

Health Care for the Homeless Affinity Groups Resources & Toolkit



Getting starting and further information

1. Racial Identity Caucuses
<https://edibleschoolyard.org/sites/default/files/resource%20library/RacialIdentityCaucus.pdf>
2. Affinity Group Framework
https://gwn.govt.nz/assets/Resources/International/FSU_Affinity_Group_Framework.pdf
3. 10 Steps to Creating an Affinity Group at Work (Plus, When to Do It)
<https://fairygodboss.com/career-topics/affinity-group>
4. How to Start an Affinity Group at Work, According to Real People Who Did It
<https://www.themuse.com/advice/how-to-start-an-employee-resource-affinity-group-in-the-workplace>
5. Toolkit for establishing affinity groups
<https://www.uspto.gov/sites/default/files/documents/Affinity%20groups%20toolkit%202020.pdf>

General Tools (from racialequitytools.org)

1. King County Public Health HCHN Racial Caucusing Report 2019, Bernardo Ruiz, Anita Garcia Morales, et al., Racing to Equity Consulting Group; Health Care for the Homeless Network
<https://kingcounty.gov/depts/health/locations/homeless-health/healthcare-for-the-homeless/~media/depts/health/homeless-health/healthcare-for-the-homeless/documents/racial-caucusing-report-2019.ashx>
2. A Space to be Whole: A Landscape Analysis of Education-Based Racial Affinity Groups in the U.S., Dr. April Warren-Grice, Black Teacher Project and Liberated Genius
https://static1.squarespace.com/static/5c01b0d6b98a78f723592deb/t/60fee815702130399ad065fa/1627318296163/BTP+Landscape_Analysis_Racial_Affinity_US_2021.pdf
3. Dismantling Racism Resources, Action Alliance, Community Solutions to Sexual and Domestic Violence: Virginia
<https://www.communitysolutionsva.org/index.php/resources/item/dismantling-racism-resources>
4. Caucuses As A Racial Justice Strategy: What We Have Learned, JustLead Washington
<https://justleadwa.org/wp-content/uploads/2019/07/Caucuses-as-a-Racial-Justice-Strategy-JustLead-WA.pdf>
5. Being Mindful of Race: Guidelines for Forming Racial Affinity Groups, Ruth King
<https://ruthking.net/wp-content/uploads/2016/09/AffinityGroupGuidelinesRevDec2016-1.pdf>
6. Dialogue for Affinity Groups: Optional Discussions to Accompany Facing Racism in a Diverse Nation, Carolyn Miller Abdullah and Susan McCormack, Everyday Democracy
https://drive.google.com/file/d/1wgYSJmly29P9hZKyShxRI_EC2cTzcTK_/view

Facilitation Resources

1. REHI Organizational Race Equity Toolkit, Washington Race Equity and Justice Initiative:
<https://justleadwa.org/wp-content/uploads/2020/11/REJI-Toolkit-v2-Final-2020-3.pdf>
2. The Shape of Trust

<https://www.seattle.gov/Documents/Departments/RSJI/Shape-of-Trust/Shape-of-Trust-Video-Facilitation-Guide-September-2021.pdf>

3. Racial Affinity Groups: Guide for Facilitators
<https://www.greatschoolspartnership.org/resources/educational-equity/racial-affinity-groups-guide-for-facilitators/>
4. Facilitator Toolkit
<https://www.nj.gov/education/AchieveNJ/teams/strat14/FacilitatorToolKit.pdf>
5. Facilitation guides, tools & techniques
<https://learningforsustainability.net/facilitation/>

Resources for Black, Indigenous, and Other People of Color (BIPOC) Affinity Groups

(from racialequitytools.org)

1. Race Caucusing in an Organizational Context: A POC's Experience, Kad Smith, CompassPoint
<https://www.compasspoint.org/blog/race-caucusing-organizational-context-poc%E2%80%99s-experience>
2. Why People of Color Need Spaces Without White People, Kelsey Blackwell, The Arrow
<https://arrow-journal.org/why-people-of-color-need-spaces-without-white-people/>
3. BIPOC Caucus
<https://www.culturalheritage.org/membership/committees/equity-and-inclusion/equity-inclusion-resources/affinity-groups/bipoc-caucus>

Resources for White Affinity Groups (from racialequitytools.org)

1. Communications Guidelines for a Brave Space, Alliance of White Anti-Racists Everywhere, LA:
<https://static1.squarespace.com/static/581e9e06ff7c509a5ca2fe32/t/58f25fa937c58130853337df/1492279209799/04+AWARE-LA+Brave+Space+Guidelines+and+History.pdf>
2. Structural Racism and Community Building, The Aspen Institute:
<https://drive.google.com/file/d/1JofF6KZIA5-CVaOoZV9m-zFgBrDM4cKf/view>
3. White Anti-Racist Culture Building Toolkit, AWARE-LA
<https://www.awarela.org/toolkit>
4. Tips for White Trainers Leading Multi-Racial Groups, Celia Kutz, Training For Change
https://www.trainingforchange.org/training_tools/tips-for-white-trainers-leading-multi-racial-groups/
5. Becoming an Anti-Racist White Ally: How a White Affinity Group Can Help, Ali Michael and Mary C. Conger, University of Pennsylvania, Perspectives on Urban Education
<https://drive.google.com/file/d/1Hw63nY3Wqc4tAU-iVbRojkCOVLGedr7W/view>
6. Building an Effective White Caucus, Roots of Justice
<https://rootsofjusticetraining.org/wp-content/uploads/2014/11/white-caucus-faq.pdf>
7. Coalition of Anti-Racist Whites
<https://www.carw.org/>
8. Going to the Root: How White Caucuses Contribute to Racial Justice, Alex Vlasic, The Arrow
<https://arrow-journal.org/going-to-the-root-how-white-caucuses-contribute-to-racial-justice/>
9. Separatism, Paul Kivel
<http://paulkivel.com/resource/separtism/>
10. Tips for Creating Effective White Caucus Groups, Craig Elliott
<https://www.drcreigelliott.com/home/wp-content/uploads/2014/01/Guidelines-for-Effective-White-Caucuses.pdf>