

# **Learning How to be Anti-Racist 7/22/20**

*Slides and materials from the discussion held on 7/22/20*

# COMMUNITY EXPECTATIONS

- 1) Please change your name in Zoom to include your pronouns.
- 2) Prepare to get uncomfortable and lean into that.
- 3) Use the “raise hand” feature if you would like to speak next.
- 4) Assume good intentions when others are speaking and take a breath before responding.
- 5) Use “I” statements and speak from your own experiences.

I RECENTLY SAW A  
TWEET THAT WENT  
SOMETHING LIKE THIS:

"READING ABOUT  
ANTI-RACISM  
DOESN'T MAKE YOU  
AN ANTI-RACIST."

MY DEFENSIVE RESPONSE  
WAS IMMEDIATE.

IS THIS PUTTING PEOPLE DOWN  
FOR READING ABOUT  
ANTI-RACISM?



THEN:

WAIT A MINUTE.  
WHAT IF I SWITCHED  
'ANTI-RACISM' WITH  
'MOUNTAIN CLIMBING'?



LET'S TRY IT OUT:

"READING ABOUT  
MOUNTAIN CLIMBING  
DOESN'T MAKE YOU  
A MOUNTAIN CLIMBER."

RIGHT. YOU CAN READ  
ABOUT SOMETHING,  
BUT THEN THERE ARE  
A WHOLE SERIES OF  
ACTIONS AND EXPERIENCES  
THAT LEAD TO YOU DOING  
THAT THING.



THAT TAKES:  
EXPERT ADVICE, TRIAL  
AND ERROR , HUMILITY,  
SETBACKS, AND REGULAR  
PRACTICE.





NOT TO MENTION: RACISM  
IS NUANCED WITH HIDDEN  
LEVERS, BUILT IN SECRETS,  
UNWRITTEN RULES, AND  
OVER 400 YEARS OF  
SOCIAL CONDITIONING.



CRAP

THE WORD  
'RACISM' SET  
ME OFF.

THE POINT HERE IS  
UPSETTING: I ALMOST  
MISSED THE TRUTH OF THAT  
TWEET BECAUSE OF MY  
WHITE DEFENSIVE  
RESPONSE.



AS A WHITE PERSON IN  
THIS CULTURE, I NEED TO  
QUESTION MY DEFENSIVE  
REACTIONS CONSTANTLY.  
OR I'M JUST REPEATING  
HISTORY.



BH 20

FIN

# ANTI-RACISM

To **actively** fight against racism.

# ANTI-RACISM

To actively fight against racism  
**in all of its forms.**

*(systemic, individual, internal)*

# ANTI-RACISM

This requires an understanding of  
**White Supremacy.**

*A not racist is a racist who is in denial, and an anti-racist is someone who is willing to admit the times in which they are being racist, and who is willing to recognize the inequities and the racial problems of our society, and who is willing to challenge those racial inequities.*

– Dr. Ibram X. Kendi

*I think part of the concern that people have about mental exhaustion is this idea that they don't ever want to make a mistake, and*

*I think to be anti-racist is to make mistakes, and is to recognize when we make a mistake. What's critical is... when we make a mistake, we just own up to it and say, "You know what, that was a racist idea." "You know what, I was supporting a racist policy, but I'm going to change."*

*– Dr. Ibram X. Kendi*



*I talked about what I call feelings advocacy, and this is people feeling bad about what's happening, what happened to George Floyd or what happened to Ahmaud Arbery or what happened to Breonna Taylor. They just feel bad about this country and where this country is headed. And so the way they go about feeling better is by coming to a demonstration. The way they go about feeling better is by donating to a particular organization. The way they go about feeling better is reading a book. And so if this is what many Americans are doing, then once they feel better, in other words once the individual feels better through their participation in book clubs or demonstrations or donation campaigns, then nothing is going to change except, what, their own feelings.*

*And so we need to move past our feelings. And this isn't to say that people shouldn't feel bad, but we should use our feelings, how horrible we feel about what is going on, to put into place, put into practice, anti-racist power and policies. In other words, our feelings should be driving us. They shouldn't be the end all. This should not be about making us feel better. This should be about transforming this country, and we need to keep our eyes on transforming this country, because if we don't, then once people feel better after this is all over, then we'll be back to the same situation of being horrified by another video, and then feeling bad, and then the cycle will only continue.*

