

THE ANTIRACISM STARTER KIT

A WHERE CHANGE STARTED ACTION GUIDE

by L. Glenise Pike

Are you new to antiracism? Have you been around this work for a while now, but are finally ready to take your personal work more seriously? Do you find yourself overwhelmed with the severity of racism and confused by where to start? Well then, I wrote this little guide for you, my friend.

The purpose of the Antiracism Starter Kit is to help you navigate your next steps after answering the call to become antiracist. It is meant to be used as a blueprint as you find your own rhythm in this work that is sustainable and practical for how you learn as an individual.

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Getting Started In Antiracism

Antiracism is lifetime work. However, it doesn't take a lifetime to become antiracist - someone who actively opposes racism in all forms, including themselves. You will get there. But before you start this work and waste your time by chasing your tail and getting frustrated with yourself for not being where you think you should be, I wanted to share with you what this journey should look like. Because you're about to enter a confusing world and I think it would help you have a bit of an understanding of the landscape you're about to navigate. So, let's get started...

TAKE A DEEP BREATH

1. You're likely coming to this work overwhelmed with a sense of urgency to just "do something," because you finally get how bad things are. I get it. But take a deep breath first. There is a process to this work. One that will take you some time and won't happen overnight. Take a moment to get centered and prepare to humble yourself, my friend. You're about to learn a lot and if you wear yourself out before you even start, Black, Indigenous, and People of Color (BIPOC) are the ones who will continue to suffer.
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UNDERSTAND WHAT IS BEING ASKED OF YOU

2. You're going to encounter a lot of calls-to-action as you navigate this work. Some of them may even seem to contradict one another. Well, I'm here to tell you that there are only three real expectations of you right now: 1. that you do what it takes to identify, unpack, and dismantle the ways your behaviors perpetuate white supremacy; 2. that you encourage others to the same; and 3. that you compensate BIPOC for the resources you use along the way. All other actions will fall into line once you've done the foundational work.
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START LEARNING

3. Find a few antiracism educators to learn from. There are plenty out there. Try not to go overboard, however. When you find one or two that resonate with you, follow their programs the way they intend you to. Just note that there is a huge difference between activism and antiracism education. The former exists to raise awareness and address the result of racism. The latter exists to teach you HOW to becoming antiracist. As you start collecting resources to learn from, make sure they cover all angles: history, present day inequalities, and the many terms and concepts of antiracism.

Understanding What Is Being Asked of You

— Activism v. Antiracism —

It is so important for you to understand what is being asked of you when you start antiracism work. You'll encounter many calls-to-actions that will seem to contradict one another. One day, it'll be that you **NEED** to do this one thing. The next day, you'll be told that you aren't doing enough. However, these will only appear to be confusing because of the unspoken assumption that activism and antiracism work are the same things. They aren't. They are absolutely two very crucial branches in the movement for racial equality, but they are designed to achieve very different goals.

ACTIVISM looks a lot like financially supporting Black, Indigenous, and People of Color (BIPOC) run organizations that serve as direct lines of support to BIPOC communities, buying from BIPOC owned businesses, participating in marches and rallies, and boycotting racist and culturally appropriative business. All crucial activities. They just aren't antiracist. They address the result of racism. Not the root causes of it.

ANTIRACISM is the act of opposing racism/white supremacy in all forms - even the racism that exists within you and the forms you perpetuate with your behaviors. It is about identifying the root causes of racism and putting an end to them. Activism without antiracism is merely white saviorism by another name. No good deed as an activist will remove your responsibilities in antiracism.

THREE RESPONSIBILITIES IN ANTIRACISM

Internalized white saviorism will have leave you yearning to feel like you're "doing something" in this work. Often times, what is being asked of you in antiracism won't scratch that itch. Know that and push those thoughts aside to honor antiracism for what it is supposed to be.

There are only **THREE** things for you to do in this work, as a student and as an advocate. Those are as follows:

1. To do the self-work of identifying, unpacking, and dismantling the ways your behaviors uphold and perpetuate white supremacy.
 2. To inspire and encourage others to start the process of doing the same.
 3. To compensate Black, Indigenous, & People of Color for their resources along the way.
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Common Types of Antiracism Education

Let me start by saying that I firmly believe there is no one right way to do this work. The destination is the same regardless - which is for you to be antiracist. There are many antiracism educators out there. You will not find all of them on social media. They have many different styles and many different philosophies in their approaches to this work. You'll learn more about WCS's approach on the next page. All that matters is that the resources you choose to learn from cause a positive and sustainable shift within you.

There are three very common ways you will interact with antiracism content on your journey to become antiracist. One-on-one coaching, self-guided resources, and a hybrid of both. The style of antiracism education you use will likely depend on your natural learning style. There is no need to force methods and approaches that don't work. Just do what works best for you.

