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**From:** Aly Nutter  
**Sent:** Wednesday, June 3, 2020 11:33 AM  
**To:** Jessica Doriot; Caleb Bachelor; Ju'Riese Colon; Allison Cecchi; Allyson Anthony; Andrew Allan; Ashley Thompson; Bobby Click; Brent Struck; Brian Curtin; Brian E. Tomlinson; Bruce Smith; Catherine Johnson; Cynthia Mejia Colin; Dan Mills; Dan Zalesky; Daniel Kast; Dennis Evans; Elizabeth Calkins; Emily Bath; Eric Barreras; Eric Williams; Erin McConnell; Esther Johnson; Gavin Kiger; Grace Glaser; Gregg Found; Hannah Hinton; Heath Phillips; Hillary Keyes; Hope Brian; Jackie Gonzalez; Jen Cope; Jennifer Underwood; Jessie Polini; Jocelyn Shafer; Jordan Tillman; Julie Reebel; Katharine McMahon; Katie Hanna; Kayla James; Kurt Fabrizio; Kyle VanDusen; Laura Brown; Libby Bailey; Lindsay Perea; Liona Dean; Mariah Sloat; Martha Van Gelder; Melissa Vigil; Michael Chapman; Michael Henry; Mindy Heu; Mykelti Decker; Natasha Doorn; Natasha Mitchell; Nicole Johnson; Parker Stone; Paul C. Graf; Rebecca Bartlett; Richelle Rothman; Rosemary Davis; Ryan Lipes; Sarah Hatfield; Sarah Sykes; Serena Ahmad; Stephanie Zoesch; Tim Oxendahl; Vanessa Graziano  
**Subject:** RE: Everything

E-Mails obtained by  
Restoration News

If anyone is on the fence about joining the peaceful protests in downtown Denver, you're welcome to join me. If you haven't been to a protest before and are a little scared because of what you've seen in the media, no worries. We can observe/participate at your pace. 312-505-6834

**From:** Jessica Doriot <Jessica.Doriot@safesport.org>  
**Sent:** Wednesday, June 3, 2020 6:45 AM  
**To:** Caleb Bachelor <caleb.bachelor@safesport.org>; Ju'Riese Colon <juriese.colon@safesport.org>; Allison Cecchi <allison.cecchi@safesport.org>; Allyson Anthony <allyson.anthony@safesport.org>; Aly Nutter <Aly.Nutter@safesport.org>; Andrew Allan <Andrew.Allan@safesport.org>; Ashley Thompson <ashley.thompson@safesport.org>; Bobby Click <Bobby.Click@safesport.org>; Brent Struck <Brent.Struck@safesport.org>; Brian Curtin <Brian.Curtin@safesport.org>; Brian E. Tomlinson <brian.tomlinson@safesport.org>; Bruce Smith <Bruce.Smith@safesport.org>; Catherine Johnson <Catherine.Johnson@safesport.org>; Cynthia Mejia Colin <cynthia.mejiacolin@safesport.org>; Dan Mills <Dan.Mills@safesport.org>; Dan Zalesky <Dan.Zalesky@safesport.org>; Daniel Kast <Daniel.Kast@safesport.org>; Dennis Evans <dennis.evans@safesport.org>; Elizabeth Calkins <elizabeth.calkins@safesport.org>; Emily Bath <Emily.Bath@safesport.org>; Eric Barreras <eric.barreras@safesport.org>; Eric Williams <Eric.Williams@safesport.org>; Erin McConnell <erin.mcconnell@safesport.org>; Esther Johnson <esther.johnson@safesport.org>; Gavin Kiger <Gavin.Kiger@safesport.org>; Grace Glaser <grace.glaser@safesport.org>; Gregg Found <gregg.found@safesport.org>; Hannah Hinton <Hannah.Hinton@safesport.org>; Heath Phillips <heath.phillips@safesport.org>; Hillary Keyes <Hillary.Keyes@safesport.org>; Hope Brian <Hope.Brian@safesport.org>; Jackie Gonzalez <Jackie.Gonzalez@safesport.org>; Jen Cope <Jen.Cope@safesport.org>; Jennifer Underwood <Jennifer.Underwood@safesport.org>; Jessie Polini <jessie.polini@safesport.org>; Jocelyn Shafer <Jocelyn.Shafer@safesport.org>; Jordan Tillman <Jordan.Tillman@safesport.org>; Julie Reebel <julie.reebel@safesport.org>; Katharine McMahon <Katharine.McMahon@safesport.org>; Katie Hanna <katie.hanna@safesport.org>; Kayla James <kayla.james@safesport.org>; Kurt Fabrizio <Kurt.Fabrizio@safesport.org>; Kyle VanDusen <Kyle.VanDusen@safesport.org>; Laura Brown <Laura.Brown@safesport.org>; Libby Bailey <libby.bailey@safesport.org>; Lindsay Perea <lindsay.perea@safesport.org>; Liona Dean <liona.dean@safesport.org>; Mariah Sloat <Mariah.Sloat@safesport.org>; Martha Van Gelder <Martha.vangelder@safesport.org>; Melissa Vigil <Melissa.Vigil@safesport.org>; Michael Chapman <Michael.Chapman@safesport.org>; Michael Henry <michael.henry@safesport.org>; Mindy Heu <Mindy.Heu@safesport.org>; Mykelti Decker <mykelti.decker@safesport.org>; Natasha Doorn <Natasha.Doorn@safesport.org>; Natasha Mitchell

