

These checklists are adapted primarily from material in Robin DiAngelo's book White Fragility: Why It's So Hard to Talk to White People About Racism.

They could be used as discussion starters in a small groups, or in a meeting. Or might be complementary to other study material on Anti-racism.

These lists are intended to help White people begin to notice assumptions and attitudes that contribute to the status quo. They are intended to help start to develop racial stamina and stay with discomfort when in conversations about racism.

When using, be sensitive to the pain that such reactions and comments can cause racialized individuals and do not use without establishing some agreements about safety.

I Might Be A Racist If...

When challenged to face racism I have ever said (or thought) ...

- “I don’t see colour. I see people.”
- “I know people of colour. I have friends/family/co-workers who are...(insert racial label)”
- “I’ve gone to Black Lives Matter protests.”
- “You don’t really know me. I’m a good person.”
- “That is just your opinion.”
- “The real oppression is class [or poverty, or gender, or anything other than race].”
- “I just said one little, innocent thing.”
- “You misunderstood me.”
- “I didn’t mean to offend you.”
- “Some people take offense at the slightest things.”
- “This is reverse racism.”
- “The problem is your tone.”
- “I have suffered, too.”
- “I don’t see you as Black.”
- “You are playing the race card.”

When challenged to face racism I ever think (or say)....

- ❖ Racism is simply personal prejudice.
- ❖ I am free of racism.
- ❖ I can tell if I have said or acted in a racist way.
- ❖ My education has taught me how not to be racist.
- ❖ Racism only occurs with intentional acts by people who dislike people of another race.
- ❖ My own suffering/oppression relieves me of racism or racial privilege.
- ❖ I am a good person. I can’t be racist.
- ❖ It is important that this person understands me and does not see me as racist.
- ❖ If I feel challenged/uncomfortable, it is your fault. You must be doing this wrong.
- ❖ It is not nice to point out racism.
- ❖ Racism is a simple problem. People just need to (in church we might finish that phrase by saying, “...love each other.”)
- ❖ The way I see the world is objective (and right).

When challenged to face racism I react by....

- Crying
- Leaving
- Emotionally withdrawing
- Arguing
- Denying
- Trying to explain intentions
- Seeking forgiveness/absolution
- Avoiding

Or... if I live in a White body!

I Might Be On A Journey Toward Becoming Anti-Racist If...

When I receive feedback on my inevitable racist patterns I can say (or think) ...

- I appreciate this feedback.
- This is very helpful.
- It is my responsibility to resist becoming defensive or complacent.
- This is hard, but also stimulating and important.
- Oops!
- It is inevitable that I have this pattern. I want to change it.
- It's personal, but not strictly personal.
- I will focus on the message and not the messenger.
- I need to build my capacity to stay in the discomfort and bear witness to the pain of racism in its many forms.
- I have some work to do.

When I receive feedback on my inevitable racist patterns, I think...

- ❖ Feedback on racism is difficult to give. How feedback is given is not as relevant as the feedback itself.
- ❖ Being good or bad is not relevant.
- ❖ Racism is multi-layered and imbedded in our culture.
- ❖ All of us are socialized into the system of racism.
- ❖ Whites have blind spots on racism. I have blind spots on racism.
- ❖ Giving white people feedback is risky for people of colour and so we can consider it a sign of trust, or hope.
- ❖ Racism is complex and I don't need to understand every nuance to validate feedback.
- ❖ Bias is unconscious. It takes effort to understand my own biases.
- ❖ Authentic anti-racism is rarely comfortable. Discomfort is key to my growth, and therefore desirable.
- ❖ I must not confuse comfort with safety. As a white person, I am safe in discussions of racism.
- ❖ The anti-dote to guilt is action.
- ❖ Nothing exempts me from the forces of racism.
- ❖ My analysis must be intersectional. I know that my social identities – class, gender, ability – inform how my racial perspectives have been shaped.
- ❖ Racism hurts (in fact kills) people of colour 24-7. Interrupting it is more important than my feelings, ego, or self-image.

When I receive feedback on my inevitable racist patterns, I react by....

- Taking time to reflect
- Making an apology, without making my needs central
- Listening compassionately
- Processing
- Seeking more understanding
- Grappling without defensiveness
- Engaging
- Believing