

FOR YOUNG ANTI-RACISM LEADERS:



active anti-racism leadership



A collection of resources designed to take the pressure off BIPOC to educate the White community and succinctly help young activists do their part in enhancing the anti-racism movement, imperfectly curated by GRLKND.

#BLM

WORDS FROM A HUMAN:

Hello fellow human,

Thanks for taking the time to read this. I'm going to draw the conclusion that you're here because your heart is with the #BLM movement, but are perhaps looking for some extra education or self-awareness around the anti-racism agenda and/or actionable steps to take from here. As you know, silence is deafening. While personally, I am white and will be actively leaving space for the voices that matter, I feel it is my duty to act as a bridge, during a time that requires collective consciousness and growth. It is not the BIPOC (Black, Indigenous, People of Colour)'s role to educate us or support our growth, it is ours, and we have work to do.

GRLKND Org

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Active Anti-Racism Leadership

WHAT WE'RE FIGHTING FOR:

It's not white vs black, it's **us vs racism**. It's love vs hate. It's human rights vs inequality, **globally**. 'Injustice anywhere is **a threat to justice everywhere**.' - MLK

THOUGHT/ CONVO/ JOURNAL PROMPTS



#1: Why is being silent or neutral right now unhelpful?

#2: What does systemic oppression (unequal treatment) look like to me, VS someone of BIPOC?

#3: In what ways do I align with individual racism (believing yourself to be superior to others of different coloured skin) or support structural racism (resources, power, and opportunities are being distributed to benefit non-BIPOC)?

TOP DEFINITION



systemic oppression

Oppression that occurs at the institutional level, such as in government policy-making, within educational institutions and the throughout the **health care** system. While one-on-one experiences of discrimination might stand out more in our minds, systemic **oppression** is even farther-reaching because it is **coded** right into the institutions we depend on to survive.



WHAT WE'RE FIGHTING FOR:

Why is #alllivesmatter problematic? 🔍

equality vs. equity

Equality is about sameness; it focuses on making sure each person gets the same thing/ is treated equally.

Equity is about fairness; it ensures that each person gets what [the person] needs.



Equality will only work and CAN only work when we all start from an **equal position**. But how do we get there? **Equity** is the tool to get us there. Equity is giving people what they need to have **equal opportunities** and outcomes."
- @thepeachykeenspeechie

THOUGHT/ CONVO/ JOURNAL PROMPTS 🔍

#1: Where am I able to identify systemic bias and racism (eg. why is there such a large gap in education stats, why is there such a contrast between incarcerated black and white populations, why is their less BIPOC representation in the media)?

#2: How can I evaluate these discrepancies in my own life and help others recognize them in theirs? Is there anything I can do to help right these wrongs?



UNDERSTANDING PRIVILEGE:

PRIVILEGE |'prɪvɪlɪdʒ| *noun*: a special right, advantage, or immunity granted or available only to a particular person or group

THOUGHT/ CONVO/ JOURNAL PROMPTS



- #1:* In what ways do I experience racial privilege in my life?
*(For help, see some checklist items on next page)
- #2:* How can I separate/ de-centre my personal experience from anti-racist conversations or messages, as a non-BIPOC?
- #3:* How does it make me feel to admit my past ignorance on the topic and how can these feelings help me grow?
*(Enlightenment can be painful, awkward and uncomfortable, but necessary and dutiful)
- #4:* It's okay for me to feel guilt, sadness, or shame, but how can I benefit from sitting with it, integrating these feelings and negative emotions, and leveredging them into action?

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UNDERSTANDING PRIVILEGE:

#1: Take the Implicit Association Test (Google it) to measure subconscious attitudes and beliefs that you may not be able to report on yourself.

#2: Use this privilege checklist to aid your internal/external discussions and thought patterns around privilege:

White Privilege Checklist

Peggy McIntosh, Associate Director of the Wellesley College Center for Research on Women, describes white privilege as "an invisible package of unearned assets, which I can count on cashing in each day, but about which I was 'meant' to remain oblivious. White privilege is like an invisible weightless knapsack of special provisions, maps, passports, code books, visas, clothes, tools, and blank checks" (McIntosh, 1989).

The following are examples of ways white individuals have privilege because they are white. Please read the list and place a check next to the privileges that apply to you or that you have encountered. At the end, try to list at least two more ways you have privilege based on your race.

