



Families Understanding Race, Racism and Anti-Racism

Workshop Workbook

Systemic Racism

Notes:

Resources

Articles

[The Case of Reparations](#)

[The White Flight of Derek
Black](#)

[The Noose of Racism](#)

[Black Homeowners Face Discrimination in Appraisals](#)

Videos

Marley Dias Talks Institutional Racism

[Housing](#)

[Discrimination](#)

[Black Employment](#)

[Drug Arrests](#)

Lesson Plans

[Teaching for Black](#)

[Lives](#)

[Racial Inequality and
Institutional Racism](#)

Elements of Racial Battle Fatigue

- Tension headaches and backaches
- Elevated heart beat
- Rapid breathing in anticipation of racial conflict
- An upset stomach of “butterflies”
- Extreme fatigue
- Ulcers
- Loss of appetite
- Elevated blood pressure
- Constant anxiety and worrying
- Increased swearing and complaining
- Inability to sleep
- Sleep broken by haunting, conflict-specific dreams
- Intrusive thoughts and images
- Loss of self-confidence
- Difficulty in thinking coherently or being able to articulate (confirming stereotype)
- Hypervigilance
- Frustration
- Denial
- Emotional and social withdrawal
- Anger, anger suppression, and verbal or non-verbal expressions of anger
- Keeping quiet
- Resentment

Adapted by Asia Lyons from: “Assume the position...you fit the description: Psychosocial experiences and racial battle fatigue among African American male college students.” by Smith, W.A., W.R., & Danley, L.L., 2007.

American Behavioral Scientist, 51(4), p. 556.

Self-Care Resources

4 BIPOC Women on the Power of Saying 'No' - and Why It's Essential for Self Care

14 Organizations and People Working to Support BIPOC Mental Health During the Coronavirus

Radical Self Care: Angela Davis

Radical Self Care: Alicia Garza

Self-care: Develop a Routine That Works for You

Why We Need Self-Care In The Face of Race-Based Trauma

Actor Actions (Phase One)

- Attend marches, vigils that are “comfortable” and perhaps even fun. Includes most events led by White people.
- Donate to political candidates or organizations that don’t have an explicit racial justice mission or that are not led by directly impacted individuals
- Reach out to other White people in your life (family members, old friends, distant social media connections) to engage them in conversations about racism, Whiteness, etc.
- Make phone calls and send emails (at the city/state level, with school districts, etc.) advocating on behalf of policies being put forth by racial justice organizations.
- Your job does not directly challenge institutionalized racism (exit interviews for BIPOC (Black Indigenous People of Color)
- Volunteer at a service-oriented organization (tutoring, meal delivery, collecting canned goods, clothing drives).
- Use proximity (stand close and watch) when you observe any form of intimidation, harassment, or violence against a person of Color by another white person or police officer.
- Ensure that the reading material you provide for your children explicitly addresses issues of justice and equity
- Consume (enjoy, purchase) art, in all forms, produced by non-white people. Could include attending performances, choosing specific movies and documentaries, etc. (See Self-Education above).
- Put up signs in your windows or on your lawn, like a Black Lives Matter poster.

Adapted from: whiteaccomplices.org

Ally Actions (Phase Two)

- Volunteer at a local racial justice-focused organization. This could be in-person or through actions done at home (see below). Remember - your role is to come in as a listener and learner, not to take charge
- Donate to campaigns of progressive people of Color running for political offices.
- Donate to campaigns of local progressive politicians in other cities/States who are trying to unseat incumbent.
- Enroll your kids in public schools where they are in the racial minority.
- Take your young (age 0-16) children to events where adults (people of Color and other white people) are speaking about racism, violence against communities of Color, white supremacy, etc.
- Talk with your children about these issues explicitly, including where they/you fit into these systems including the privileges they occupy.
- Organize and educate other people's children (especially other White children) to develop critical consciousness.
- Take action beyond your own learning by engaging with other White people. Start conversations and share your learning with other white people in your life, especially those you are closest to (family members, children, neighbors, colleagues).
- If you have a reading group or book club, purchase and read materials from authors of Color that address these issues. Pool resources to pay for the author to speak with your group via FaceTime, Google Hangout, etc.
- Create visual art, poetry, films, websites, social media campaigns, etc., that address what you see as the role for white people in struggles for racial justice.
- Have tech and design skills? Help folks under siege keep their websites up and running, design accessible communications, design useful apps, and keep their stuff secure.
- Make your home available to organizers who need safe, accessible, welcoming spaces to meet, plan actions, etc.

