

RESOURCES FOR AN ANTI-RACIST JOURNEY

Statures	Examples	Discussion and Self-Reflection Activities	Resources
<p>ABANDONMENT OF A RACIST IDENTITY</p> <p>CONTACT</p> <p>Fear Zone</p>	<p><i>I don't see color.</i></p> <p><i>If we don't talk about race, it won't be a problem.</i></p> <p><i>We don't need to talk about race. We don't have any people of color.</i></p> <p><i>I'm not racist. I don't have privilege.</i></p> <p>Comfortable with racial status quo.</p> <p>No understanding of social meaning of race or attached value.</p>	<p>Share individual stories of family and culture.</p> <p>Reflect on process of socialization, including stories and history taught in school; earliest memory of noticing racial difference and the messages of difference.</p> <p>Based on Peggy McIntosh's article https://www.nationalseedproject.org/Key-SEED-Texts/white-privilege-unpacking-the-invisible-knapsack, share individual stories of unearned disadvantage and unearned advantage. Work through the list of white privileges and discuss results.</p> <p>Build awareness of distortions of U.S. history.</p>	<p>TED Talk by Chimamanda Adichie: <i>Danger of a Single Story</i>.</p> <p>Videos: <i>Silent Beats</i></p> <p><i>The Unequal Opportunity Race</i></p> <p><i>Why Are All the Black Kids Sitting Together in the Cafeteria</i> (Beverly Daniel Tatum)</p> <p><i>Waking Up White</i> (Debby Inving)</p> <p><i>Trouble I've Seen</i> (Drew Hart)</p>
<p>DISINTEGRATION</p> <p>Fear/Learning Zone</p>	<p><i>I feel bad for being white.</i></p> <p>Disorientation and Anxiety—White guilt and shame</p>	<p>Involvement in anti-racism workshops; joining a social justice book study; finding other white people as allies on the journey. Keep working to grow and learn and not get stuck in guilt or shame.</p>	<p><i>White Awake</i> (Daniel Hill)</p> <p><i>Enter the River</i> (Jody Miller Shearer)</p> <p><i>We Can't Teach What We Don't Know</i> (Gary Howard)</p>
<p>REINTEGRATION</p> <p>Fear Zone</p>	<p><i>It's not my fault I'm White.</i></p> <p><i>I have a Black friend/child/relative, etc.</i></p> <p>Defensiveness when talking about race.</p>	<p>Revisit prior resources. Reflect on personal story. Review what was taught in school, media messages, jokes, family and peer attitudes and messages. Uncover and learn missing history, biased history, misinformation.</p>	<p><i>Me and White Supremacy</i> (Layla F Saad)</p> <p>Fiction and Non-fiction books by BIPOC authors</p>
<p>ESTABLISHMENT OF AN ANTIRACIST WHITE IDENTITY</p> <p>PSEUDO-INDEPENDENCE</p> <p>Learning Zone</p>	<p><i>How can I be White and anti-racist?</i></p> <p>Belief that privilege is not earned or based on merit, but on racism and structured bias.</p> <p>Rely on BIPOC to address racism.</p> <p>Might affirm or seek to comfort the BIPOC who is addressing racism.</p>	<p>Examine the social construction of race.</p> <p>Engage with others who on the journey. Read, study, discuss, learn together. Participate in anti-racism training.</p> <p>Begin to have difficult conversations with White friends and family about racism and inequality.</p> <p>Begin to think about privilege to support anti-racist work.</p>	<p><i>So You Want to Talk About Race</i> (Ijeoma Oluo)</p> <p><i>Caste</i> (Isabel Wilkerson)</p> <p><i>Tears We Cannot Stop: A Sermon to White America</i> (Michael Eric Dyson)</p>

<p>IMMERSION/ EMERSION</p> <p>Learning/Growth Zone</p>	<p>Transforming consciousness and redefinition.</p> <p>See racism as systemic and begin to work against systems of oppression, rather than seeing racism as individual actions.</p> <p>Able to embrace own White identity and the meaning of whiteness, while working alongside BIPOC.</p> <p>Work actively to be anti-racist.</p>	<p>Understand and analyze systems of dominance to undo and change the system.</p> <p>Examine new way to be white—one race or culture among many, rather than the center or core.</p> <p>Clarify own self-interest in working against racism and begin to accept and be responsible for whiteness; capacity to relinquish the privileges of racism.</p>	<p><i>How to Be An Antiracist</i> (Ibram Kendi)</p> <p><i>Race Talk and the Conspiracy of Silence</i> (Derald Wing Sue)</p> <p><i>White Fragility</i> (Robin DiAngelo)</p> <p><i>Dear Church</i> (Lenny Duncan)</p> <p>Movie <i>I Am Not Your Negro</i></p>
<p>AUTONOMY Growth Zone</p>	<p>Has done the work to recognize own identity to be effectively anti-racist.</p> <p>Embody anti-racism in being willing to step in the way of racism when possible and hold a lens to examine who is missing and how decisions are made and for whose benefit.</p> <p>Recognize that growth is life-long and the need to revisit previous statuses, zones, resources, and areas for continual learning.</p>	<p>Engage with others on the journey for continued learning and growth.</p> <p>Participate in advocacy, action efforts, and protests to work for systemic change.</p> <p>Become aware of curriculum and activities in the local school district; engage with others to ensure all students are included and supported in teaching and learning.</p> <p>Connect with community organizations and racial justice groups to grow and work alongside as a partner.</p>	<p><i>Dear White Christians</i> (Jennifer Harvey)</p> <p><i>The Color of Law</i> (Richard Rothstein)</p> <p><i>Stamped From the Beginning</i> (Ibram X. Kendi)</p> <p><i>Between the World and Me</i> (Ta-Nehisi Coates)</p>

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