

ANTI-RACIST ROADMAP

An Introduction

Your anti-racist roadmap is about consciousness raising, accountability, and deepening your commitment to action. The purpose of this roadmap is not to help you feel better as a White person – this is about the critical work we’re all called to do in our movements for justice. This roadmap will help you shift resources and power to Black and Brown communities and uplift the work that’s already being done.

This offering will help you identify five areas of impact where you will brainstorm actions as well as structures of accountability. After you’ve reflected on your areas of impact, you will write an anti-racist mission statement that will guide your actions. The questions we are asking: What are you willing to risk in your anti-racist actions? What are you willing to give up? How will you hold yourself accountable to sustain your work?

We hope this is a useful framework to set some goals for the year – share it far and wide! Know that this offering is not complete and certainly misses areas that require deeper interrogation of Whiteness and power. As always, our deepest learning happens when we’re in community with one another – may this be an opportunity to expand our collective commitments to liberation and community building.

With gratitude,
Kate Slater and Mira Stern: educators, activists, and aspiring antiracists
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Impact Area: Money & Resources

The median White family has 41 times more wealth than the median African-American family and 22 times more wealth than the median Latinx family (*The New York Times*, 2019). Liberation for Black and Brown communities requires a redistribution of White wealth and resources, which was accumulated through violence and oppression. We can't abolish White supremacy without abolishing capitalism.

Identify three assets that you have to contribute to individuals and racial justice movements. What comforts can you sacrifice to challenge your own notions of what is "enough"? (Examples: \$200/month, co-signing on a loan for a family, a house you'll inherit, provisions for a food pantry, a car to donate, your tax refund)

1. _____

2. _____

3. _____

Questions to Ask:

How are you going to continue your learning in this impact area?

Who is going to hold you accountable?

Who are you accountable to?

Keep Learning:

- » [Whiteness as Property](#) by Cheryl Harris
- » [The Case for Reparations](#) by Ta-Nehisi Coates
- » [Closing the Racial Wealth Gap](#) by Courtney Martin
- » [Reparations as a Verb](#) by the Salish Sea Black Autonomists
- » [Decolonization is Not a Metaphor](#) by Eve Tuck and K. Wayne Yang

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Impact Area: Close Community

A study from 1993 found that 86% of suburban White people lived in a community where the Black population was less than 1%, and based on the 2000 US Census, White people are more likely to segregate themselves than any other group (*The Racial Literacy Quiz, Newsreel.org*). Think about your many different communities, like your close friends, your children's school, or your workout buddies. How many people are White in this group?

Identify three communities that you belong to where you can hold other community members accountable to disrupting Whiteness, furthering each other's education, and shifting power and access to resources.

(Examples: neighbors, high school friends, book club)

1. _____

2. _____

3. _____

Questions to Ask:

How are you going to continue your learning in this impact area?

Who is going to hold you accountable?

Who are you accountable to?

Keep Learning:

- » [Stamped From the Beginning](#) by Ibram Kendi
- » [Racism Without Racists](#) by Eduardo Bonilla Silva
- » [Indigenous People's History of the U.S.](#) by Roxanne Dunbar-Ortiz
- » [The Color of Law](#) by Richard Rothstein
- » [The Possessive Investment in Whiteness](#) by George Lipsitz
- » ["Nice White Parents"](#) podcast, *New York Times*
- » [When Black People Are in Pain, White People Just Join Book Clubs](#) by Tre Johnson
- » [The Unbearable Whiteness of Social Networks](#) by Zach Beauchamp

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Impact Area: Workplace

Black individuals occupy a scant 3.2% of the senior leadership roles at large companies in the U.S. according to a recent analysis by the Center for Talent Innovation. A 2016 Pew Report found that Black and Latinx men and Black and Latinx women earn 80% and 70% the hourly wage of a White male employee, respectively. This reflects not only an enormous racial wage gap, but also a significant lack of Black and Brown representation in senior leadership positions. Consider the demographics of your workplace, and think about the organization's mission and values – how do these align with liberation for Black and Brown communities? How can your daily work further anti-racist efforts and the redistribution of resources?

Identify three areas in your workplace where you can influence people, practices, or policy to shift resources and access for Black and Brown communities. How will you disrupt White supremacy workplace culture?

(Examples: hiring practices, refusing to take promotions/stepping down from boards, leadership development programs, the Diversity Equity & Inclusion task force, advocating for higher salaries for Black and Brown employees)

1. _____

2. _____

3. _____

Questions to Ask:

How are you going to continue your learning in this impact area?

