



FEBRUARY 2025
RESOURCE GUIDE



BLACK



HISTORY



month

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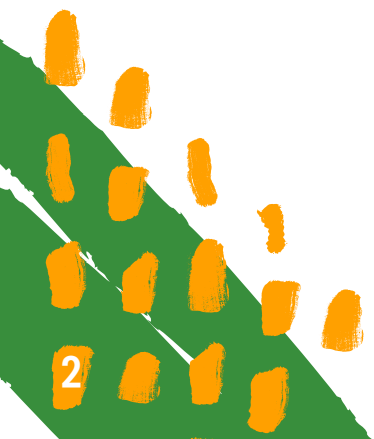
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PURPOSE

The purpose of this guide is to **center, honor, celebrate,** and **uplift** the contributions and voices of African Americans in our society. This guide will provide resources to UW staff during Black History Month and beyond. Black History is American History!

OUTCOMES

This guide will help to:

- Build awareness and empathy
- Increase cultural competency
- Cultivate a sense of belonging and community
- Identify and reflect upon one's own cultural identity



BHM

2025

Theme

This year's theme is "African Americans and Labor," which highlights the various and profound ways that work and working of all kinds - free and unfree, skilled, and unskilled, vocational and voluntary - intersect with the collective experiences of Black people. Visit ASALH for more information.

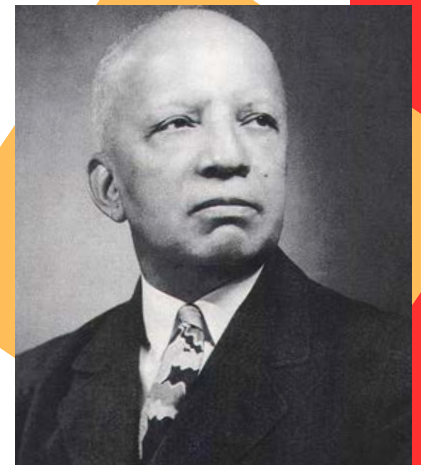
THE

HISTORY

OF

BHM

It was Carter G. Woodson (1875-1950), the "father of Black history," who first set out in 1926 to designate a time to promote and educate people about Black history and culture. Woodson envisioned a weeklong celebration to encourage the coordinated teaching of Black history in public schools. He designated the second week of February as Negro History Week and galvanized fellow historians through the Association for the Study of Negro Life and History, which he founded in 1915. The idea wasn't to place limitations but really to focus and broaden the nation's consciousness. By the late 1960s, Negro History Week had evolved into what is now known as Black History Month.



COMMUNICATIONS

TEMPLATE

Dear [Team/Colleagues/All],

As we step into February, we also enter a meaningful period devoted to acknowledging the impactful roles that Black people have had in shaping our nation's history, society, and our very own workplace. This month serves as a crucial reminder of the need for ongoing work toward social justice and racial equity.

Black History Month can still be observed in our everyday actions and dialogues. We encourage each of you to:

- **Learn:** There's a wealth of resources like books, documentaries, and articles that provide valuable insights into Black history and contributions.
- **Reflect on Organizational Practices:** This is an excellent time to consider how we can enhance diversity, equity, and inclusion within our organization throughout the entire year.
- **Facilitate Conversations:** Open, honest dialogues can lead to a greater understanding and respect for the experiences and viewpoints of our Black colleagues and the wider community.
- **Be Supportive:** Think about ways to be proactive in creating a welcoming and supportive atmosphere for everyone.

Should you have any suggestions or questions, or if you would like to share thoughts on how we can make our workspace more inclusive, please don't hesitate to reach out to me.

Let's make this month a stepping-stone for continued reflection, education, and positive action that carries us beyond these 28 days.

Best regards,

[Your Name] [Your Position]

P.S. Your active engagement in this critical matter is highly appreciated. Thank you for contributing to a more respectful and understanding work culture.

SOCIAL

MEDIA

TIPS

View more social media tips and details [HERE](#).