Adapted from: whiteaccomplices.org

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Ally Actions (Phase Two)

- Organize protests that interrupt “business as usual” and force other white people to confront / recognize the comfort they and you live with. If these actions are not forcing other White people to experience some discomfort, they are comparable to those in the Actor category. The exception could be getting other White people who normally don’t attend such events to show up for anything.
- Donate money explicitly to organizations with an explicit racial justice mission, led by directly impacted individuals. Also donate to bail funds for Black, Brown and Indigenous activists.
- Use your economic capital to support businesses owned by people of Color.
- Educate yourself on issues such as reparations, returning stolen land, and Black, Brown and Indigenous Labor and their relationship to capitalism. Use this as a lens to help guide your actions involving money.
- Participate in organizations that engage White people in the struggle to advance racial justice (like SURJ - Showing Up for Racial Justice)
- Diversify your social media. Follow radical/progressive Black, Brown, Indigenous figureheads and leaders in the movement. Then do you best to share and amplify their voice with your white social circles. This is great way to culture shift ideas, art, and media.
- Be extremely cautious of non-profit jobs that claim to support people of color, because they can easily have very negative impacts on the communities they espouse to serve. Too many organizations slip into a dominant role, and only end up enabling/ harming disenfranchised communities instead of alleviating the oppressive conditions that prevent the community from empowering themselves. Use your job position to help Black, Brown, and Indigenous People. Ex: purposefully seek out Black and Brown people to interview for jobs, and use Black caterers, or Indigenous speakers.

Accomplice Actions (Phase Three)

- Take your children to events, or organize events, where facilitators explicitly work with kids to explore intersection between race, power, privilege, etc. Have teaching and childcare experience? Provide these services so more Black, Brown, and Indigenous organizers and activists can get to work, attend meetings, access services, etc.
- Talk to your child's teacher if you see them teaching in culturally problematic ways and offer to work with them to include more issues around race and equity in the curriculum.
- Join or start a parent group/committee at your child's school that addresses issues of equity, diversity or parent involvement, and support them in reframing deficit ideologies and moving toward creating racially inclusive environments.
- Raise funds and bundle money for organizations with an explicit racial justice mission, led by directly impacted individuals. You might also have an employer that will match your contributions.
- Remember: raise money publicly, but donate more silently, as this is not for boosting your ego.
- Find ways of using your privilege and access to capital and funnel that to Black, Brown, and Indigenous grassroots organizations and peoples.
- Coordinate (and pay for) organizations that conduct anti-racism trainings to facilitate their workshops within your school, church/synagogue, neighborhood, workplace.
- Purposefully disrupt White spaces, meaning, create discomfort in places where other White people and Whiteness would otherwise exist in comfort. White community is a support pillar of White supremacy.
- Attend meetings, hearings, and other public events to advocate in person on behalf of policies being put forth by racial justice organizations. Be careful not to speak instead of People of Color, but rather to add your voice to show solidarity. Bring other White people with you.

Accomplice Actions (Phase Three)

- Your work should focus on alleviating the oppressive conditions that prevent disenfranchised communities from empowering themselves. The reality is ANY job you already have or choose to apply for, you can use your position to become a collaborator with Black, Brown and Indigenous Peoples; and thus a traitor to White supremacy.
- Join an organization with an explicit aim of naming and disrupting racial injustice.
- Physically intervene in confrontations when a person of Color is being intimidated, harassed, or the target of violence from a White person or police officer. Feel comfortable putting your body on the line? Call organizers, Mosques, protestors, and other groups ask if you can be trained to handle their security and absorb threats from the police
- Actively fundraise for and campaign on behalf of progressive/radical politicians (especially non-White people), including those running in local elections (school boards, transportation agencies, housing authorities, city councils).
- Volunteer with and fundraise for organizations led by directly impacted individuals to support voter registration efforts within their communities. Don't tell Black, Brown and Indigenous People how or whom to vote for. Use your energy and resources to organize White communities to support progressive/radical politicians and policies.
- Organize other white people to study these issues together, attend events as a group, invite speakers to meet with your group.
- Organize and fund opportunities for people from directly impacted communities to share and be compensated for their art.
- Provide free housing (do you have an extra bedroom?) to activists, organizers, or educators of Color.

What's the Plan?

What will be your self-care plan as you continue your journey of fighting White supremacy?

What is your child(ren)'s plan for self-care as they continue their fight against White supremacy?

Examining Self

Transforming- Changing Our Perception About Ourselves

When you think about your identity as a BIPOC (Black, Indigenous, Person of Color), White or multi-racial family what are the things that you are most proud of?