Who is going to hold you accountable?

Who are you accountable to?

Keep Learning:

- » [White Supremacy Culture](#)
by Kenneth Jones & Tema Okun
- » [Racial, Gender Wage Gaps Persist in US Despite Some Progress](#)
by Eileen Patten
- » [Your Unconscious Bias Trainings Keep Failing Because You're Not Addressing Systemic Bias](#)
by Janice Gassam Asare
- » [Hiring a Chief Diversity Officer Won't Fix Your Racist Company Culture](#)
by Nadia Owusu
- » [The Bias of Professionalism Standards](#)
by Aysa Grey
- » [How Madam C.J. Walker Built Racial Equity into Her Business](#)
by Tyrone McKinley Freeman and Katie Smith Millway

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Impact Area: Talents & Skills

A hallmark of White supremacy culture is *individualism* as opposed to *collectivism*; this results in White gatekeeping and skill-hoarding. Beyond fiscal resources, the communal sharing of time and talent speaks to the principle of “lifting as we climb”.

Identify three talents or skills that you possess that you can contribute to racial justice movements. What gifts will you share with others to further our individual and collective liberation, and how will you contribute these talents on an ongoing basis? (Examples: free yoga classes, offering healing services, volunteering as a resume editor, photographing headshots gratis, pro-bono job coaching, or childcare)

1. _____

2. _____

3. _____

Questions to Ask:

How are you going to continue your learning in this impact area?

Who is going to hold you accountable?

Who are you accountable to?

Keep Learning:

- » [Whose Culture Has Capital? A Critical Race Theory Discussion on Community Cultural Wealth](#) by Tara Yosso
- » [Sharing What We Know About Living a Good Life: Indigenous Approaches to Knowledge Translation](#) by J. Smylie, M. Olding, & C. Zielger
- » [Lifting As We Climb: The Story of America's First Black Women's Club](#) by Jessica Lamb
- » [This Company is Giving Away 100 Nights of Rest to Black People in Need of A Little Self Care](#) by Kimberly Wilson
- » [“Dear White Women”: The Public Classroom of Rachel Cargle](#) by Siraad Dirshe

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Impact Area: Advocacy & Organizing

Advocacy and organizing transfers / builds power within Black and Brown communities for collective social justice. Getting involved in organizing creates opportunities for widespread community involvement and uplifts racial liberation and healing.

Identify three justice / grassroots organizations that you can get involved in or campaigns that you can commit time to. Will this commitment be ongoing, or is it a one-time deal? How will you stay connected with the organization and their mission?

(Examples: involvement in local Black Lives Matter chapter, writing letters to your superintendent for curriculum change, organizing White moms in the suburbs, joining a prison abolition organization, Get Out The Vote efforts)

1. _____

2. _____

3. _____

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Who are you accountable to?

Keep Learning:

- » [Accomplices Not Allies: Abolishing the Ally Industrial Complex](#) by Indigenous Action Media
- » [The Combahee River Collective Statement](#) by the Combahee River Collective
- » [The Fire Next Time](#) by James Baldwin
- » [How We Show Up](#) by Mia Birdsong
- » [26 Ways to Be In the Struggle Beyond the Streets](#)
- » [5 Ways White People Can Take Action in Response to White and State-Sanctioned Violence](#) by SURJ
- » [Decolonizing Together](#) by Harsha Walia

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Anti-Racist Mission Statement

A mission statement outlines your aims and values. This will be the anti-racist *thesis statement* to guide your actions.

A mission statement is short, succinct, and to the point. It should use verbs instead of nouns. It will call you to action for the duration of this year and beyond. Think of it as the nexus of all the work in your five impact areas.

Broad Structure: I use [skills / measures / commitments] to [commit / confront / act / improve / uplift / etc.] in order to xyz.

Kate's Anti-Racist Mission Statement:

I use liberation-focused anti-racism facilitations to activate White co-conspirators to interrupt racism and shift resources in their own communities in order to further racial justice and dismantle White supremacy

Mira's Anti-Racist Mission Statement:

I will use the calls of Black and Native leaders to commit to organizing in support of reparations movements, in order to shift \$1 billion of White wealth into Black and Native communities in the next year.

Write your own:

Think about the circles of influence that you have access to, the resources you will redistribute, the talents and skills you can share, and the change that you can enact in your various communities: from the workplace to your close friends to broader grassroots organizations. What is your anti-racist mission statement?

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