

## WHAT NEXT, MY WHITE FRIENDS?

### 101 Ways to Practise Anti-racism

*“The beauty of anti-racism is that you don’t have to pretend to be free of racism to be anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it’s the only way forward.” - Ijeoma Oluo*

*“Beloved community is formed not by the eradication of difference, but by its affirmation, by each of us claiming the identities and cultural legacies that shape who we are and how we live in the world.” - bell hooks*

Your heart and mind have been stirred by learning about murders, or discrimination, or racial profiling of people who live in black or brown bodies. You have started to recognize the need for people who live in white bodies to join anti-racism movements and to dismantle white supremacy. You want to become a better ally. You want to be in solidarity with the \*BIPOC (Black, Indigenous, People of Colour) communities working for change.

#### **What can you do?**

The following list is a place to start. It is in no way comprehensive. There is no correct first step. Just begin where you can, and keep going. Find two or 3 things you can do immediately, and then keep going! Enroll your family and friends. Add to the list.

This is a compilation from many lists so you may find a few repeats. It is in no particular order.

## 101 Ways to Practise Anti-racism

1. Research to discover what issues Black and Indigenous organizations in your area are working on and take your cues from them for focused action.
2. It is good to do our own work of divesting from white fragility and practise anti-racism, but action to make changes that improve safety and security for people who are racialized is most urgent. People are literally dying due to racist systems in North American society. Prioritize actions that address these issues.
3. Remember you never fully "arrive" as an ally – but you must continue "practising" allyship, always.
4. Allyship is really about relationship. Be respectful and trustworthy.
5. Know that good people can be racist. We are socialized in systems that are racist.
6. Listen more, talk less.
7. Become fluent with definitions of terms such as racism, anti-racism, systemic racism, white privilege, white supremacy, BIPOC, decolonization, allyship, etc.
8. Continue learning about anti-racism.
9. Sign-up for webinars on topics of anti-racism and white supremacy offer by organizations or individuals you trust.
10. In Canada, commit to understanding the distinctions and the common grounds between anti-black racism and anti-indigenous racism.
11. Look up lists of recommended books and commit to reading at least 2 or more each year. There are lists of novels, history, anti-racism, indigenous issues, etc. on the internet.
12. Listen to podcasts or TED talks on anti-racism. Look up lists of highly recommended episodes.
13. Read novels that feature racialized people as protagonists.
14. Watch movies and TV series that feature racialized people as protagonists.
15. Read memoirs of revolutionaries of colour (Malcom X, Maya Angelou, Ella Baker, etc.)
16. Read articles about BIPOC leaders and movements.
17. Learn the history of slavery in your area, and in your family.
18. To learn to dismantle white privilege, reflect regularly on the ways that you benefit from living in a white body. (If you need help look up "White Privilege: Unpacking the Invisible Knapsack", Peggy MacIntosh.)
19. Build your stamina for participating in uncomfortable conversations about race. (see talks, articles, books by Robin DiAngelo on "white fragility") Don't confuse your comfort with your safety. You are safe in conversations about race.
20. You will mess up. Resist becoming defensive if a racialized person corrects you. Check your ego and be curious. Thank the person correcting you. Don't expect them to fix your feelings for you.
21. Stop talking about colour-blindness.
22. Buy books for children that feature characters who are diverse.

23. Support BIPOC artists, musicians, poets.
24. Intentionally seek out and use businesses and services operated by racialized people.
25. Find out what black-led organizations are doing in your area and support their work.
26. Find local indigenous organizations and what they are working on and support their work.
27. Know the Indigenous land you are on.
28. Contribute to legal defense funds for land protectors and Indigenous rights actions.
29. Learn about "Missing and Murdered Indigenous Women and Girls". Take part in their calls to action.
30. Donate to charities and non-profits working on anti-racism and anti-oppression.
31. Offer space and time to BIPOC leaders. They are tired. (e.g. time at a cottage, camp, retreat centre, beach, a gift certificate for a spa day, a meal out, etc.)
32. Participate in reparations – with money, time, skills, assets. Reparations might be anything named – apologies, endowment funds, memorials, festivals, gatherings, building or land recovery, legal advice on rights or legislative changes.
33. Advocate for hiring racialized educators at all levels.
34. Advocate for hiring people who are racialized for senior management positions.
35. Promote seeking racialized leadership in organizations you belong to.
36. Learn about unconscious bias.
37. Find, join, or start a local "white space", to learn and discuss biases we white people carry.
38. Follow BIPOC leaders on social media.
39. Contribute to bursary, education, and sports funds that support racialized students.
40. Call for review and reform of child welfare structures in your province or territory to dismantle racial biases present in the systems.
41. Participate in, promote, and support cultural exchanges.
42. Begin having difficult conversations about racism with family and friends (advisable to avoid doing so if alcohol is involved!)
43. Instead of asking "was that racist?", ask, "how much racism was in play?"
44. Learn about "microaggressions".
45. Learn how to effectively recognize, acknowledge, and repair microaggressions you commit.
46. Don't allow conversations about racism to be side tracked by claims such as "What about in-fighting between indigenous groups?" or "what about black-on-black crime?". Such statements or questions are distractions from the central issues.
47. Interrupt racial jokes or stories with something like, "That type of joke doesn't contribute to the kind of environment that I want to be in."