**Amplify
Black Voices**

**Use Hashtags for
#blackhistorymonth**

**Be Respectful of
People Who Don't
Want to be
Highlighted**

**Compare
Your Ideas to
Other Brands**

**Collaborate with
Black Content
Creators**

BLACK HISTORY MONTH BINGO

Celebrate Black History Month (BHM) with this fun challenge! See if you can complete your BINGO card by the end of the month!

Visit a historical monument or your local Black History Museum

Learn about a Black scientist or inventor

Learn more about unconscious bias

Take the Implicit Association Test (IAT)

Share an inspirational Black History Month quote

Learn about a Black artist or musician

Explore Black cuisine or try a black owned restaurant

Attend a Black History Month Celebration

Read a book by a Black author

Celebrate Black Cinema by watching a movie with a primarily Black cast

Listen to a Black podcast

Watch a documentary about the Civil Rights Movement



Learn about the Harlem Renaissance

Participate in an event that centers Black voices

Support a Black owned business

Read or listen to the full "I Have a Dream" speech by Martin Luther King Jr.

Learn more about Tulsa's Black Wall Street

Create or listen to a BHM playlist

Volunteer with or donate to a Black-led nonprofit

Share a new BHM fact on social media or with your family/friends

Read poetry from a Black poet

Research black history in your own community

Get out of your comfort zone and meet someone new

Listen to the Black National Anthem

FEBRUARY 1

LANGSTON HUGHES

Born February 1st, Langston Hughes (1901–1967) was a poet, social activist, novelist, playwright, columnist, and a significant figure of the Harlem Renaissance. He sought to honestly portray the joys and hardships of working-class black lives, avoiding both sentimental idealization and negative stereotypes.



FEBRUARY 2

CARTER G. WOODSON

Carter G. Woodson was a scholar whose dedication to celebrating the historic contributions of Black people led to the establishment of Black History Month, marked every February since 1976. Woodson fervently believed that Black people should be proud of their heritage and all Americans should understand the largely overlooked achievements of Black Americans.



[biography.com](https://www.biography.com) / [poetryfoundation.org](https://www.poetryfoundation.org) / [naacp.org](https://www.naacp.org) / [olsd.us](https://www.olsd.us)



FEBRUARY 3

CLAUDETTE COLVIN

Claudette Colvin was an American teenager who was arrested in 1955 for refusing to give up her bus seat to a white person. Her protest was one of several by Black women challenging segregation on buses in the months before Rosa Parks was arrested for refusing to give up her seat.



FEBRUARY 4

JOHN MERCER LANGSTON

Black leader, educator and diplomat John Mercer Langston is known as the first African-American lawyer in Ohio and the first black person to be elected to public office in the United States. Langston became involved with Howard University, an African-American institution, setting up the school's law department in 1868 and later serving as acting president. He ran for the university's presidency in 1875, but was removed from running due to his race.



FEBRUARY 5

RUBY BRIDGES

Ruby Bridges was the first African American child to desegregate William Frantz Elementary School. At six years old, Ruby's bravery helped pave the way for Civil Rights action in the American South. Ruby was born on September 8, 1954 to Abon and Lucille Bridges in Tylertown, Mississippi.



FEBRUARY 6

BOB MARLEY

Bob Marley served as a world ambassador for reggae music and sold more than 20 million records throughout his career—making him the first international superstar to emerge from the so-called “Third World”. He posthumously was inducted into the Rock and Roll Hall of Fame in 1994; in December 1999, his 1977 album Exodus was named album of the century by TIME magazine and his song One Love was designated song of the millennium by the BBC.



FEBRUARY 7

THURGOOD MARSHALL

Thurgood Marshall was a civil rights lawyer who used the courts to fight Jim Crow and dismantle segregation in the U.S. Marshall was a towering figure who became the nation's first Black United States Supreme Court Justice. He is best known for arguing the historic 1954 *Brown v. Board of Education* case, in which the Supreme Court declared "separate but equal" unconstitutional in public schools.



