

Anti-racism Fact Sheet

Anti-racism is defined by active and continual efforts against ideas, policies, and structures that maintain white supremacy and marginalize Black, Indigenous, and People of Color (BIPOC).

What anti-racism is:

- Identifying and acknowledging where racism exists in everyday interactions, systems, and culture
- Learning about the historical context of existing policies and inequities, AND finding ways to address these policies and inequities
- Building anti-racist learning and action into an everyday lifestyle
- Working with and listening to BIPOC, but not placing the burden on them
- Understanding racism as a multi-dimensional issue that impacts all races and intersects with other identities (e.g., class, gender identity, disability, sexual orientation, religion)

What anti-racism is NOT:

- Being "not racist," "not seeing race," or being anti-White
- Becoming educated about racism or providing words of support, but not actively challenging racism
- Engaging in one-time actions
- Centering White perspectives, emotions, and comfort in race conversations
- Perceiving BIPOC as needing to be helped or saved
- Asking BIPOC to guide, educate, or do the work for you
- Seeing racism as a one-dimensional issue that only impacts Black people

Anti-racism is often discussed in tandem with diversity, equity, and inclusion (DEI); however, there are important distinctions between the two. DEI often focuses on inviting BIPOC to a table built by a white supremacist, capitalist, and ableist patriarchy, while anti-racism involves the re-imagination and building of a new table.

Citations: Abramovitz & Blitz (2015); Adams & Zuniga (2018); Boykin et al. (2020); Carter & Snyder (2020); DiAngelo (2018); Griffith, Mason, Yonas, Eng, Jeffries, Plihcik, & Parks (2007); Hanna (2019); Jackson & Holvino (1988); James, Mukherjee, Posen, Thomas, & Minors (1992); Jones (2018); Kendi (2019); McCluney, King, Bryant, & Ali(2020); McFillen, O'Neil, Balzer, & Varney (2012); Michael & Conger (2009); Oluo (2018); Ruggs, Avery, & Michelman (2020); Smith, Kashubeck-West, Payton, & Adams (2017); Tatum (1997); Young (2018)

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Questions to ask when working towards anti-racism

These questions aim to help guide anti-racism discussions and further our understanding of where racism can occur in organizations, such as in the different ideas, systems, and solutions we propose or utilize, as well as in our existing structures and processes. These questions are non-exhaustive and intended as a starting point for anti-racism conversations.

Understanding the context behind an idea/system/solution/etc.:

- Who developed it?
 - How does the representation, or lack of representation, of who was involved impact what ideas were discussed and developed?
 - What underlying values does it reflect?
 - What cultures and communities are represented by those values?
 - When was it developed?
 - What was the sociocultural context in which it was developed?
 - Why was it developed?
 - Who benefits from this idea/system/solution/etc., and who is harmed?
 - Who writes the information we are given about it?
 - How do their perspective and biases impact how we interpret this idea/system/solution/etc.?
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Understanding existing structures and processes:

- What processes are involved, and who is involved in each of those processes?
 - Who makes the decisions? Who holds the power?
 - If applicable, who provides the funding?
 - Whose voices are represented and considered, and whose are not?
 - Whose voices are leading the conversation?
 - Whose voices are quieter? Why are they quieter?
 - Who is being rewarded or getting credit for the work (including behind-the-scenes work)?
 - What strategies and steps (if any) have been taken to minimize bias?
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*Anti-racism is a **never-ending journey**, one where mistakes are inevitable and where mastery is not the goal. It's also an important endeavor for everyone, regardless of racial (or any other) identity.*

Avoid quick, reactive responses that are focused on relieving negative emotions, and determine a long-term, sustainable approach. It's important to embrace discomfort, envision what an anti-racist society could look like, and engage in these discussions with others.