- 1. I can arrange to be in the company of people of my race most of the time.
- 2. I can go shopping alone most of the time, pretty well assured that I will not be followed or harassed.
- 3. I can turn on the television or open to the front page of the paper and see people of my race widely represented.
- 4. When I am told about our national heritage or about "civilization," I am shown that people of my color made it what it is.
- 5. I can be sure that my children will be given curricular materials that testify to the existence of their race.
- 6. I can go into a music shop and count on finding the music of my race represented, into a supermarket and find the food I grew up with, into a hairdresser's shop and find someone who can deal with my hair.
- 7. Whether I use checks, credit cards, or cash, I can count on my skin color not to work against the appearance of financial responsibility.
- 8. I am not made acutely aware that my shape, bearing, or body odor will be taken as a reflection on my race.
- 9. I can worry about racism without being seen as self-interested or self-seeking.
- 10. I can take a job or enroll in a college with an affirmative action policy without having my co-workers or peers assume I got it because of my race.
- 11. I can be late to a meeting without having the lateness reflect on my race.
- 12. I can choose public accommodation with out fearing that people of my race cannot get in or will be mistreated.
- 13. I am never asked to speak for all of the people of my racial group.
- 14. I can be pretty sure that if I ask to talk with the "person in charge" I will be facing a person of my race.
- 15. If a traffic cop pulls me over or if the IRS audits my tax return, I can be sure I haven't been singled out because of my race.
- 16. I can easily buy posters, postcards, picture books, greeting cards, dolls, toys, and children's magazines featuring people of my race.
- 17. I can choose blemish cover or bandages in "flesh" color and have them more or less match my skin.
- 18. I can do well in a challenging situation without being called a credit to my race.
- 19. I can walk into a classroom and know I will not be the only member of my race.
- 20. I can enroll in a class at college and be sure that the majority of my professors will be of my race.



STATE OF BEING:

State of being Anti-Racist & For Equality:

Complacent ally vs Active ally. (Nobody is a perfect ally, but action is better than perfection). Hopelessness, silence or unwillingness is not helpful!

THOUGHT/ CONVO/ JOURNAL PROMPTS



- #1:* Firstly, how can I be an active listener for the BIPOC community?
- #2:* What does active allyship mean to me in moment-by-moment, day by day?
- #3:* What gratification do I think I need (feel seen, thanked or feel like I've checked off a duty on my checklist)? And what can I do to diminish any of these needs for gratification?
- #4:* How does conversation with trusted peers and family, education and other resources help me do allyship to the best of my ability?
- #5:* Why is it okay to sometimes get it wrong and how do I accept and apologize graciously?

*(The collective goal is to actively dismantle systematic racism (definition on Page 3), but we need to actually do the uncomfortable, difficult work as individuals too)!



DOING THE WORK:

INWARD REFLECTION:
Taking responsibility for turning within to have important self-conversation.

THOUGHT/ CONVO/ JOURNAL PROMPTS



- #1: While I recognize I will never understand, how can I cultivate empathy for the oppressed?
- #2: What are my values? How do I align with these with #BLM?
- #3: How can I work on dismantling any internal beliefs and internalized white supremacy or race-phobias?
- #4: Understanding that solidarity and activism have existed long before us, how will I gain a better idea of society's progress, not just in America, but in my own backyard (if not US-based)?
- #5: How can I diffuse unproductive and unhelpful thoughts (that will inevitably arise)? What we do with them is what matters!
- #6: What might processing any grief look like for me? Do I require the support of mental health professionals? (See page 14)
- #7: How can I make investments (in space, money, time, power) to create more safe spaces for BIPOC?

*Understand that this work (done by not leaning on BIPOC), does not erase any white privilege.



DOING THE WORK:

OUTWARDS ACTION:

Taking responsibility for your space, consumption and output.

THOUGHT/ CONVO/ JOURNAL PROMPTS



- #1:* How can I elevate the voices of the oppressed?
- #2:* How can I prime myself to stay open to feedback and constructive criticism from BIPOC (but not ask for/ expect it)?
- #3:* How will I curate my consumption and re-organize my resources (who you follow on Instagram, who you interact with IRL, who you give your money to, who/what you spend your time and skills on)?
- #4:* What actions can I take when I come across cyber-racism?
- #5:* Why is it important that I do not repost traumatizing videos, or take away space from the oppressed to grieve?
- #6:* How can I pressure my elected officials to review unjust policies and support meaningful legislation?
- #7:* How can I publicly and safely advocate against police brutality and other sentiment of #BLM?