FEBRUARY 8

OPRAH WINFREY

Oprah Winfrey is a media mogul, talk show host, actress, producer, and philanthropist. She is best known as host of *The Oprah Winfrey Show*, which aired for 25 seasons, from 1986 to 2011. Born in Kosciusko, Mississippi, Winfrey's career took off when she moved to Baltimore in 1976 to host *People Are Talking*.



FEBRUARY 9

JACKIE ROBINSON

Jack Roosevelt Robinson was an American professional baseball player who became the first African American to play in Major League Baseball in the modern era. Robinson broke the color line when he started at first base for the Brooklyn Dodgers on April 15, 1947.



FEBRUARY 10

CIVIL RIGHTS ACT

This act, signed into law by President Lyndon Johnson on July 2, 1964, prohibited discrimination in public places, provided for the integration of schools and other public facilities, and made employment discrimination illegal. It was the most sweeping civil rights legislation since Reconstruction.



FEBRUARY 11

VENUS & SERENA WILLIAMS



Venus & Serena Williams are two professional American tennis players. Serena has won 23 Grand Slam single titles and several Olympic medals. Venus has a total of 44 career titles, out of which 7 are Grand Slam victories and four are Olympic Gold Medals. These siblings dominated the sport of tennis for many years and they continue to inspire young athletes to be courageous and persevere.



FEBRUARY 12

LOUIS "SATCHMO" ARMSTRONG

Louis "Satchmo" Armstrong (1900-1971) was one of the most influential artists of all time. He transformed jazz into an art form, and his trumpet style is still imitated today. You may have heard two of his international hits, "Hello Dolly" and "What a Wonderful World," played in some of your favorite movies, commercials, or TV shows.



FEBRUARY 13

DR. LONNIE G. JOHNSON

Dr. Lonnie G. Johnson is a former Air Force and NASA engineer who invented the #1 top selling water toy of all time, The Super Soaker. Lonnie Johnson is president and founder of Johnson Research and Development Co., Inc., a technology development company, and its spin off companies, Excellatron Solid State, LLC; Johnson Electro- Mechanical Systems, LLC; and Johnson Real Estate Investments, LLC.



FEBRUARY 14

FREDRICK DOUGLASS

Frederick Douglass was a formerly enslaved man who became a prominent activist, author and public speaker. He became a leader in the abolitionist movement, which sought to end the practice of slavery, before and during the Civil War. After that conflict and the Emancipation Proclamation of 1862, he continued to push for equality and human rights until his death in 1895.



FEBRUARY 15

DR. CHARLES RICHARD DREW

Dr. Charles Richard Drew broke barriers in a racially divided America to become one of the most important scientists of the 20th century. His pioneering research and systematic developments in the use and preservation of blood plasma during World War II not only saved thousands of lives, but innovated the nation's blood banking process and standardized procedures for long-term blood preservation and storage techniques adapted by the American Red Cross.



FEBRUARY 16

MAE C. JEMISON

As a doctor, engineer, and NASA astronaut, Mae Jemison has always reached for the stars. In 1992, Jemison became the first African American woman to travel in space. She has also written several books and appeared on many television programs including an episode of Star Trek: The Next Generation. In addition to her many awards, Jemison has been inducted into the National Women's Hall of Fame and the International Space Hall of Fame.



FEBRUARY 17

AFRICA

Africa is not a country, it is a continent. Africa is the second largest continent in our world and located mainly in the Eastern hemisphere. Africa is made up of 54 different countries, 9 territories, over 1500 languages spoken, and more than 1.2 billion people live there. View this article called ["Debunking Common Stereotypes & Myths about Africa"](#).



FEBRUARY 18

HISTORICALLY BLACK COLLEGES & UNIVERSITIES (HBCUS)

Historically Black colleges and universities (HBCUs) are institutions that were established prior to 1964 with the principal mission of educating Black Americans. These institutions were founded and developed in an environment of legal segregation and, by providing access to higher education, they contributed substantially to the progress Black Americans made in improving their status.

In 2021, there were 99 HBCUs located in 19 states, the District of Columbia, and the U.S. Virgin Islands.



