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COUNSELING & CONSULTING

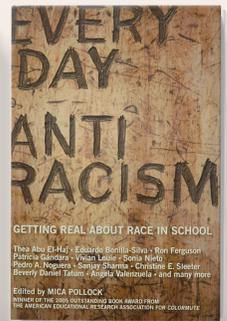
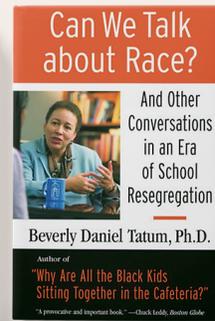
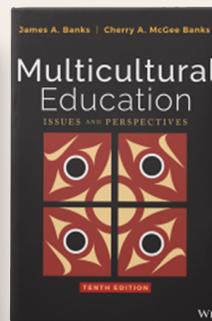
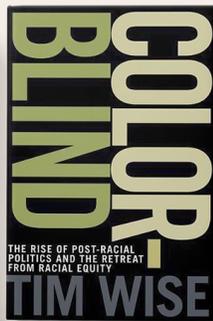
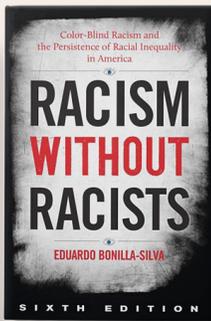
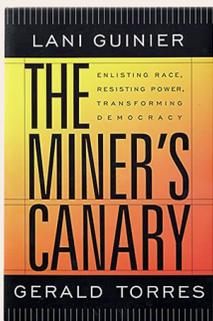
social justice. antiracism. healing.



Creating safety for others is essential, but it must not replace **the work on the self.**

Tiffany Thurmond, Founder & CEO

IDALTU COUNSELING & CONSULTING LLC



25 RECOMMENDED BOOKS ON DIVERSITY

our 25 recommended

BOOKS ON DIVERSITY

1. Can We Talk About Race?

Beverly Daniel Tatum, (President, Spelman College) | Beacon Press

Dr. Tatum's newest text is another must read for educators and parents. In this book she explores how racial identity (both the student's and the teacher's) affect learning. With her ABC Approach to Creating Inclusive Classrooms: Affirming Identity, Building Community and Cultivating Leadership, she shares with us a process for transforming our schools.

If you only have time to read one book on diversity issues in schools, this is the one.

[ACCESS BOOK ON AMAZON](#)

2. Why Are All The Black Kids Sitting Together in the Cafeteria? And Other Conversations About Race

Beverly Daniel Tatum, (President, Spelman College) | Basic Books

Beverly Tatum's theories on racial identity development in both white students and students of color are essential reading for anyone working with a multicultural student body.

[ACCESS BOOK ON AMAZON](#)

3. Everyday Anti Racism: Getting Real About Race in School

Edited by Mica Pollock | The New Press

Mica Pollock has collected over 50 essays from educators and scholars that offer concrete, practical advice on translating multicultural, anti-racist concepts into actual teaching and learning in the classroom. This is the text for you if you've ever said, "I believe in diversity and multicultural practice, but how do I DO it?"

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BOOKS ON DIVERSITY

4. Whistling Vivaldi And Other Clues to How Stereotypes Affect Us

Claude M. Steele | Norton & Co.

Dean of the School of Education at Stanford and social psychologist Claude Steele examines how cultural stereotypes impinge upon identity and self-confidence resulting in underperformance of talented students of color. Steele presents his life's research on what it's like to be stereotyped by gender, age, race, class, etc. and how "stereotype threat" can affect our performance in the classroom and on the job, especially by those who are intellectually gifted.

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5. Covering: The Hidden Assault on our Civil Rights

Kenji Yoshino | Random House

This NYU Law Professor combines his poetic personal story with astute legal analysis in examining how each of us "covers" who we really are to assimilate in our workplaces and communities, e.g. we change our names, mask a disability, minimize our faith, or downplay our family structures, etc. Yoshino maintains that we need a new model for civil rights in which we no longer compete for recognition of our differences, but come together in recognizing each of us needs to be who we authentically are.

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6. The Miner's Canary – Enlisting Race, Resisting Power, Transforming Democracy

Lani Guinier and Gerald Torres | Harvard University Press

Law Professors Guinier and Torres use the metaphor of the miner's canary in observing that the experience of people of color in our communities reveal to us what practices are working well in our institutions, for our whole population, and what is not. They go on to advocate that only with cross-racial coalitions can we empower people of all races to improve the quality of life for all Americans.

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BOOKS ON DIVERSITY

7. Racism Without Racists: Color-Blind Racism and the Persistence of Racial Inequality in the US

Eduardo Bonilla-Silva | Rowman and Littlefield

Professor of Sociology at Duke University, Bonilla-Silva exposes the polite arguments, coded phrases and myths those of us in the majority use that continue to perpetuate racial inequality in the US. The second edition of the book includes a chapter on racial stratification beyond black and white, and answers questions from readers of the first edition.