**From:** Jessica Doriot  
**Sent:** Wednesday, June 3, 2020 8:45 AM  
**To:** Caleb Bachelor; Ju'Riese Colon; Allison Cecchi; Allyson Anthony; Aly Nutter; Andrew Allan; Ashley Thompson; Bobby Click; Brent Struck; Brian Curtin; Brian E. Tomlinson; Bruce Smith; Catherine Johnson; Cynthia Mejia Colin; Dan Mills; Dan Zalesky; Daniel Kast; Dennis Evans; Elizabeth Calkins; Emily Bath; Eric Barreras; Eric Williams; Erin McConnell; Esther Johnson; Gavin Kiger; Grace Glaser; Gregg Found; Hannah Hinton; Heath Phillips; Hillary Keyes; Hope Brian; Jackie Gonzalez; Jen Cope; Jennifer Underwood; Jessie Polini; Jocelyn Shafer; Jordan Tillman; Julie Reebel; Katharine McMahon; Katie Hanna; Kayla James; Kurt Fabrizio; Kyle VanDusen; Laura Brown; Libby Bailey; Lindsay Perea; Liona Dean; Mariah Sloat; Martha Van Gelder; Melissa Vigil; Michael Chapman; Michael Henry; Mindy Heu; Mykelti Decker; Natasha Doorn; Natasha Mitchell; Nicole Johnson; Parker Stone; Paul C. Graf; Rebecca Bartlett; Richelle Rothman; Rosemary Davis; Ryan Lipes; Sarah Hatfield; Sarah Sykes; Serena Ahmad; Stephanie Zoesch; Tim Oxendahl; Vanessa Graziano  
**Subject:** RE: Everything

Emails obtained by  
Restoration News

Thank you for the message Ju'Riese! I thought I would also share this resource page with contains a LOT of resources including some for parents, which I have had a lot of my friends with children ask for. My cousin who works as a director in Oklahoma Schools and is way smarter than me provided it to me. And I have already started listening to some podcasts and following everyone that I wasn't already aware of on Social Media. We can all join together and be the change this country needs.