FEBRUARY 19

GARRETT MORGAN

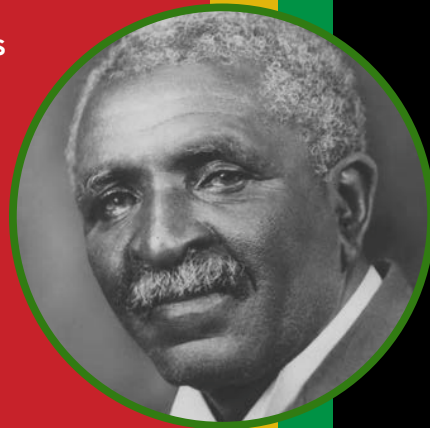
With only an elementary school education, Garrett Morgan began his career as a sewing-machine mechanic. He went on to patent several inventions, including an improved sewing machine and traffic signal, a hair-straightening product, and a respiratory device that would later provide the blueprint for World War I gas masks. The inventor died on July 27, 1963, in Cleveland, Ohio.



FEBRUARY 20

GEORGE WASHINGTON CARVER

George Washington Carver was an agricultural scientist and inventor who developed hundreds of products using peanuts (though not peanut butter, as is often claimed), sweet potatoes and soybeans. Born into slavery before it was outlawed, Carver left home at a young age to pursue education and would eventually earn a master's degree in agricultural science from Iowa State University. He would go on to teach and conduct research at Tuskegee University for decades, and soon after his death his childhood home would be named a national monument—the first of its kind to honor a Black American.



FEBRUARY 21

JOHN LEWIS

Born in 1940 in Alabama, Lewis was at the forefront of the Civil Rights movement of the 1950s and 1960s. A co-founder and chairman of the Student Non-Violent Coordinating Committee (SNCC), Lewis led and helped organize many of the seminal moments in the Civil Rights movement, including the Freedom Rides, the 1963 March on Washington, and the Selma to Montgomery Marches.



FEBRUARY 22

GABBY DOUGLAS

Gabrielle Christina Victoria "Gabby" Douglas is an American artistic gymnast. She was a member of the United States women's national gymnastics team, dubbed the Fierce Five by the media, at the 2012 Summer Olympics, where she won gold medals in the individual all-around and team competitions. Douglas is the first African-American woman in Olympic history to become the individual all-around champion, and the first American gymnast to win gold in both the individual all-around and team competitions at the same Olympics.



FEBRUARY 23

SHONDA RHIMES

Shonda Lynn Rhimes is an African-American producer, author and screenwriter. She is known for working on the Britney Spears and Zoe Saldana film *Crossroads*, *Grey's Anatomy*, *Scandal*, *Private Practice*, the Anne Hathaway and Julie Andrews film *The Princess Diaries 2: Royal Engagement* and the Halle Berry film *Introducing Dorothy Dandridge*. She is founder of the production company *Shondaland*. As of 2023, she is one of the richest women entertainers in America, with a net worth of \$250 million



FEBRUARY 24

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE (NAACP)

On February 12, 1909, the nation's largest and most widely recognized civil rights organization was born.

The NAACP aimed to secure for all people the rights guaranteed in the 13th, 14th, and 15th Amendments to the United States Constitution, which promised an end to slavery, provide equal protection of the law, and the right for all men to vote, respectively. The NAACP works to remove all barriers of racial discrimination through democratic processes.



FEBRUARY 25

KWANZAA

Kwanzaa was created by Dr. Maulana Karenga in 1966 to celebrate family, culture and heritage, and is modeled after the first harvest celebrations in Africa. The seven days of the Kwanzaa celebration correspond with seven principles: unity, self-determination, collective work and responsibility, cooperative economics, purpose, creativity and faith. Kwanzaa is rooted in African culture, however, people from all racial and ethnic backgrounds are welcomed to join in the celebration.



