

Attachment B

Approved tasks and trainings for employees needing to telecommute and do not have access to their regular work assignment

Resources marked with a  are paid for by Washington County Cooperative Library Services (WCCLS) and require a WCCLS library card to access.

- **How to access**
 - If you have a WCCLS library card, log in with your card number (starts with 23614) and PIN. If you need assistance with your library account, [please contact us here](#), and someone will assist you.
 - If you don't have a WCCLS library card, [sign-up online for instant access](#) to our e-books and audiobooks, streaming video, and online resources. A home address in Washington County is required to sign up for an E-Access card. If you live outside of Washington County, use the County's address: 155 N First St, Hillsboro, OR 97124.

Independent study courses.

- Emergency Management:
- IS-100: [Introduction to the Incident Command System](#)
- IS-200: [Basic Incident Command System](#)
- [“3 to Get Ready” web page](#)
- “3 to Get Ready” guide on the [County’s Inclement Weather web page](#):
- [County Wellness Program](#)
- Review [sustainability programs and practices](#)
- Training & Educational Resources from Washington County Cooperative Library Services

Career

 [LinkedIn Learning](#): Over 8,500 courses and videos in business, IT, and creative skills. View a list of offerings by visiting [the WCCLS catalog](#), including a [remote working course list](#). For free access, you must access LinkedIn Learning via the [WCCLS website](#). *Please use your personal email account to register for a LinkedIn Learning account; not your Washington County email account.*

[Alison](#): Over 1,000 courses across nine disciplines: Math, Lifestyle, Marketing, Humanities, Science, Health, [Language](#), [Business](#), and [IT](#).

[Coursera](#): Free online courses created by universities, covering most subject areas, including [business](#), including [Diversity and Inclusion in the Workplace](#).

[EDX](#) – Another clearinghouse for online courses from universities and institutions, made available to the public for free. Includes [Storytelling in the Workplace](#), [Preparing for Disruption](#), and [Working in Teams](#).

Racial Equity Learning Opportunities for Washington County Employees

Opportunities	Brief Description	Link
Training		
Race Forward	Unlike “diversity trainings” which primarily focus on <i>interpersonal</i> relations and understanding, the Building Racial Equity trainings emphasize how to challenge and change <i>institutional</i> racial inequities. (please consult your manager to determine how to pay for these trainings)	https://www.raceforward.org/trainings
The Color of Law	The Color of Law: The Role of Government in Shaping Racial Inequity examines the local, state and federal policies that supported racially discriminatory practices and cultivated racially segregated housing.	https://www.learningforjustice.org/classroom-resources/lessons/the-color-of-law-creating-racially-segregated-communities
Equal Employment Opportunity law training	Workshops provide the latest updates on EEO laws and tips on preventing discrimination in the workplace. Who Should Attend? Human resource professionals, EEO staff, attorneys, supervisors, managers, state and local government officials, federal agency EEO personnel, staffing agencies and union officials. (please consult your manager to determine how to pay for these trainings)	https://eeotraining.eeoc.gov/profile/web/index.cfm?D=0x2547d970&varPage=info
Video Links		
The Unequal Opportunity Race	Short film for the African American Policy Forum, showing metaphors for obstacles to equality which affirmative action tries to alleviate.	The Unequal Opportunity Race - YouTube
The Truth Behind ‘We the People’	The son of an American woman of Dutch heritage and a Navajo man, Mark Charles offers a unique perspective on three of the most misinterpreted words in American History. Written in the Papal Bulls of the 15th Century, embedded in our founding documents in the 18th Century, codified as legal precedent in the 19th Century and referenced by the Supreme Court in the 20th and 21st Centuries, the Doctrine of Discovery has been used throughout the history of the United States to keep "We the People" from including all the people.	Mark Charles: The truth behind 'We the People' most misunderstood words in US history TED

The Danger of a Single Story	Our lives, our cultures, are composed of many overlapping stories. Novelist Chimamanda Adichie tells the story of how she found her authentic cultural voice -- and warns that if we hear only a single story about another person or country, we risk a critical misunderstanding.	https://www.ted.com/talks/chimamanda_ngozi_danger_of_a_single_story
Targeted Universalism	The challenge of othering and belonging is the challenge of our time. Putting these ambitious changes on the agenda for equity advocates cannot be more critical. Targeted Universalism is a much-needed framework for putting belonging into practice—for grounding the idea of what structural belonging and inclusion can look like in its most robust and radical sense.	https://belonging.berkeley.edu/targeted-univers
	Dr. John A. Powell discusses why universal and targeted strategies do not work, as well as how targeted universalism requires a deeper understanding of our situatedness within structures and moves us beyond methodological individualism.	https://belonging.berkeley.edu/video-leading-to-equity-targeted-universalism-john-powell
Podcasts		
Throughline	The origins of policing in the United States and how those origins put violent control of Black Americans at the heart of the system.	https://www.npr.org/2021/04/07/985039407/pod america
Codeswitch	Stories of individuals from immigrant communities of color — whether they be first generation or the descendants of immigrants — one conversation at a time. In these episodes, individuals dig into their own personal histories, asking questions of family members, friends and experts.	https://www.npr.org/2021/06/01/1002096679/v you-really-from
1619 Projects	An audio series on how slavery has transformed America, connecting past and present through the oldest form of storytelling.	https://www.nytimes.com/2020/01/23/podcasts/podcast.html
Who Belongs	<i>Who Belongs?</i> demonstrates a commitment to public dialogue. The question of who belongs in our societies, whether local, national, or global, is one of the central drivers that underpin how people are othered, or how the conditions of belonging are created.	https://belonging.berkeley.edu/whobelongs
	Carroll, Rebecca. Come Through with Rebecca Carroll. <i>WNYC Studios</i> .	
	Biewen, John. Seeing White. <i>Scene On Radio</i> .	
	Raghuveera, Nikhil and Erica Licht. Untying Knots. <i>SoundCloud</i> .	
	Moyo, Thoko. A historic crossroads for systemic racism and policing in America. <i>PolicyCast</i> .	