### Resources for white parents to raise anti-racist children:

- Books:
  - [Coretta Scott King Book Award Winners: books for children and young adults](#)
  - [31 Children's books to support conversations on race, racism and resistance](#)
- Podcasts:
  - [Parenting Forward podcast episode 'Five Pandemic Parenting Lessons with Cindy Wang Brandt'](#)
  - [Fare of the Free Child podcast](#)
  - [Integrated Schools podcast episode "Raising White Kids with Jennifer Harvey"](#)
- Articles:
  - [PBS's Teaching Your Child About Black History Month](#)
  - [Your Kids Aren't Too Young to Talk About Race: Resource Roundup from Pretty Good](#)
- The Conscious Kid: follow them on [Instagram](#) and consider signing up for their [Patreon](#)

### Articles to read:

- ["America's Racial Contract Is Killing Us" by Adam Serwer | Atlantic \(May 8, 2020\)](#)
- [Ella Baker and the Black Freedom Movement \(Mentoring a New Generation of Activists\)](#)
- ["My Life as an Undocumented Immigrant" by Jose Antonio Vargas | NYT Mag \(June 22, 2011\)](#)
- [The 1619 Project \(all the articles\) | The New York Times Magazine](#)
- [The Combahee River Collective Statement](#)
- ["The Intersectionality Wars" by Jane Coaston | Vox \(May 28, 2019\)](#)
- [Tips for Creating Effective White Caucus Groups developed by Craig Elliott PhD](#)
- ["Where do I donate? Why is the uprising violent? Should I go protest?" by Courtney Martin \(June 1, 2020\)](#)
- ["White Privilege: Unpacking the Invisible Knapsack" by Knapsack Peggy McIntosh](#)
- ["Who Gets to Be Afraid in America?" by Dr. Ibram X. Kendi | Atlantic \(May 12, 2020\)](#)

## Videos to watch:

- [Black Feminism & the Movement for Black Lives: Barbara Smith, Reina Gossett, Charlene Carruthers \(50:48\)](#)
- ["How Studying Privilege Systems Can Strengthen Compassion" | Peggy McIntosh at TEDxTimberlaneSchools \(18:26\)](#)

## Podcasts to subscribe to:

- [1619 \(New York Times\)](#)
- [About Race](#)
- [Code Switch \(NPR\)](#)
- [Intersectionality Matters! hosted by Kimberlé Crenshaw](#)
- [Momentum: A Race Forward Podcast](#)
- [Pod For The Cause \(from The Leadership Conference on Civil & Human Rights\)](#)
- [Pod Save the People \(Crooked Media\)](#)
- [Seeing White](#)

## Books to read:

- [Black Feminist Thought](#) by Patricia Hill Collins
- [Eloquent Rage: A Black Feminist Discovers Her Superpower](#) by Dr. Brittney Cooper
- [Heavy: An American Memoir](#) by Kiese Laymon
- [How To Be An Antiracist](#) by Dr. Ibram X. Kendi
- [I Know Why the Caged Bird Sings](#) by Maya Angelou
- [Just Mercy](#) by Bryan Stevenson
- [Me and White Supremacy](#) by Layla F. Saad
- [Raising Our Hands](#) by Jenna Arnold
- [Redefining Realness](#) by Janet Mock
- [Sister Outsider](#) by Audre Lorde
- [So You Want to Talk About Race](#) by Ijeoma Oluo
- [The Bluest Eye](#) by Toni Morrison
- [The Fire Next Time](#) by James Baldwin
- [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) by Michelle Alexander
- [The Next American Revolution: Sustainable Activism for the Twenty-First Century](#) by Grace Lee Boggs
- [The Warmth of Other Suns](#) by Isabel Wilkerson
- [Their Eyes Were Watching God](#) by Zora Neale Hurston
- [This Bridge Called My Back: Writings by Radical Women of Color](#) by Cherríe Moraga
- [When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America](#) by Ira Katznelson
- [White Fragility: Why It's So Hard for White People to Talk About Racism](#) by Robin DiAngelo, PhD

## Films and TV series to watch:

- 13th (Ava DuVernay) — Netflix
- American Son (Kenny Leon) — Netflix
- Black Power Mixtape: 1967-1975 — Available to rent
- Blindspotting (Carlos López Estrada) — Hulu with Cinemax or available to rent
- Clemency (Chinonye Chukwu) — Available to rent
- Dear White People (Justin Simien) — Netflix
- Fruitvale Station (Ryan Coogler) — Available to rent
- I Am Not Your Negro (James Baldwin doc) — Available to rent or on Kanopy
- If Beale Street Could Talk (Barry Jenkins) — Hulu
- Just Mercy (Destin Daniel Cretton) — Available to rent for free in June in the U.S.
- King In The Wilderness — HBO