FEBRUARY 26

OCTAVIA BUTLER

Octavia Estelle Butler was an American science fiction writer, one of the best-known among the few African-American women in the field. She won both Hugo and Nebula awards. In 1995, she became the first science fiction writer to receive the MacArthur Foundation "Genius" Grant. *Kindred* (1979) is a novel that incorporates time travel and is modeled on slave narratives. Widely popular, it has frequently been chosen as a text by community-wide reading programs and book organizations, and for high school and college courses.



FEBRUARY 27

MADAM C.J. WALKER

Madam C. J. Walker (born Sarah Breedlove; December 23, 1867 – May 25, 1919) was an African American entrepreneur, philanthropist, and political and social activist. She launched her own line of hair products and straighteners for African American women, "Madam Walker's Wonderful Hair Grower." She is recorded as the first female self-made millionaire in America in the Guinness Book of World Records.



FEBRUARY 28

HENRIETTA LACKS

Henrietta Lacks was an American woman whose cervical cancer cells were the source of the HeLa cell line, research on which contributed to numerous important scientific advances including the development of drugs for numerous ailments, including polio, Parkinson disease, and leukemia. Henrietta herself was unaware that any sample had been taken. In the 21st century Henrietta's case was an important component in the debate surrounding informed consent from patients for the extraction and use of cells in research.



Click to view movie trailer



Hosted by journalists of color, our podcast tackles the subject of race with empathy and humor. We explore how race affects every part of society — from politics and pop culture to history, food and everything in between.

Hosts Leila Day and Hana Baba offer a mix of genuine conversations and reported stories on what it means to be Black, the challenges Black folks face on a daily basis, while also celebrating Black excellence.



On Pod Save the People, DeRay Mckesson explores news, culture, social justice, and politics with Kaya Henderson, Myles Johnson, and De'Ara Balenger. They offer a unique take on the news, with a special focus on overlooked stories and topics that often impact people of color.

Host Bethaney Wilkinson will inspire you to create the type of culture where everyone feels seen, heard, and respected. The Diversity Gap Podcast explores the gap between our good intentions for diversity and the impact of those intentions that hinder making true cultural change.



A fourteen-part documentary series hosted and produced by John Biewen that explores the origin of whiteness and racism in America. Seeing White is targeted towards a white audience and helps them understand the concept of structural racism, and creates a very clear intervention into the study of white privilege.