ONE-ON-ONE ANTIRACISM COACHING

One-on-one antiracism coaching is a great option for those who need a little extra guidance and attention when learning new and complex concepts. These programs can span a few weeks to months of intensive one-on-one interaction with your antiracism coach that occurs on a pretty structured timeline. This is the perfect option for those who prefer to have their antiracism education to be little more targeted to the unique mental hurdles they're struggling with.

SELF-GUIDED

The majority of the content you'll see on Where Change Started is self-guided. Content is released weekly and monthly for you to dive into on your own schedule. This option is best for those who trust themselves to stay consistent in this work and have had no problem self-guiding through other educational and professional experiences.

It's important for me to note that having an accountability partner or doing this work in a group is, highly recommended with the self-guided approach.

HYBRID

Hybrid programs take elements of both - likely in the form of seasonal/quarterly programs. You're expected to self-guide through the majority of the materials with the ability to schedule intermittent one-on-ones with the educator. You'll see a little of this on Where Change Started as well — particularly with the Antiracism Leadership Accelerator.

“Behaviors That Perpetuate White Supremacy”

— The Where Change Started Approach To Antiracism —

You’ll see this phrase a lot in Where Change Started content - “behaviors that perpetuate white supremacy.” There is a very good reason for it that serves as an important anchor for everything you’ll see on this platform. However, before I go into why I’m so intentional and consistent with this verbiage as an antiracism educator, let’s talk a little bit about antiracism in general.

If you google the word, “antiracism,” you’ll likely find as many different definitions for it as you will results. That’s because many incredible, capable, and well credentialed individuals have reasonably, for one reason or another, seen fit to define it differently as they explore these concepts from various new lenses and lived experiences. This is not new. It has been the nature of social justice scholarship long before little ole me ever entered this world. However, this is precisely this reason that it is important that you have a firm understanding of what perspectives, experiences, and beliefs have informed the foundation of the antiracism content you’re learning from.

My goal for creating the [The Antiracism Starter Kit](#) is that it leaves you feeling **knowledgeable** about what lies ahead of you in this work and **confident** in your ability to go out there and find the tools you need to do the work in an way that is sustainable for you in the long run. My priority is that you are successful in becoming antiracist. However that happens. And whomever that happens with. So in the spirit of you finding the right fit, I would like to take this time to provide you with the all of the information you’ll need to determine if the WCS approach is one that will assist you on your journey to becoming antiracist.

How I Approach Racism At Where Change Started –

The foundation of the resources here at WCS is not directed at the unconscious biases or malicious thoughts some white people have towards Black, Indigenous, and People of Color. In other words, my work doesn’t speak directly to individuals who are still struggling to identify or speak truth to the negative emotions they have towards BIPOC. Those people and emotions exist. There is no doubt about that. And while I’m confident WCS resources can be used by those looking to explore those particular manifestations of racism, they are not the direct focus of the work you’ll find here.

I believe that racism is systemic. Meaning, I believe that racism is codified human behavior — through our laws, social norms, and mores — driven by an unchecked white supremacist political ideology. I believe that every single aspect of our human behavior today has been deeply embedded with this white supremacist ideology. Whether it’s the U.S. Constitution to workplace policies and procedures to the social “norms” of the day – our lives are forever impacted by rules and guidelines that have been steeped in white supremacy since this country’s founding. Every one of us were born into this system of rules that has governed whiteness, blackness, and otherness, how they’ve related to one another, and how they’ve extended freedoms, protections, and limitations to the human beings living within those political labels. And everyone single one of us has the ability to perpetuate it.

This is why you’ll see me use the collective pronouns, “we” and “us,” in my writings at WCS. This is not by mistake. We don’t all benefit from white supremacy (only whiteness gets that privilege), but we are all very capable of perpetuating this system of racialized harm – regardless of our intentions and regardless of our hearts for our fellow man. Our starting points may be different and our work may require more of us depending on the lens with which we navigate these structures within our society, but white supremacy is white supremacy and the behavior that perpetuates it, perpetuates it. Any perpetuation of it allows for the system to continue as it was designed. Which leads me to why there are four stages in the WCS approach to antiracism.

“Behaviors That Perpetuate White Supremacy”

— The Where Change Started Approach To Antiracism —

The IRAC Method –

I truly believe that racism is a systemic problem in need of a systematic fix. As founder and sole content creator of Where Change Started, my academic and professional backgrounds within law and public policy have played a large role in the underlying philosophies that ground the resources I create for this platform. I’m also one of those people who loves the process of learning, so it’s not surprise that The IRAC Method to legal analysis we learned in law school left a huge impression on me and ultimately informed the structure of the four staged approach to antiracism that you’ll find on the WCS platform today.