48. Reject the desire to ask BIPOC folks to explain racism to you. Do your research. Find resources by people who are racialized, or offer to pay for their leadership on topics of race.
49. Don't let shame or guilt or embarrassment stop you from anti-racism work.
50. Practice sincere friendship by listening respectfully when people who are racialized share perspectives or pain.
51. Avoid comments such as, "If I were you....", or "I know how you feel...", or "We all feel that way at times..."
52. Never say, "You are much too sensitive."
53. Pour out your outrage, sadness, confusion with white friends.
54. When you learn of an act of discrimination by an organization, contact that organization to express your dismay and urge that repairs be made to victims.
55. Contact municipal government representatives and ask how they are implementing anti-racist processes, policies, and laws. Do the same with provincial and federal reps.
56. Ask employers what policies are in place for racial harassment situations.
57. Show up to protests and non-violent actions led by racialized people, but don't draw attention away from their voices and intentions.
58. Don't step forward for the sake of looking good to racialized people.
59. Don't step forward because you think people who are racialized can't speak for themselves.
60. At a demonstration or non-violent action, do step forward and be a physical barrier between BIPOC persons and police.
61. Offer to organize childcare or rides for community meetings or demonstrations to make them more accessible.
62. Offer rides where needed. Or offer pre-paid bus passes or taxi fares to organizations that support racialized people in your vicinity.
63. Do the unsexy work needed to support BIPOC-led organizations or actions (make food, fundraise, take notes, put up tables, whatever you are asked).
64. Show up when needed, not just when it's convenient.
65. Show up and hang tight with the community when things get messy.
66. Practise identifying your own feelings and staying with discomfort to find the roots.
67. Take racial justice issues to decision making bodies, even in times when they are not newsworthy.
68. Learn statistical data on likelihood of being arrested or killed by police based on race.
69. Sign petitions calling for action for racial justice.
70. Stay with a racialized person who is being interrogated by police. Let police know that you are there monitoring the situation to make sure things are addressed fairly and safely.
71. If you are close with a child or young person who is racialized, affirm them and regularly show you care and are interested in them. (Avoid trying to fix or change.)

72. Talk to your children about racism.
73. Contribute to scholarship funds and bursaries for racialized youth.
74. Consider using tiered fee structures for greater accessibility to events and opportunities.
75. Take notice of media use of racial stereotypes.
76. Make extra effort to learn to properly spell and pronounce names that are not familiar to you.
77. Find or create spiritual resources with an anti-racism lens.
78. Observe whether organizations you belong to or work for reflect the diversity of your community. If not, ask "why not?" Be prepared to examine processes and policies that discourage or discriminate in ways that may not be obvious at first.
79. Examine cultural practices, assumptions, expectations that may exclude BIPOC community members (e.g. meeting styles, communication styles, financial expectations, time commitments, etc.).
80. When organizing events, seek diverse speakers and leaders.
81. Hiring? Give priority to BIPOC candidates.
82. In a situation where a person living in a black or brown body is being overrun by someone living in a white body you can use your voice to open up space. Something like, "George (white man), I think Joshua (POC) is making an important point. Would you hold your comments a moment so I can hear what he has to say?"
83. Check your investments and remove any that are engaged in activities that disregard human and particularly Indigenous rights. Add investments in BIPOC led enterprises.
84. Learn to assess who is least at risk in a given circumstance. With their consent, share or take leadership in situations that would be too high risk for racialized community members. Confer on message and strategies. Be ready to step aside for BIPOC voices and leadership.
85. Anti-racism work is hard, but essential. Choose to be an ally freely. Racialized people do not owe you anything. Don't expect to be acknowledged or thanked for your allyship.
86. Help call other people living in white bodies to engage in anti-racism and allyship.
87. Learn what the call to "defund the police" means in Canada.
88. Promote restorative justice approaches to dealing with crime.
89. Demand police accountability.
90. Get to know the "94 Calls to Action" from the Truth and Reconciliation Commission in Canada and take whatever action that you can to support them.
91. Promote broader community mental health supports for all, but particularly for racialized populations.
92. Honour the feelings people who are racialized.
93. Learn the difference between "calling out" and "calling in".

94. Check in regularly with the BIPOC members of your organization to ask how the organization is doing with regards to anti-racism. Inquire as to how it could be better.
95. If you successfully recruit racialized people to your board or organization work hard to make sure it is safe for them by conducting anti-racism trainings, having clear harassment policies, and giving them avenues for honest feedback. Be willing to change!
96. Build relationships of trust with racialized people. Be humble. Be trustworthy!
97. Build friendships and relationships with racialized individuals around shared visions and goals.
98. Work with groups on specific goals named by the BIPOC community: reduced incarceration rates, mental health supports, youth projects, land or water issues, access to affordable housing, guaranteed livable income, as a few examples.
99. Remember discrimination on the basis of race is against the law. Speak up when you witness
100. Work with organizations you belong to in making commitments to specific actions that move toward anti-racism and anti-oppression.
101. Racism is insidious and persistent. Commit to practising anti-racism everyday. It is lifelong work for people living in white bodies.

*"History has shown us that courage can be contagious, and hope can take on a life of its own."*

*Michelle Obama*

*\*People within racialized communities have various ways in which they prefer to be identified. We have used multiple ways in this list. It is good to ask what terms people are comfortable with, and follow their direction. Resist the need to explain or be understood when you have used a term that is different than their preference.*

*Prepared for the Justice, Mission, and Outreach networks of the Atlantic Regions of the United Church of Canada, August 2020.*

*For more resources search for "Racial Justice" at [ucceast.ca](http://ucceast.ca)*