BHM

ADULT

READS

The Autobiography of An Ex-Colored Man

James Weldon Johnson



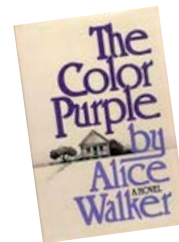
Incidents in the Life of a Slave Girl

Harriet Ann Jacobs



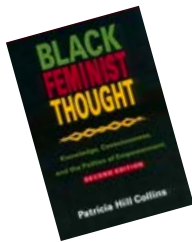
The Color Purple

Alice Walker



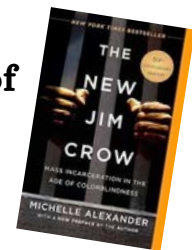
Black Feminist Thought

Patricia Hill Collins



The New Jim Crow: Mass Incarceration in the Age of Colorblindness

Michelle Alexander



How to be an Antiracist

Ibram X. Kendi



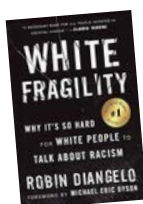
So You Want to Talk About Race

Ijeoma Oluo



White Fragility

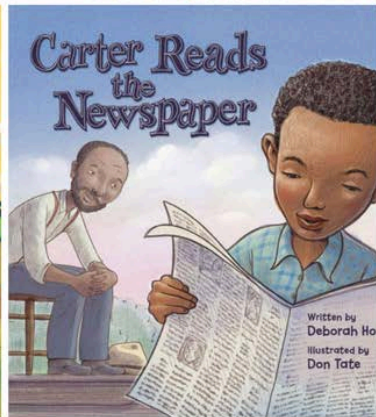
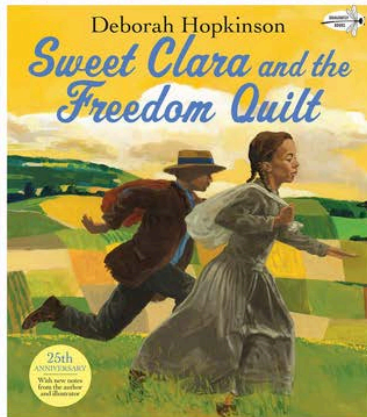
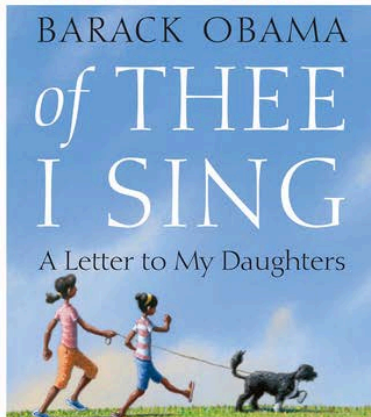
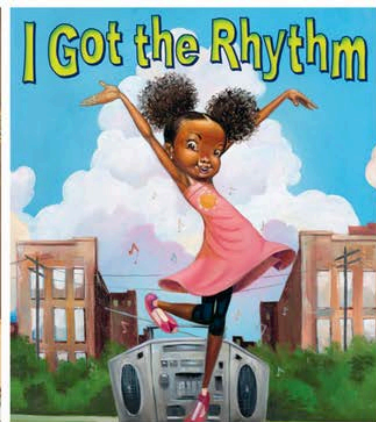
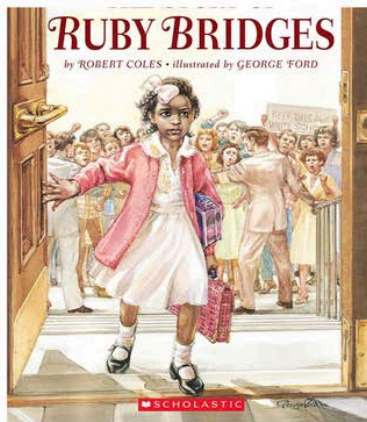
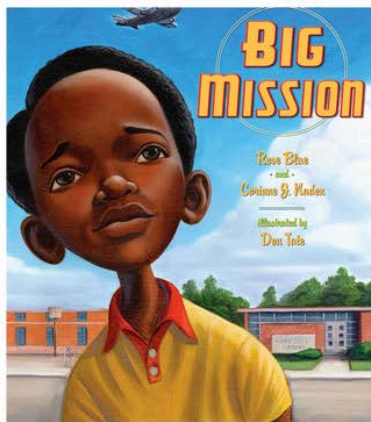
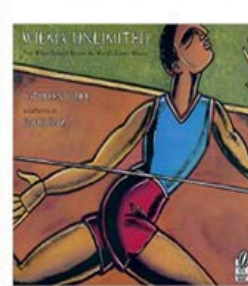
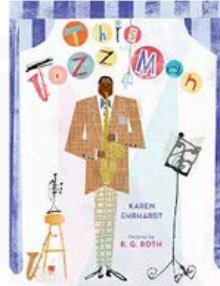
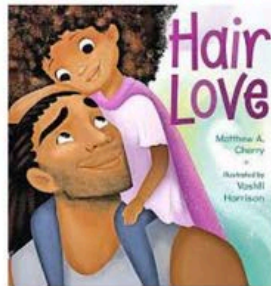
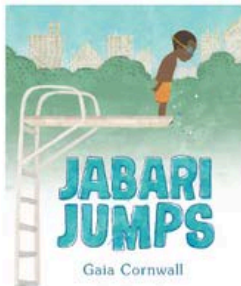
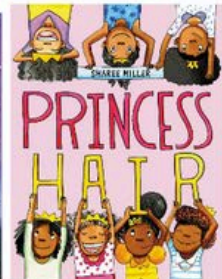
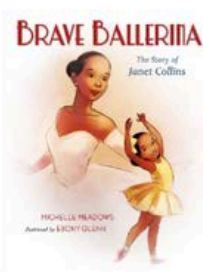
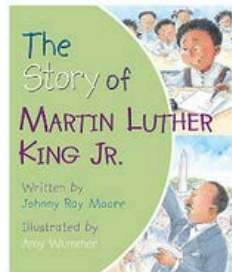
Robin DiAngelo