#BLM



DOING THE WORK:

OUTWARDS ACTION:

Taking responsibility for your space, consumption and output.

EXAMPLES OF RACIST BEHAVIOUR



Overt White Supremacy (Socially Unacceptable)

Lynching
Hate Crimes
Blackface The N-word
Swastikas Neo-Nazis Burning Crosses
Racist Jokes Racial Slurs KKK

Covert White Supremacy (Socially Acceptable)

Calling the Police on Black People White Silence Colorblindness
White Parents Self-Segregating Neighborhoods & Schools
Eurocentric Curriculum White Savior Complex Spiritual Bypassing
Education Funding from Property Taxes Discriminatory Lending
Mass Incarceration Respectability Politics Tone Policing
Racist Mascots Not Believing Experiences of BIPOC Paternalism
"Make America Great Again" Blaming the Victim Hiring Discrimination
"You don't sound Black" "Don't Blame Me, I Never Owned Slaves" Bootstrap Theory
School-to-Prison Pipeline Police Murdering BIPOC Virtuous Victim Narrative
Higher Infant & Maternal Mortality Rate for BIPOC "But What About Me?" "All Lives Matter"
BIPOC as Halloween Costumes Racial Profiling Denial of White Privilege
Prioritizing White Voices as Experts Treating Kids of Color as Adults Inequitable Healthcare
Assuming Good Intentions Are Enough Not Challenging Racist Jokes Cultural Appropriation
Eurocentric Beauty Standards Anti-Immigration Policies Considering AAVE "Uneducated"
Denial of Racism Tokenism English-Only Initiatives Self-Appointed White Ally
Exceptionalism Fearing People of Color Police Brutality Fetishizing BIPOC Meritocracy Myth
"You're So Articulate" Celebration of Columbus Day Claiming Reverse-Racism Paternalism
Weaponized Whiteness Expecting BIPOC to Teach White People Believing We Are "Post-Racial"
"But We're All One Big Human Family" / "There's Only One Human Race" Housing Discrimination

DOING THE WORK:

BASIC TACTICS TOOLKIT FOR ALLIES:



Assume racism is everywhere, every day.



Notice who is the center of attention and who is the center of power.



Notice how racism is denied, minimized, and justified.



Find resources that help you understand the connections between racism, economic issues, sexism, and other forms of injustice.



Take a stand against injustice in the best ways you can.



Support the leadership of BIPOC.



Don't do it alone. You will not end racism by yourself.



Talk with your family, peers, colleagues and others about racism, using conversation starters like the ones in this packet.

LEADER- SHIP:

"I am a young activist doing my part to enhance the anti-racism movement"

THOUGHT/ CONVO/ JOURNAL PROMPTS



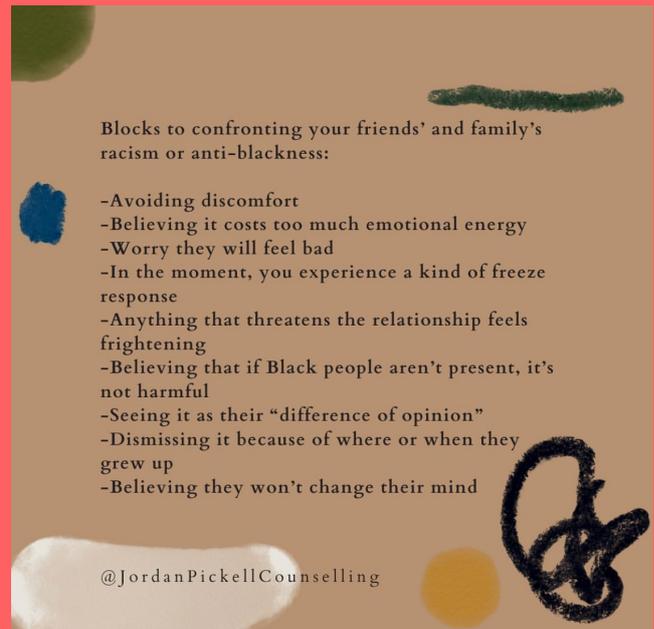
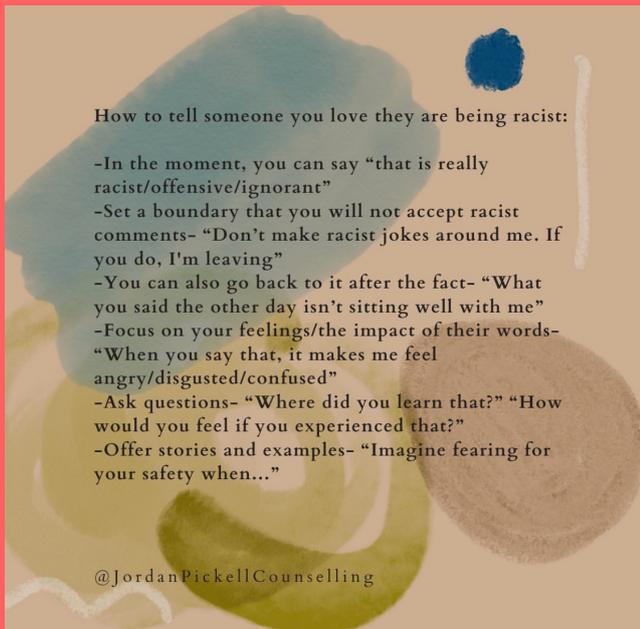
- #1: Who is my support network that I can turn to for assistance in my growth and leadership of anti-racist activism?
- #2: What can I do personally to help educate and supporting others' anti-racism growth?
- #3: How can I use the same questions I've been asking myself to intentionally and mindfully initiative productive conversation?
- #4: What are some spaces I can initiative this conversation?
- #5: How will I spot, acknowledge and shut down racism in peers?
- #6: How can I encourage others to take responsibility for white or white passing privilege and their anti-racism values?
- #7: How can I help others diffuse unproductive and unhelpful thoughts?
- #8: How can I be a bridge in this space instead of a voice?



