also cognitive decline in communities of color.

[The Next American Revolution: Sustainable Activism for the Twenty-First Century](#) by Grace Lee Boggs and Scott Kurashige

Grace Lee Boggs, a social justice advocate with nearly 75 years of experience in every social movement of America's recent history, from civil rights to environmentalism lays out her vision for radical social change and, "alternative modes of work, politics, and human interaction."

For more see this list curated by architects who specialize in equity and justice: [5 essential books to read on making cities anti-racist](#)

All Topics (see [#Blacklivesmatter](#). document)

Podcasts and Webinars

- [Intersectionality Matters!](#) by Kimberle Crenshaw
- [Justice in America](#) by Josie Duffy Rice
- [Floodlines](#) by Vann R. Newkirk II
- [What's needed to address anti-Black racism in urban planning?](#) Webinar facilitated by Jay Pitter
- [Untokening webinars](#)