PICTURE

BHM

BOOKS

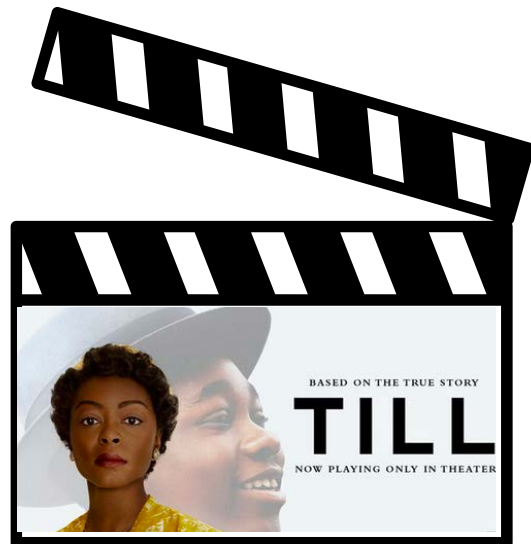
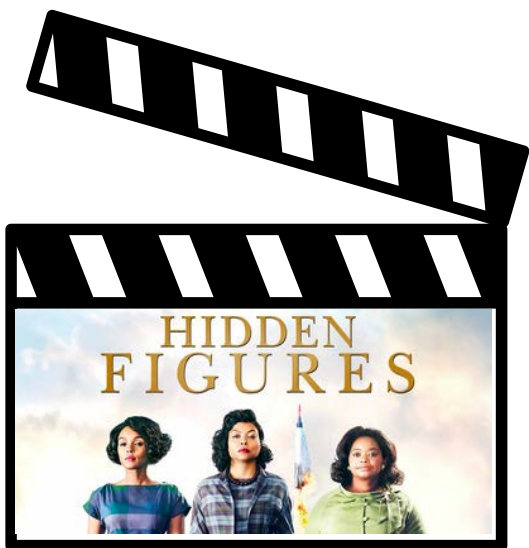




BHM

MOVIES

Click [HERE](#) for more movie options.
and click the images below to
watch the trailer.

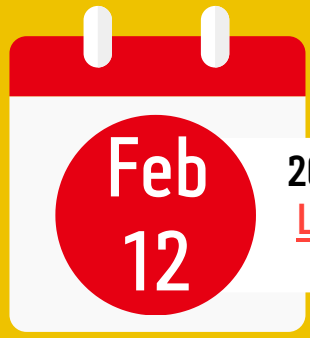




2025 Black History Month: Virtual Lunch & Learn - (LA County African American Employees Association)



Why Black Disabled History Matters: Honoring Contributions of Resilience (Disability Rights Coalition)



2025 Black History Month: Virtual Lunch & Learn - Digital Equity (LA County African American Employees Association)



Black Fatherhood: Nurturing Dreams & Defying Stigma (DreamBank)



2025 Black History Month: Virtual Lunch & Learn (LA County African American Employees Association)





United Way Bay Area
"You Are Not Alone" [Art Contest](#)



United Way Bay Area
Curated Black History Month Playlist. Last
year's playlist [here](#).



Orange Co. United Way
Black History Parade & [Unity Festival](#) with
2-1-1



At United Ways of California, we believe in uplifting voices from across the state and celebrating lived experiences. This month, we invite staff members in our network who identify with this particular observance to share what the month means to you. Throughout the month, we'll feature your voices and uplift stories from the community across our communication channels.

SHARE YOUR MESSAGE

ZOOM

BACKGROUNDS

**CLICK ON EACH IMAGE BELOW TO SAVE THE PHOTO AND
ADD IT TO YOUR ZOOM BACKGROUND.**

