



It's Black History Month! Start your year off right by continuing to learn. In this edition, you will read about a few wins the Black community has celebrated at the start of 2022 and be introduced to additional resources to explore.

## KEY TERMS OF THE MONTH

### WHAT IS REDLINING?

**Redlining** is the discriminatory practice of denying a creditworthy applicant a loan for housing in a certain neighborhood even though the applicant may otherwise be eligible for the loan.

The term refers to the presumed practice of mortgage lenders drawing red lines around portions of a map to indicate areas or neighborhoods in which they do not want to make loans.

### WHAT IS STRUCTURAL RACISM?

**Structural racism** is a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity.

### WHAT DEFINES A PROTECTIVE HAIRSTYLE?

A **protective style** is any style that keeps the ends of the hair tucked away and minimizes damage. This styling gives the ends of hair a break from weather conditions to prevent damage. Examples might include braids, twists, faux locs, cornrows and wigs.

Hair is less prone to knotting and snagging on clothing or accessories. The roots and hairline benefit from protective styling as one changes where the places of tension are on our scalp.

## RACIAL JUSTICE IN THE NEWS



### New Illinois Law Bans Hair Discrimination in Schools

Ida Nelson, a Black Chicago mother, successfully fought to protect Black children from hair discrimination after her son was told his braids were a violation of his school's dress code. Starting this month Illinois schools can no longer ban cornrows, locs, afros and braids from school. Learn how the new Jett Hawkin Law is helping to end stigmatizing children's hair.



*Read More*

## Los Angeles Unified School District Invests \$36.5 Million Toward Black Student Achievement Plan

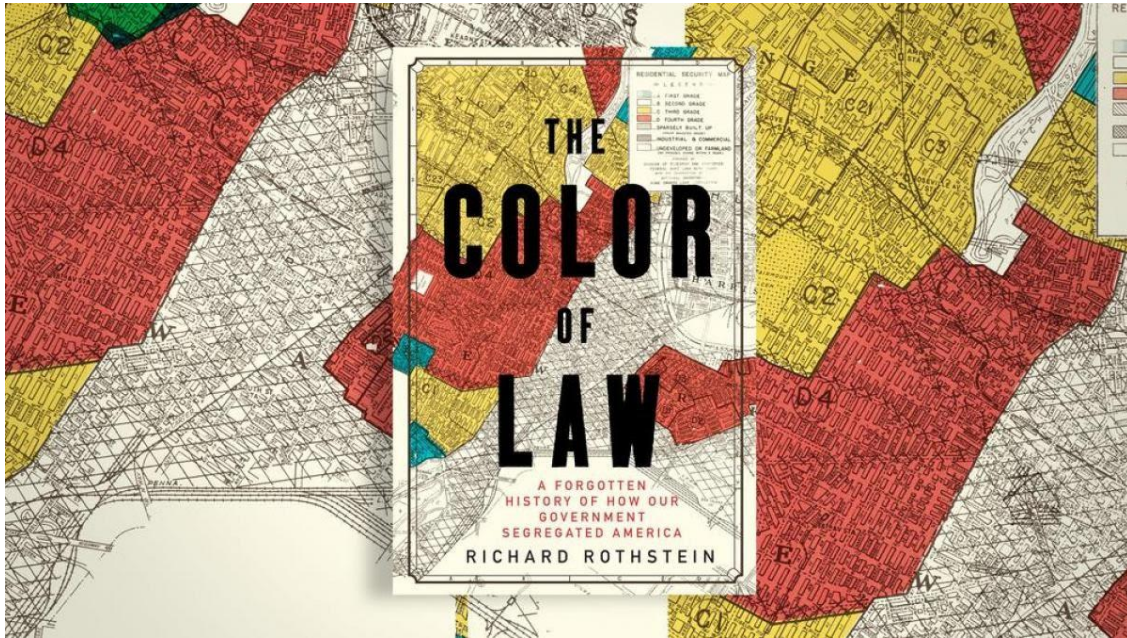
For the first time, the Los Angeles Unified School District (LAUSD) has cut the police budget and strategically allocated the funds toward Black students. By decreasing a police presence on campuses, recent data has shown suspension rates have decreased while proficiency levels are up in English and math. And there's an increase across the district in the number of students on track in college preparatory classes. Click below to watch the video.



*Learn More*



# LEARNING IN ACTION



## Explore the Truths About the United States' History of Redlining

Widely heralded as a “masterful” (Washington Post) and “essential” (Slate) history of the modern American metropolis, Richard Rothstein’s award-winning book offers “the most forceful argument ever published on how federal, state, and local governments gave rise to and reinforced neighborhood segregation” (William Julius Wilson). The United States has a racist history of discriminatory practices against Black Americans having access to housing and housing resources. This book contains credible scholarly evidence on a systemic plot to isolate and eradicate the Black community out of America. *The Color of Law* outlines how explicit government policies have promoted the discriminatory patterns that continue today and have contributed to recent social strife. Click the link below to purchase a copy.

*Learn More*

## Learn Black History in Five Minutes a Day

Subscribe to 28 Days of Black History to receive an email a day highlighting a moment in Black culture through art, music, literature, or another work. Every email will include:

- A historical moment in the U.S.
- An overview of the person or community behind the work
- Reflection questions to guide discussions in the workplace

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## GETTING SOCIAL



MONDAY GOAL SETTING

**ARE YOU  
BEING  
INTENTIONAL  
ON YOUR  
JOURNEY?**

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“  
Nonviolence is the answer to the  
crucial political and moral  
questions of our time; the need for  
mankind to overcome oppression  
and violence without resorting to  
oppression and violence.

MARTIN LUTHER KING JR

”

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## Follow this Instagram Account

Learn from antiracist educator, Myisha T. Hill, about how to become actively antiracist and dismantle your relationship with the interlocking systems of oppression.

- Instagram: [@ckyourprivilege](https://www.instagram.com/ckyourprivilege)
- Visit Myisha's website [here](https://myishat.hill.com).