Reframing- Changing Our Thinking

What are parts of your family's racial identity that you struggle with (colorism, white privilege)?

Acting- Changing Our Behavior

What are some possible ways that you can confront struggles with identity in your family, if there are struggles?

Gathering The Village

As you look through the list of suggestions for actors, allys and accomplices it's time to think about who will join you in your work. Create a list of at least two people that you will work with as you fight for racial justice. Alongside their name explain why you think they will should be a part of your village. Don't forget your children or the children you support!

So...What's Next?

Look at the list of ideas on the actor, ally and accomplice pages or some action you and your village are already thinking of taking. Select one or two ideas that you want to move forward with starting today. Write down the idea but do not write down any action steps yet! It's important that you work with your village to come up with a plan.

Homework: Creating the Plan

Although constraints can be looked at in a negative light they can help turn problems into projects. With your village think about what is feasible, sustainable and desirable for everyone. Remember, you all are in it for the long haul!

Other Resources

[Someone Made a Guide for What To Do When You See Islamophobia and It's Perfect](#)

[Abundant Beginnings Children In Activism](#)

[Whites Confronting Racism](#)

[White Privilege Conference](#)

[Facing Race Conference](#)

[The "Problem" Woman of Colour in the Workplace](#)

[Code Switch \(Podcast on NPR\)](#)

[Anti-Racism Lesson Plans Grade 3-5](#)

[Anti-Racism Lesson Plans Grades 9-12](#)

[The Whiteness Project](#)

[40+ Children's Books About Human Right and Social Justice](#)

GLOSSARY

Accomplice- The actions of an Accomplice are meant to directly challenge institutionalized racism, colonization, and White supremacy by blocking or impeding racist people, policies, and structures.

Actor- The actions of an Actor do not disrupt the status quo, much the same as a spectator at a game. Both have only a nominal effect in shifting an overall outcome. Such systems are challenged when actors shift or couple their actions with those from Allies and/or Accomplices.

The actions of an Actor do not explicitly name or challenge the pillars of White supremacy which is necessary for meaningful progress towards racial justice

Ally- Ally is typically considered a verb - one needs to act as an ally, and can not bestow this title to themselves. The actions of an Ally have greater likelihood to challenge institutionalized racism, and White supremacy. An Ally is like a disrupter and educator in spaces dominated by Whiteness.

Anti-Racism- the policy or practice of opposing racism and promoting racial tolerance.

Color-Evasion- the belief that one is not influenced by racism in society.

Color-evasion is a form of racism because this ideology says that the person does not acknowledge the race of others along with the positives and challenges that encompass being of that particular race.

Cultural Racism- representation of racial and ethnic groups as have an inferior culture.

Dominant Culture- A group of people who have the most power in a culture.

They control systems and institutions like a countries government and decide what is considered normal.

Identity- The ways that you show up in the world. The parts of you that make you who you are.

Individual Racism- Refers to the a manifestation of beliefs in the inferiority of racial or ethnic groups at the individual level through person to person exchanges (conversations).

GLOSSARY

Oppression - the fusion of institutional and systemic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures that shade most aspects of life in our society.

Race- A social construct that was created in order to justify slavery. Racial Consciousness- the ability to recognize the impact that race has on one's daily life.

Racial Battle Fatigue- The result of experiencing racism. RBF symptoms include depression, high blood pressure, being silence, overworking, underworking, anger, etc.

Racism- a system of oppression that not only stigmatizes and violates the targeted group, but also does psychic and ethical violence to the dominator (White) group as well. Racism functions not only through overt, conscious prejudice and discrimination but also through unconscious attitudes and behaviors of a society that presumes an unacknowledged but pervasive white cultural norm.

Social/Cultural Racism - Cultural norms and patterns that perpetuate values that bind institutions and individuals. These norms include philosophies of life, definitions of good and evil, beauty, normal, health, deviance, sickness, perspectives on time, etc.

Stereotype- a widely held but fixed and oversimplified image or idea of a particular type of person or thing.

Whiteness- Whiteness and white racialized identity refer to the way that white people, their customs, culture, and beliefs operate as the standard by which all other groups of are compared.

White supremacy culture- is the idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions.

KEEP GOING!

Interested in continuing the
conversation?

Join other families learning about race, racism and anti-racism in LEC's Facebook group!

<https://tinyurl.com/familyraceconversations>

Have additional questions?

Contact Asia Lyons at
Asia@lyonseducationalconsulting.com