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8. Color Blind: The Rise of Post-Racial Politics and the Retreat from Racial Equity

Tim Wise | City Lights Books

One of our leading and most powerful national voices on white privilege, Tim Wise refutes the call for color-blind policies and the end of affirmative action programs in post-Obama America. Wise, who is white, asserts that racism is still an acute problem in education, employment, healthcare and housing, and advocates that we now need to be more, not less vigilant, on how race impacts equal opportunities.

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9. Blacks in the White Elite: Will the Progress Continue?

Richard Zweignhaft & G. William Domhoff | Rowman & Littlefield

This very readable sociological study of the A Better Chance program assesses the real upward mobility that results when lower income black and Latino students attend independent schools, the price they often pay for their success, and why they would do it again.

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BOOKS ON DIVERSITY

10. Race and Culture in the Classroom

Mary Dilg | Teachers College Press

An English teacher at The Latin School of Chicago chronicles what happens in her classroom when a diverse student body responds to multicultural initiatives at the school.

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11. Other People's Children

Lisa Delpit | The New Press

Lisa Delpit examines how white teachers communicate with children of color, (and vice versa) and how cultural contexts can impact the translation.

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12. Loose Canons – Notes on the Culture Wars

Henry Louis Gates, Jr. | Oxford University Press

This selection of essays on the academic “canon” by the Director of Harvard University’s W.E.B. DuBois Institute for African-American Research (particularly Chapter 6: “Integrating the American Mind”) raises the question, “How does something get to count as knowledge” to be valued and taught?

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13. Multicultural Education: Issues and Perspectives

James A. Banks | Allyn & Bacon

Often considered ‘the father of multicultural education,’ University of Washington Professor James Banks, provides an anthology of essays on multicultural issues focused on the topics of culture, race, gender, religion, ethnicity, language, physical and intellectual abilities.

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BOOKS ON DIVERSITY

14. Beyond the Whiteness of Whiteness: Memoir of a White Mother of Black Sons

Jane Lazarre | Duke University Press

This memoir of a white mother raising bi-racial children contains one of the best examples of how a well-intentioned white teacher, early in her career, uses language that takes on a different meaning within the cultural context of her students of color.

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15. Beyond Heroes and Holidays: A Practical Guide to K-12 Anti-Racist, Multicultural Education and Staff Development

Edited by Enid Lee, Deborah Menkart and Margo Okazawa-Rey | Teaching For Change

This is a practical interdisciplinary guide containing model lessons and readings to create curriculum that is both multicultural and anti-racist. In the words of the authors, multicultural education must “encourage academic excellence that embraces critical skills for progressive social change.”

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16. The Shape of the River: Long-Term Consequences of Considering Race in College and University Admission

William Bowen and Derek Bok | Princeton University Press

The authors, former presidents of Princeton and Harvard respectively, bring data based evidence to the issue of race-sensitive admissions policies to present a truly informed analysis to a debate that is often fueled by misinformation. While focused on college admissions, many of the observations are also applicable to independent schools' admissions processes.

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BOOKS ON DIVERSITY

17. Our Kind of People: Inside America's Black Upper Class

Lawrence Otis Graham | Harper Collins

Lawrence Graham provides a detailed history of America's well-established black elite. A must-read for anyone who works in independent schools, and particularly admissions offices, this book shatters all stereotypes about race and class in this country.

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18. Yellow – Race in America Beyond Black and White

Frank H. Wu | Basic Books

Frank Wu examines racial diversity in American with an Asian-American lens, confronting the myths of "the model minority" and "the perpetual foreigner." In his chapter on The Changing Face of America, Wu candidly discusses why most racially mixed marriages in the US are those between a European American man and an Asian or Asian/American woman, and the larger implications it has on American attitudes about race.

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19. Nicked and Dimed – On (Not) Getting By in America

Barbara Ehrenreich | Owl Books

This first-hand examination of Class in the U.S. finds journalist Barbara Ehrenreich taking jobs in Florida, Maine and Minnesota as a waitress, hotel maid, house cleaner, nursing home aide and Wal-Mart clerk, and discovering that working full-time in these fields does not pay enough for someone to rent an apartment, and other compelling revelations about "America's working poor." This is a wonderful book to use with older Middle School and Upper School students, as well as parents, to begin a conversation about class.

[ACCESS BOOK ON AMAZON](#)



our 25 recommended

BOOKS ON DIVERSITY

20. Honky

Dalton Conley | University of California Press

This autobiography by an NYU Sociology professor chronicles his own growing up as a poor, white child in the projects of Manhattan's Lower East Side. This excursion into the issues of race and class is filled with humor, heart and wisdom. This is also an excellent book for the classroom.