LEADER-SHIP:

"When people in your immediate circle express anti-black or racist sentiments, speaking back is **one way to take meaningful action**. Speaking back is honouring your **boundaries and values**."

- @jordanpickellcounselling



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Active Anti-Racism Leadership

STRENGTH IN REST:



"Your desire to return to 'normal' is a completely **valid trauma response** to the loss of safety that comes from **rapid change and instability.**"

However, "Black folx can't even fathom securing Safety Needs because **we have denied them the basic, human, Physiological Need for life** (breathing). Forget Love and Belonging, Esteem and Self-Actualization." - @beescolnick

HOW TO FEEL BETTER TO ACT BETTER



So, in order to secure basic Human Needs for the oppressed, we need to face the momentary absence of our own with strength and resilience and self-care:

- #1: Practise understanding your thoughts. (Google Thought Defusion)
- #2: Take care of your body and mind by setting clear and unmoving boundaries.
- #3: Be self-aware of triggering sources and the impact of social media, heavy conversations and passive or active protest.
- #4: Seek your relaxation, notice and honour emotions/feelings, and celebrate every small success.



STRENGTH IN REST:

MENTAL HEALTH RESOURCES



Crisis Lines: (Australia)

For feeling anxious/ depressed: Beyond Blue (1300 22 4636)

For Youth aged 5-25 counselling: Kids Helpline (1800 551 800)

For personal or peer crisis: Lifeline (13 11 14)

For anyone contemplating suicide: Suicide Call Service (1300 659 467)

Emergency: Call 000

Crisis Lines: (USA)

For feeling anxious/ depressed: Crisis Text Line

USA: Text HELLO to 741741

UK: Text HELLO to 85258

CANADA: Text HELLO to 686868

For anyone contemplating suicide:

National Suicide Prevention Lifeline

1-800-273-8255

Emergency: Call 911

→ *Dedicated, Inclusive Mental Health Resources For Black People Now:*

Dive in Well

Therapy for Black Girls

Sista Afya

Healhaus

Inclusive Therapists



Active Anti-Racism Leadership

YOUR PLAN:



WHERE DO I BEGIN?



- #1: What are my strengths? How can I use them to support BIPOC?
- #2: What can I do on a personal, individual, mindful level today to support my growth as an active anti-racist?
- #3: What can I do on a public, institutional level today to support the anti-racism movement?
- #4: What short-term goals/action items can I set for this week?
- #5: What long-term goals/ action items can I set moving forward?
- #6: How can I step up as a leader in my space and community?
- #7: How can I support my own mental health during this time?
- #8: How can I look out for others' mental health during this time?



