

Anti-Racist Actions for White People

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for
Wright Memorial Public Library

Why “for white people”?



Working Understanding of Racism

- **Racism is SYSTEMIC**
 - greater than a few instances
 - greater than individual beliefs
- We can reproduce, participate in, and be complicit in white supremacy without being white supremacists



EDUCATE YOURSELF



Educate Yourself

- Use your library!
- Research anti-racist efforts in your communities
- Attend educational events, panels, and other activities happening in your community or online
- Audit a university course on race or racial inequality
- Form or join critical reading and discussion groups

Educate Yourself

- **DO NOT** expect people of color to educate you. If it's their job to educate people, request their services and pay them for their work
- **DO NOT** go to YouTube for anti-racist education unless you are going to a specific and trusted source

Educate Yourself: Topics to Learn About

- Redlining & Housing Inequality
- Racial Wealth Gap
- Racial Health Gap
- Mass Incarceration
- Indigenous Poverty
- Race and Media Representation
- Whiteness/White Privilege
- How Race Intersects with Other Aspects of Identity (Intersectionality)
- Racial Inequality & Education
- Cultural Appropriation
- White Cultural Beauty Standards
- Implicit Bias
- Being An Active Bystander
- Racial Bias in Language and Media
- Microaggressions

BELIEVE PEOPLE OF COLOR





Believe People of Color

- Believe what people of color are saying about their experiences
- Do not wait until a white person validates what they have said for it to carry weight
- Do not require them to be calm or “respectable” for you to believe them

Believe People of Color

Example:

In your cubicle at work you hear another coworker angrily ranting to another coworker that the supervisor doesn't respect the Black employees and always gives them harsher criticism.

Believe People of Color

- Resist the urge to use your own experience as a measuring stick
- Resist the urge to discount people based on their disposition or your discomfort
- Resist telling people of color how to handle inequality or racism

TAKE ACTION



Take Action

- Donate your money to people of color or organizations led by people of color
- Intervene when you observe racism or racial inequities
- Show up for people of color
 - Use your white privilege to fight white supremacy

Take Action

- Hold your local, state, and national representatives accountable—by the standards of those in the affected group
- Educate and call in your friends and family members
- Review the equity of your workplace's policies

CLOSE DISPARITIES IN YOUR PERSONAL SPHERE



Close Disparities in Your Personal Sphere

- Take stock of the media, books, and knowledge/history that you have been exposed to, that you seek, or that you make available for your children
- Make an effort to expose yourself more to media created by non-white folks, books written by non-whites, and knowledge/history produced by or about non-whites

PRACTICE



Practice

- Practice being an active bystander
- Practice seeking alternatives to police
- Practice refuting common racist or white supremacist tropes
- Practice responses to being called-in

**REMEMBER IT'S NOT
ABOUT YOU**



**SO DON'T MAKE IT
ABOUT YOU**

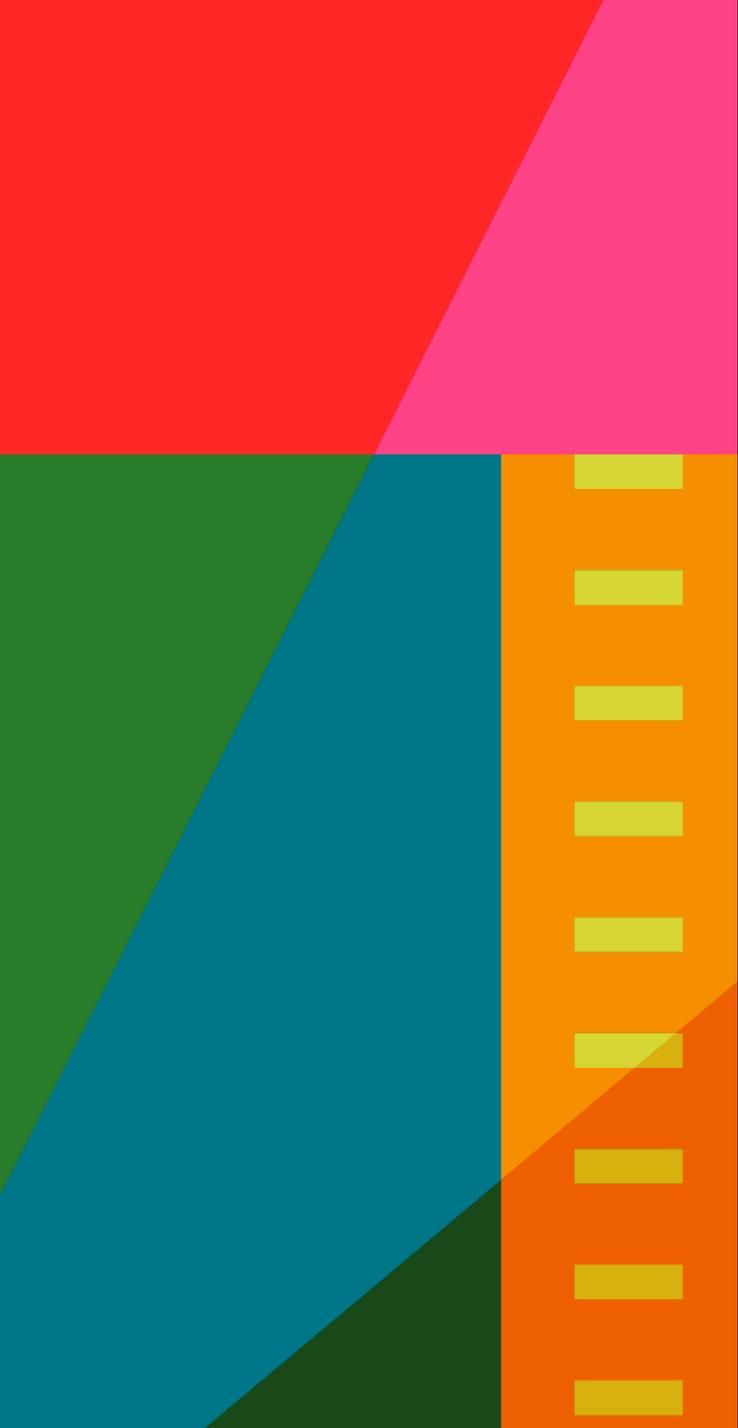


**CENTER THE
EXPERIENCES
AND NEEDS OF
THE AFFECTED
GROUP**



Further Reading & Resources

Will be attached to final PDF of the presentation.



Q&A

Some discussion of being an active bystander?