	Featuring Khalil Muhammad and Erica Chenoweth.	
Books		
My Grandmother's Hands – Resmaa Menakem	Sensitive and probing, this book from therapist Menakem delves into the complex effects of racism and white privilege. Departing from standard academic approaches, he speaks from the wisdom of his grandmother and his own expertise in somatic therapy, a field that emphasizes the mind-body connection. Trauma, both present-day and historical, forms the cornerstone of Menakem's analysis.	My Grandmother's Hands: Racialized Trauma & Pathway to Mending Our Hearts and Bodies: Menakem, Resmaa: 9781942094470: Amazon.com: Books
The Sum of Us What Racism Costs Everyone and How We Can Prosper Together By Heather McGhee	An analysis of how we arrived here: divided and self-destructing, materially rich but spiritually starved and vastly unequal. McGhee marshals economic and sociological research to paint an irrefutable story of racism's costs, but at the heart of the book are the humble stories of people yearning to be part of a better America, including white supremacy's collateral victims: white people themselves.	https://www.penguinrandomhouse.com/books/sum-of-us-by-heather-mcghee/
America for Americans A History of Xenophobia in the United States by Erika Lee	The United States is known as a nation of immigrants. But it is also a nation of xenophobia. Erika Lee shows that an irrational fear, hatred, and hostility toward immigrants has been a defining feature of our nation from the colonial era to today. Lee explains how xenophobia works, why it has endured, and how it threatens America. Now updated with an epilogue reflecting on how the coronavirus pandemic turbocharged xenophobia, America for Americans is an urgent spur to action for any concerned citizen.	https://www.basicbooks.com/titles/erika-lee/americans/9781541672598/
White Fragility By Dr. Robin DiAngelo	Dr. Robin DiAngelo examines its origins in the failure of white society to understand the structural nature of racism, explores the history of the existing racial hierarchy, and makes a powerful case for why it is incumbent upon white people to accept their individual and collective responsibility for white supremacy—and to do the difficult work of challenging it.	WCCLS has 20 copies available
Articles		
	Hannah-Jones, Nikole. (2019). The 1619 Project. <i>The New York Times Magazine</i> .	
	Coates, Ta-Nehisi. (2014). The Case for Reparations. <i>The Atlantic</i> .	

	DiAngelo, Robin. (2017). Why It's So Hard to Talk to White People About Racism. <i>Huffington Post</i> .	
	McIntosh, Peggy. (1990). White Privilege: Unpacking the Invisible Knapsack. <i>Antiracist Alliance</i> .	
	Serwer, Adam. (2020). The Coronavirus Was an Emergency Until Trump Found Out Who Was Dying. <i>The Atlantic</i> .	
	Abdul-Jabbar, Kareem. (2020). Don't Understand the Protests? What You're Seeing is People Pushed to the Edge. <i>Los Angeles Times</i> .	
	Hinton, Elizabeth. (2020). The Minneapolis Uprising in Context. <i>Boston Review</i> .	
Other		
21-Day Racial Equity Habit-Building Challenge ©	The Challenge invites participants to complete a syllabus of 21 short assignments (typically taking 15-30 minutes), over 21 consecutive days, that include readings, videos or podcasts. It has been intentionally crafted to focus on the Black American experience.	https://www.americanbar.org/groups/labor_law/p/equal_opportunity/
21-Day Racial Equity Indigenous Challenge – Fighting White Supremacy Since 1492	By broadening our lens of how white supremacy marginalizes multiple groups, we both deepen our understanding of white supremacist strategy and impacts and learn about particular histories and current issues of historically targeted groups.	https://www.eddiemoorej.com/21-day-racial-e-indigenous-challenge

Computer Skill Building

 [LinkedIn Learning](#): Over 8,500 courses and videos in business, IT, and creative skills. View a list of offerings by visiting [the WCCLS catalog](#), including a [remote working course list](#). For free access, you must access LinkedIn Learning via the [WCCLS website](#). *Please use your personal email account to register for a LinkedIn Learning account; not your Washington County email account.*

 [LearningExpress Library](#): Online tutorials and practice tests for academic and occupational exams. View a list of offerings without logging in by visiting [the WCCLS catalog](#).

- [Computer Skills Center](#) – Includes Microsoft Office
- [Writing Skills for the Workplace](#)

[GCFLearnFree.org](#): Great for people who need an introduction to using mobile devices, cloud services, Windows, etc.

[Google Digital Garage](#): Most courses are free. Learn about social media marketing, web development, time management, and more.

[Microsoft Office](#): Training and tutorials for Office 365.

Other

 [Mango Languages](#): Learn over 70 languages, from Arabic and Armenian to Vietnamese and Yiddish.

 [WCCLS Interlibrary Loan](#) continues to provide electronic document delivery services for articles and book chapters.