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- › [Building A Pro-Black World: User Manual](#)

Wiley 1394196903

# Building A Pro-Black World: Moving Beyond DE&I Work and Creating Spaces for Black People to Thrive

A Guide to Creating True Equity in the Workplace and in Life

By Nonprofit Quarterly and Cyndi Suarez

## INTRODUCTION

This book serves as a timely roadmap for building pro-Black nonprofit organizations and fostering environments where Black people can truly thrive. It moves beyond conventional Diversity, Equity, and Inclusion (DEI) discussions to offer actionable strategies for creating a more equitable society.

The content is designed for civil society and nonprofit leaders, including directors, executives, grant makers, philanthropic donors, and social movement leaders. It also benefits communicators, organizers, and consultants working with nonprofit organizations.

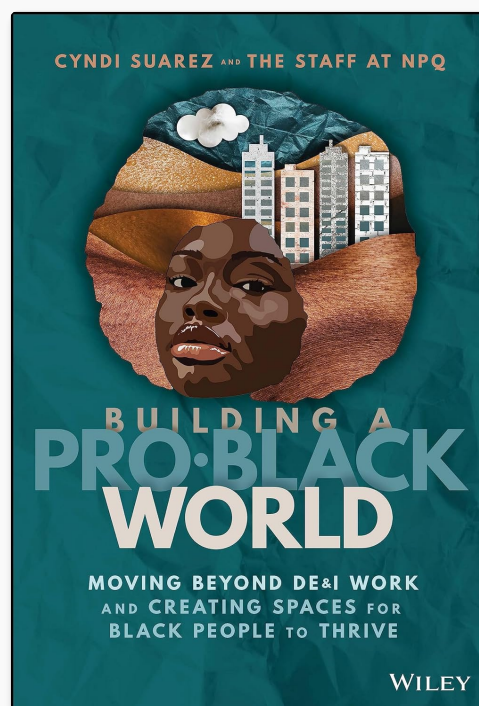


Image: Front cover of the book "Building A Pro-Black World". The cover features an artistic representation of a Black person's face, with a landscape of brown and gold tones, and stylized city buildings under a cloud, all set against a dark teal background. The title "BUILDING A PRO-BLACK WORLD" is prominently displayed.

## KEY THEMES AND CONCEPTS

The book explores critical topics essential for fostering pro-Black environments:

- **Shifting from Critique to Design:** Focuses on actively designing for pro-Blackness rather than solely critiquing white supremacist culture and anti-Blackness.
- **Restorative Leadership:** Strategies for staff well-being and creating supportive organizational cultures.
- **Black Politics and Policymaking:** Discussions on the role of policy in advancing Black liberation.
- **New Language for Social Change:** Developing terminology that supports pro-Black social movements.
- **Racial Equity in Healthcare:** Addressing disparities and promoting equitable health communications.
- **Anti-Racist Succession Planning:** Ensuring leadership transitions support racial justice goals.

## AUTHORS AND CONTRIBUTORS

This insightful work is a collaboration featuring leading voices in racial justice:

**Cyndi Suarez:** President and Editor-in-Chief of Nonprofit Quarterly, author of *The Power Manual: How to Master Complex Power Dynamics*.

**Nonprofit Quarterly (NPQ) Staff:** NPQ has published a quarterly journal since 1999 and curates conversations around racial justice, economic justice, climate justice, health justice, and leadership.

**Featured Authors:** Dax-Devlon Ross, Liz Derias, Kad Smith, Isabelle Moses, Darnell Adams, Titilola Harley, Candace Staniel, and Angela N. Romans.

## BOOK SPECIFICATIONS

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Publisher	Wiley
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## HOW TO ENGAGE WITH THIS BOOK

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To maximize your learning and application of the concepts presented in *Building A Pro-Black World*, consider the following approaches:

1. **Reflective Reading:** Take time to reflect on the insights and case studies presented. Consider how they apply to your own organizational context or personal understanding.
2. **Discussion and Application:** Engage in discussions with colleagues or peers about the book's themes. Explore ways to implement the suggested strategies within your work or community.
3. **Further Research:** The book references various concepts and authors. Use this as a springboard for deeper exploration into specific areas of interest.

## SUPPORT AND RESOURCES

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For additional information regarding the publisher or related works, please refer to the official website of Wiley Publishing. For inquiries about the content, consider reaching out to Nonprofit Quarterly.

This book is a resource for ongoing learning and action. Continued engagement with the principles of pro-Blackness is encouraged for sustainable change.