



## STUFF TO PACK FOR YOUR **ANTIRACIST** JOURNEY



This is a lifelong journey. If you pack too much at one time you'll fall over and what good would that be? Start small and click on any/all of these recommended videos, articles and books. You can always "google" more later.



### BEYOND DIVERSITY

This lecture is long but worth listening to; presented by one of the best anti-racist speakers in the world, Tim Wise

"13"

A must-see documentary about of the criminalization of black people and the school-to-prison pipeline

### BLACK FATIGUE: RACISM AND IT'S IMPACT ON MENTAL HEALTH

DEI expert Mary-Frances Winters describes how racism erodes the mind, body, and spirit.

### NPR: CODE SWITCH PODCAST

What's CODE SWITCH? It's the fearless conversations about race that you've been waiting for



### HOW 'WHITE FRAGILITY' SUPPORTS RACISM AND HOW WHITES CAN STOP IT

A helpful interview with Robin Diangelo, author of *White Fragility: Why It's So Hard for White People to Talk About Racism*

### RESOURCES FOR AGITATORS

This is gold! The hottest resource on this list!

### 103 THINGS WHITE PEOPLE CAN DO FOR RACIAL JUSTICE

Just click on it :)



### UNCOMFORTABLE CONVERSATIONS WITH A BLACK MAN

Emmanuel Acho tackles often tough questions one at a time with clarity and practical advice. This link will take you to the videos but you should get the book too!

### ME AND WHITE SUPREMACY

A 28-day challenge written by Layla F. Saad encouraging white people to confront privilege and to use it for good, Take this along on your journey

### ANTI-RACIST REFLECTIONS FROM AN ANGRY WHITE MALE

A collection of short essays from one of the world's leading anti-racist scholars Tim Wise. They are all good!

### BLACK FATIGUE: HOW RACISM ERODES THE MIND, BODY, AND SPIRIT

This book written by D.E.I. expert Mary-Frances Winters illuminates the myriad dire consequences of "living while Black,"



# STEPS TO TAKE ON YOUR **ANTIRACIST** JOURNEY



If you only remember three words, remember ARC:



## **A**WARENESS **R**ELATIONSHIPS **C**OMMITMENT

You want more action points? Then here are some of the practical things you can DO on a daily basis to take steps forward on your antiracism journey. You won't do them all the time but remember, it's not about the destination... it's about moving in that direction one day at a time.

### **ADMIT ADMIT ADMIT!**

Get comfortable with getting uncomfortable. Remember, a racist denies denies denies. But an antiracist always admits admits admits when they have bias, have done something racist, said something racist, believed a racist idea and / or supported a racist idea, rule or policy...even if it's embarrassing.

### **LEARN LEARN LEARN +LISTEN LISTEN LISTEN**

A racist believes they know enough. An antiracist knows that they can always learn more and are willing to learn. It can be through books you read, videos you watch, and definitely through people you listen to.

### **PUT PRIVILEGE IN ITS PROPER PLACE**

A racist ignores their privilege (or advantage). As you become more antiracist:

- stay aware of your privilege / acknowledge it / don't be ashamed of it
- remember you didn't do anything to earn your privilege
- be aware that some / many others don't have that privilege
- use that privilege everyday for equity (good) instead of inequity (bad)

### **CALL OUT / CALL IN**

Call out behaviour, words or ideas that are racist even if it's uncomfortable --- this may be something you do out-loud or in a group or situation. Call a person who is doing something racist in --- this may be something you do quietly on the side

### **CONNECT WITH OTHER ANTIRACISTS**

Hang with, talk with, vent with and learn from people who are moving in the antiracist journey too. Especially older and smarter than you. Support one another as you keep walking forward.

### **TALK LIKE WE BELONG TO EACHOTHER**

Start referring to people of other skin colour as societal siblings - if not outloud... then at least in your head. Do it on purpose and it will eventually become natural. Kind of like "brain washing" yourself into caring about others... but not in a weird way :).

### **FOLLOW THE LEAD OF THOSE WHO HAVE THE MOST TO LOSE**

Read literature and research and articles and blogs from black authors and scholars and teachers and theorists. Follow them on social media. Promote their work. Most importantly, heed their words.

### **GET COMFORTABLE WITH GETTING UNCOMFORTABLE**

We must understand that discomfort is at the root of all growth and learning; welcome it as much as you can

### **LOOK AT WHO YOUR "PEOPLE" ARE**

Do you have friends of other skin colours? Are your get-togethers made up of folks who just look like you? Do you greet neighbours who look different than you differently than those who do? Remember you're modelling to your children.

### **BE A LIFELONG STUDENT OF ANTIRACISM**

Don't stop!

### **MODEL RADICAL HUMILITY**

Be humble and admit you don't know it all. Remember how different everything could have been if your skin was different from what it is.