

## Continuing Learning Opportunities:

### **For White People**

(adapted from DiAngelo, R. (2012). *What Does it Mean to Be White? Developing White Racial Literacy*. NY: Peter Lang Publishing.

- ✓ Understand that racism is always operating in every social setting (not just when an incident occurs or a person of color is present). Continually practice observing, recognizing, and articulating how it is operating.
- ✓ Recognize that we are social beings, always in dynamic relation to one another. We interact across race within a socio-historical context and bring our group histories with us. Don't demand or expect to be seen solely as an individual.
- ✓ Focus on patterns—within ourselves and society—and grapple with a range of possible ways to interrupt these patterns.
- ✓ Let go of how someone gives you feedback. It's difficult to give feedback about racism and emotions are often high. Focus on the content and not the tone.
- ✓ Don't position yourself as "less racist" than other whites, or otherwise position yourself as exceptional, and thus separate.
- ✓ Take responsibility for your mistakes, have humility, and be willing to admit the limitations of your knowledge.
- ✓ Attend trainings on antiracism. Participate in white racial caucuses and other exercises designed to help you see your racial lenses.
- ✓ Engage in activities that will expose you to differing racial views and experiences.
- ✓ Create or join a support network of other white people seeking antiracist practice. Show Up for Racial Justice (SURJ) is a great way to start: <http://www.showingupforracialjustice.org/abot>
- ✓ Seek out other white people in your workplace who are also engaged or interested in antiracism. Support and learn from each other's efforts.
- ✓ Read research and scholarship on race, racism, and whiteness.
- ✓ Attend conferences. The annual White Privilege Conference is an excellent start (<http://www.whiteprivilegeconference.com/>)
- ✓ Subscribe to journals and websites that address racism from an antiracist perspective.
- ✓ Study race history through films and books that take a critical perspective, such as the PBS film series *Race: The Power of an Illusion* and Howard Zinn's text, *A People's History of the United States*.

- ✓ Develop genuine, long-term, trusting relationships with people of color.
- ✓ Continually seek out situations that will challenge your worldview, such as performances, book talks, marches, and cross-racial community engagement.
- ✓ Develop the stamina and courage to talk about race and racism in ways that are counter to your socialization through practice.
- ✓ See racial discomfort as a positive sign.
- ✓ Understand that how we respond to the world (actions/practices/solutions) comes from how we see the world (perspective/theory/consciousness). When we can see more complexity, we will have more complex responses.

### **Benchmarks**

- The ability of your team to talk openly and constructively about race and racism.
- Race and racism is “on the table” in every decision-making process.
- “White fragility” is at a minimum and when it does surface, people have the skills to respond constructively.
- A commitment to racial equity is clearly communicated throughout the team, to outside clients, and to people interested in working for or with your team. Those who work for or with your team will be held accountable to racial equity from a racial justice (rather than “celebrate diversity”) framework.
- You are able to recruit and retain a more diverse workforce, particularly African American and Latino team members. These team members are in a wide-range of positions, including key decision-making positions.

### **For People of Color**

(Compiled by Darlene Flynn, June 2016)

- ✓ Create opportunities for immersion in your own culture (people of color spaces, actual or virtual) - gatherings, cultural celebrations, literature, media sources presenting from alternative racial perspectives.
- ✓ Learn your identity group's history and contributions, as well as the history of racism in the United States (see video *Race: the Power of an Illusion*, read *The People's History of the United States*, by Howard Zinn).
- ✓ Study to develop your own critical systemic race analysis (suggestions include: *Faces at the Bottom of the Well* by Derrick Bell, *The New Jim Crow* by Michelle Alexander, *Racism without*

*Racists* by Eduardo Bonilla Silva, *Overcoming Our Racism* by Derald Wing Sue, *Between the World and Me* by Ta-Nehisi Coates, *Sister Citizen* by Melissa Harris-Perry).

### **Build your liberation support community**

- ✓ Get involved with communities of resistance – e.g. *Undoing Institutional Racism Training* with the People's Institute Northwest for Survival and Beyond.
- ✓ Maintain a circle of like minded people of color with whom to learn, reflect and strategize to interrupt patterns of internalized oppression – e.g. affinity/support groups/racial caucuses.
- ✓ Identify and cultivate relationships with anti-racist white people who demonstrate allyship skills.
- ✓ Co-create opportunities to practice strategically challenging systemic racism in your spheres, collectively with like minded people of color and anti-racist white people.

### **Commit to radical self-care**

- ✓ In light of racial disparities in health outcomes, taking action to prevent or mitigate the impacts of stress related disease is an act of liberation for people of color.
- ✓ Create a practice for yourself, be a role model for your community, encourage others to come together in a "for us by us" health harm reduction movement.

### **Benchmarks**

- Informed racial awareness anchored in the knowledge of the true history of the United States and the experiences of people of color.
- Ability to articulate the systemic causes of racial inequity and relate them to their personal impacts in your life.
- Ability to name and strategize to interrupt patterns of internalized oppression and systemic racism.
- Personal knowledge of and practice with the ways in which cross racial work to address systemic racism is being approached and is centering the leadership of people of color.