RESOURCES:

"If you're not sure how to respond, **LISTEN**. If you're not sure what to read, **RESEARCH**. If you're not sure what to do, **DONATE**. "Not sure" becomes "not my problem" **and it's not enough to be "not sure" when racism is still taking lives.** (And this bloody applies to Australia)." - @irlrubyph



FUND RACIAL JUSTICE: WHERE TO DONATE

- GEORGE FLOYD MEMORIAL FUND
- MINNESOTA FREEDOM FUND
- RECLAIM THE BLOCK
- BLACK LIVES MATTER
- BAIL PROJECT
- BLACK VISIONS COLLECTIVE
- CAMPAIGN ZERO
- NATIONAL BAIL FUND NETWORK
- THE INNOCENT PROJECT
- RUN WITH MAUD
- JUSTICE FOR BREONNA
- ANTI POLICE-TERROR PROJECT
- COMMUNITY READY CORPS

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PUT YOUR SIGNATURE TO WORK: PETITIONS TO SIGN

- EDUCATE CHILDREN ON RACISM THROUGH SCHOOL (CHANGE.ORG)
- JUSTICE FOR BREONNA TAYLOR (CHANGE.ORG)
- RAISE THE DEGREE (CHANGE.ORG)
- GEORGE FLOYD (CHANGE.ORG)
- GEORGE FLOYD (COLOROFCHANGE.ORG)
- CHARGE ALL FOUR OFFICERS (CHANGE.ORG)

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TELEPHONE NUMBERS: WHO TO TEXT AND CALL

- CALL DA MIKE FREEMAN IN MINNESOTA (612-438-5550) AND DEMAND PROSECUTION TO:
 - DEREK CHALVIN (BADGE #1087)
 - TONY THOA (BADGE #7182)
- TEXT FLOYD TO 55-156
- TEXT JUSTICE TO 66-8336
- TEXT ENOUGH TO 55-165
- LEAVE A MESSAGE FOR LOUISVILLE MAYOR AND DEMAND JUSTICE FOR BREONNA TAYLOR (502-574-2003).

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FURTHER YOUR KNOWLEDGE: SHOWS AND FILMS TO WATCH

- 13TH (NETFLIX)
- AMERICAN SON (NETFLIX)
- SEE YOU YESTERDAY (NETFLIX)
- IF BEALE STREET COULD TALK (HULU)
- THE HATE U GIVE (HULU)
- BLACK POWER MIXTAPE
- CLEMENCY
- FRUITVALE STATION
- I AM NOT YOUR NEGRO
- JUST MERCY
- SELMA
- GREEN BOOK
- WHEN THEY SEE US (NETFLIX)
- DEAR WHITE PEOPLE (NETFLIX)
- LITTLE FIRES EVERYWHERE (HULU)

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FURTHER YOUR KNOWLEDGE: BOOKS TO READ

- BLACK FEMINIST THOUGHT - PATRICIA HILL COLLINS
- ME AND WHITE SUPREMACY - LAYLA F. SAAD
- HEAVY: AN AMERICAN MEMOIR - KIESE LAYMON
- I KNOW WHY THE CAGED BIRD SINGS - MAYA ANGELOU
- WHITE FRAGILITY: WHY IT'S SO HARD FOR WHITE PEOPLE TO TALK ABOUT RACISM - ROBIN DIANGLO
- BETWEEN THE WORLD AND ME - TA-NEHISI COATES
- BELOVED - TONI MORRISON
- THE COLOR OF LAW - RICHARD ROTHSTEIN
- SO YOU WANT TO TALK ABOUT RACE - IJEOMA OULO

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TAKE ACTION:

- REGISTER TO VOTE.
- CHECK IN ON YOUR BLACK FRIENDS, FAMILY, PEERS, PARTNERS, AND COLLEAGUES.
- EDUCATE YOURSELF AND READ UP ON WHAT IT MEANS TO BE ANTI-RACIST.
- SCREENSHOT, SHARE, AND REPOST RESOURCES TO EDUCATE THOSE AROUND YOU.
- DON'T CENTER THE NARRATIVE AROUND YOU. IDENTIFY YOUR PRIVILEGE AND CONDEMN IT.
- STOP SUPPORTING ORGANIZATIONS THAT PROMOTE HATE.
- BE AN ALLY AND ADVOCATE AFTER THE OUTRAGE ENDS.
- CONTINUE TO DONATE AND SUPPORT INITIATIVES YOU CARE ABOUT IF YOU HAVE THE MEANS.

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SUPPORT ADVOCATES: @blklivesmatter, @colorofchange, @NAACP, @civilrightsorg, @showingupforracialjustice, @ethelsclub



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