- See You Yesterday (Stefon Bristol) — Netflix
- Selma (Ava DuVernay) — Available to rent
- The Black Panthers: Vanguard of the Revolution — Available to rent
- The Hate U Give (George Tillman Jr.) — Hulu with Cinemax
- When They See Us (Ava DuVernay) — Netflix

### Organizations to follow on social media:

- Antiracism Center: [Twitter](#)
- Audre Lorde Project: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Black Women's Blueprint: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Color Of Change: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Colorlines: [Twitter](#) | [Instagram](#) | [Facebook](#)
- The Conscious Kid: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Equal Justice Initiative (EJI): [Twitter](#) | [Instagram](#) | [Facebook](#)
- Families Belong Together: [Twitter](#) | [Instagram](#) | [Facebook](#)
- The Leadership Conference on Civil & Human Rights: [Twitter](#) | [Instagram](#) | [Facebook](#)
- MPowerChange: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Muslim Girl: [Twitter](#) | [Instagram](#) | [Facebook](#)
- NAACP: [Twitter](#) | [Instagram](#) | [Facebook](#)
- National Domestic Workers Alliance: [Twitter](#) | [Instagram](#) | [Facebook](#)
- RAICES: [Twitter](#) | [Instagram](#) | [Facebook](#)
- Showing Up for Racial Justice (SURJ): [Twitter](#) | [Instagram](#) | [Facebook](#)
- SisterSong: [Twitter](#) | [Instagram](#) | [Facebook](#)
- United We Dream: [Twitter](#) | [Instagram](#) | [Facebook](#)

### More anti-racism resources to check out:

- [75 Things White People Can Do for Racial Justice](#)
- [Anti-Racism Project](#)
- [Jenna Arnold's resources \(books and people to follow\)](#)
- [Rachel Ricketts' anti-racism resources](#)
- [Resources for White People to Learn and Talk About Race and Racism](#)
- [Save the Tears: White Woman's Guide by Tatiana Mac](#)
- [Showing Up For Racial Justice's educational toolkits](#)
- [The \[White\] Shift on Instagram](#)
- ["Why is this happening?" — an introduction to police brutality from 100 Year Hoodie](#)
- [Zinn Education Project's teaching materials](#)

*Document compiled by Sarah Sophie Flicker, Alyssa Klein in May 2020.*



#### **Jessica Doriot**

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**Subject:** Everything

Team –

I've been going back and forth about sending a message to you all day. Mainly because in 2020 I shouldn't have to write a message about racial injustice and the need for solidarity and hope. I also didn't want to be *that CEO* that sends a company-wide statement that "racism is bad". No shit.

But here I am. Here we are. In the midst of one of the most confusing, anger-filled, emotionally draining, days/weeks/months that we've all probably had in a really long time. And we're in the middle of a pandemic!

I wish I could tell you that I, along with all of your black and brown friends and colleagues are okay. But we aren't. We are hurting. Our friends and families are hurting.

Many of you have reached out offering support and asking what you can do for me and your colleagues. I wish I had the answer right now, but I don't. What I can tell you is that we appreciate your concern, your notes, and your offer to help and support. It really means a lot.

Like many of you, I've spent a lot of time reading and watching the news. And while most coverage just feeds my emotions, I have found some things quite helpful to not only better understand the context, but to also guide my personal involvement and support. I also found a Ted Talk that might be helpful to those who are also trying to figure out what to do next.

<https://ideas.ted.com/how-you-can-be-an-ally-in-the-fight-for-racial-justice/>

The Culture and Wellness committees met this morning so you'll be hearing from them soon. In the meantime, please continue checking-in, supporting, and showing-up for your colleagues. Now, more than ever, we need each other.

Stay safe,

Ju'Riese



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