*– Dr. Ibram X. Kendi*

*Doing the work of anti-racism is like deciding to train for a 5K run. You can read all the articles, watch all the videos, and even attend all the classes about running a 5K, but you won't see any changes until you actually put your feet to the pavement. Yes, you need to learn and continually learn. But you also need to take what you're learning and apply it to your life – regularly and consistently.*

*You don't need to only learn about anti-racism, but you need to do anti-racism.*

*– Monique Melton*

*This is a daily commitment,  
a daily choosing unity over  
comfort.*

– Monique Melton

*Anti-racism work is not self-improvement work for white people. It doesn't end when white people feel better about what they've done. It ends when Black people are staying alive and they have their liberation.*

– Rachel Cargle

*Are you going to interrupt that racist remark at the dinner table? Are you going to respond when your friend says, "All lives matter"? Are you ready to not be invited to the same parties? Are you ready to be judged by your relatives? By strangers? To be excluded from your friends? Are you ready to feel uncomfortable every day? Here's my real question for you. Are you really ready to be anti-racist?*

*– Michelle Silverthorn*

# VIRTUE SIGNALING

The action or practice of publicly expressing opinions or sentiments intended to demonstrate one's good character or the moral correctness of one's position on a particular issue.

QUICK  
GUIDE

**REAL**

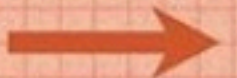
VS.

**PERFORMATIVE**

**ALLYSHIP**

tyler  
allen

@tylerelaine





# REAL ALLYSHIP

# PERFORMATIVE ALLYSHIP

## DEFINITION

A lifelong process of unlearning and re-evaluating, in which a person holding systemic power seeks to end oppressions in solidarity with a group of people who are systemically disempowered.

The practice of words, posts and gestures that do more to promote an individual's own virtuous moral compass than actually helping the causes that they're intending to showcase.

## DIFFERENCE

- ✓ CONTINUAL
- ✓ ACTIVE
- ✓ FOCUSES ON MARGINALIZED GROUP
- ✓ BEHAVIORS ARE ACCOUNTABLE
- ✓ PERSONAL RESPONSIBILITY
- ✓ OWNS MISTAKES

- ✗ UNSUSTAINED
- ✗ INACTIVE
- ✗ FOCUSES ON YOURSELF
- ✗ BEHAVIORS ARE EXCUSED
- ✗ PROJECTED RESPONSIBILITY
- ✗ IGNORES MISTAKES

# PERFORMATIVE ALLYSHIP

## WHAT DOES IT LOOK LIKE?

Publicly showing solidarity on social media, but not advocating for the marginalized group in private conversations, such as with coworkers or family members

Correcting other people's behaviors, but not your own

Exclusively blaming larger systems of oppression without recognizing your own complicity (i.e. blaming police for racism, blaming religion for homophobia, etc.)

Only advocating for the marginalized group when it's convenient or best serves you, such as when you've been "called out" or when you can monetize off of it (i.e. Pride)

Fetishization, such as visiting a protest for a photo opp

# REAL ALLYSHIP

## WHAT DOES IT LOOK LIKE?

Standing up for marginalized groups when they're not in the room

Examining your own hurtful behaviors and how to correct them

Identifying your complicit role in larger systems of oppression and actively switching your role to dismantling those systems

Advocating for marginalized groups, even when it doesn't suit you (i.e. having tough conversations with family, speaking with HR, or taking your business away from problematic companies)

Understanding when to be silent and when to be loud

WE ARE HONORING YOU

@THEANTOINETTETHOMAS

SO STOP DYING, OK?



# Action Item #1

Familiarize yourself with **#FreeGrace**

<https://docs.google.com/document/d/1CQVIZnvgapbGYbTWgffwEkIMkNlyQjsK7FZYKzLePEc/mobilebasic>

Includes information on the case, links to petitions, email and phone templates, email addresses and phone numbers

# Action Item #2

Select a film/documentary/tv series  
*(that you haven't seen yet)*  
from an anti-racism list and watch it  
*(or start watching it if a tv series)*