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21. How The Garcia Girls Lost Their Accents

Julia Alvarez | Algonquin Books

In this wonderful novella by Middlebury English Professor Julia Alvarez, the author fictionalizes her own family's immigration from the Dominican Republic to New York City, and what was lost and gained by each member in the process. This is another fine text to use with students.

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22. Half + Half – Writers on Growing Up Biracial +Bicultural

edited by Claudine Chiawei O'Hearn | Pantheon

These 18 essays by such authors as Gish Jen, Julia Alvarez, David Mura, Danzy Senna, and Bharati Mukherjee address the advantages and challenges of coming of age in bi-racial or bi-cultural families. The essays contain several examples that mirror the biracial experience in our schools, where this population continues to increase. These essays are enlightening for both faculty and students.

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our 25 recommended

BOOKS ON DIVERSITY

23. Mama's Boy; Preacher's Son

Kevin Jennings | Beacon Press

This is the memoir of the founding Executive Director of GLSEN (Gay, Lesbian, Straight Education Network), the national organization working to make schools safe places for all. The book tells the story of Jennings own growing up – Southern, poor, and gay – and the path that took him to Harvard, independent school teaching, and national advocacy. Jennings is now US Assistant Deputy Secretary of Education for Safe and Drug-Free Schools.

[ACCESS BOOK ON AMAZON](#)

24. How to Be A Perfect Stranger: A Guide to Etiquette in Other People's Religious Ceremonies Vol. 1 & Vol. 2

Edited by Arthur J. Magida | Jewish Lights Publishing

This is a very useful reference guide to etiquette for religious practices and ceremonies of the world's denominations. The chapters cover the History and Beliefs, the Basic Service, Holy Days and Festivals, Life Cycle Events and Home Celebrations of 37 world religions. Parents and teachers will find this a helpful tool in understanding and supporting students who participate in religious practices from fasting at Ramadan to attending a Bat Mizvah.

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our 25 recommended

BOOKS ON DIVERSITY

25. Binge: What Your College Student Won't Tell You Campus Life in an Age of Disconnection and Excess

Barrett Seaman | John Wiley & Sons

Trudy Hall, head of Emma Willard School, NY, recommends this book. She writes, “A former journalist, Seaman researched 13 college campuses, intent on providing an insider’s look at life outside the classroom, and reports a number of disconnects in the social culture of our nation’s finest colleges and universities. Among them: disturbing trends in drug and alcohol use, and sexual behaviors and excesses; unexamined insensitivity around issues of diversity; a growing aloofness from professors who feel the tension between research and teaching; and, of course, the impact of the new economics of athletic programs. It strikes me — and reports from college students I know tell me this is accurate—that it is vital for teenagers to own the necessary social survival skills to get through the college experience so they can thrive as intellectual innovators. This engaging revelation about the current social scene on college campuses should be a clarion call for action on the part of parents and educators alike to provide those skills to our college-bound students.”

[ACCESS BOOK ON AMAZON](#)



WHO WE ARE

founded by Tarrany Thurmond

Idaltu Counseling & Consulting LLC is an educational consulting firm that specializes in fusing the healing practices of mental health counseling with social justice advocacy and antiracism education to identify and dismantle institutionalized practices of oppression.

Since 2016, Idaltu has provided guidance to schools, non-profits, corporations, and religious organizations on how to resolve inequitable policies, practices, and processes. We collaboratively design strategies that promote environments that are racially just, safe, and inclusive for all stakeholders.

We specialize in creating, delivering and promoting tailored professional learning opportunities and resources.





meet

TIRRANY THURMOND

Tirrany Thurmond, M.Ed., NCC, LGPC is the Founder and Principal Consultant of Idaltu Counseling & Consulting. Like the name, Tirrany is the first-born in her family, rooted in her lineage, connected to her ancestry, and committed to the sacred storytelling of humanity. Tirrany's curiosity about people -- who they are, how they evolve, where they hurt -- guides her social justice and antiracism work and led her to found Idaltu. Just as human beings need one another to evolve, we need one another to heal. This is the foundation of Idaltu Counseling & Consulting.

Tirrany's goal is to bring social justice, antiracism, and healing to large-scale organizations. Using a culturally responsive and trauma-informed approach, she meets with leaders to identify challenges, strengths, and desired organizational goals. Her work spans over a decade and her services include the latest research in race-based facilitation, cultural competence, brain science, mental health, and community-building practices.

Tirrany is a Qualified Administrator for the Intercultural Development Inventory and a graduate professional counselor licensed by the Maryland State Board of Professional Counselors & Therapists. She works alongside an incredible team.