IRAC is a widely practiced methodology that stands for **I**ssue, **R**ule, **A**nalysis, and **C**onclusion. It is used by law students and lawyers all over the country when answering legal questions. William H. Putnam describes it as “a structured approach to problem solving” and I couldn’t agree with that description more. I absolutely fell in LOVE with it! Legal problems are complex and most of the time, they’re buried in the stories of client trauma making them hard to see without a structured approach. It wasn’t until I embraced this tool during my time in law school that I began to develop confidence in my ability to identify the legal problems that my future clients would bring to me, (should I have decided to practice law, that is). It is that kind of confidence that I hope to help members of this community find with the resources I create a share within this space.

The way most law school exams are structured, student’s receive a large fact pattern with the task of identifying the legal issues that exist within it and presenting a solution to remedy the particular problem(s) you identified. Here is a breakdown of how The IRAC method generally works within the legal writing context:

- The *Issue* is the legal question(s) presented in a given fact pattern that need to be answered before a remedy can be determined.
- The *Rule* is a synthesis of all the relevant case law that will decide the issue.
- The *Analysis* is a where you apply the rule you just articulated to the specifics of the legal question you identified as the issue at hand.
- The *Conclusion* is the resulting comprehensive answer to that legal question.

With IRAC being the sanity saving problem solving tool it was for me during law school, I figured I could take the spirit of that tool and rework into one that would benefit those looking to become antiracist. After all, the legal system is directly implicated in the WCS approach when I make mention of the codified human behaviors that maintain the system of white supremacy. Why not see what utility it could have as I attempt to create skills-based resources for the individuals wanting to do this work?

After taking time to strongly consider the three things I’ve come to identify as our primary responsibilities within antiracism – (1) to identify, unpack, and dismantle the ways in which our behaviors perpetuate white supremacy, (2) to lead by example in inspiring others to do the same; and (3) to compensate the Black, Indigenous, and People of Color for their intellectual work product along the way – I felt pretty strongly that this approach would be useful for anyone needing help with making sense of the overwhelm that comes with antiracism work. And to my surprise, **tens of thousands of individuals around the world** have begun to find it as useful as I did!

“Behaviors That Perpetuate White Supremacy”

— The Where Change Started Approach To Antiracism —

The Four Stages of Becoming Antiracist —

Given that my focus in antiracism is specific to the codified human behavior that maintains the systemic structure of white supremacy, I believe that the process of identifying, unpacking, and dismantling the ways in which our behaviors perpetuate white supremacy happens within four distinct and incredibly important stages: Awareness, Education, Self-Interrogation, and Community Action.

Stage One — Awareness | *The Issue*. Stage one of the process of becoming antiracist is when you become aware that a racial injustice exists. However, antiracism awareness is much more than just being of present mind that white supremacy is a problem within a particular area of our society. It’s about also recognizing that you have a unique role to play in the efforts to stop the continuation of that system. It serves as a catalyst that propels you into action in the fight to dismantle white supremacy. Actions that have to be taken with intention and proper focus if they are to contribute to the end goal of antiracism.

This parallels the *issue* portion of The IRAC Method in that antiracism awareness always begs the question, “What can I do to be a part of the effort that stops this cycle of systemic harm?” That is why so many people are eager to engage in community action type work the minute they finally become aware of racism within their zone of influence. They immediately want to “do something,” because social justice minded people are a people of action. That is a good thing. However, there is no way for one to know what the true answer to that question is without doing the ground work to find it.

The general answer to this question for everyone will always be for them to (1) stop engaging in any behaviors that perpetuate white supremacy in this particular way and (2) to engage in behaviors that perpetuate a system of racial equality. However, the secondary question, the one you’re actually exploring in this process is unique to you. It’s about *how you* can do the things expected in this work, because it can look differently for each of individual at various seasons of life. This is where stage two comes in.

Stage Two — Education | *The Rule*. This is the stage where you get intentional about your antiracism education. You have to seek this information out by creating the space and time to needed to dive deep into each piece in order to understand the role white supremacy has played in the creation and maintenance of this specific racial injustice. Antiracism educational materials can be books, articles, blog posts, lectures, workshops, documentaries, podcast, or more. All that matters is that they are intentionally instructional from individuals who have volunteered to provide them for you.

The reason this stage parallels the *rule* portion of The IRAC Method is because much like with legal writing where it takes multiple pieces of case law to determine what the governing rule is for the issue at hand, the same can be said about antiracism. You’ll likely have to seek information from many different resources in order to gain a clear picture of how white supremacy is manifesting in this area of society.

In legal writing, there is also a hierarchy to the case law that take precedent over others based on the authority they have in the area of law that is relevant to the issue at hand. You’ll want to apply this principle to the resources you’re learning from during this stage as well. **Remember, lived experiences matter more than learned perspectives.** You’ll want to make sure you’re prioritizing the voices and intellectual work product of Black, Indigenous, and People of Color in your antiracism education.

“Behaviors That Perpetuate White Supremacy”

— The Where Change Started Approach To Antiracism —

Stage Three — Self-Interrogation | *The Analysis.* In this stage, you start to ask yourself the hard questions that start the process of you identifying, unpacking, and dismantling the ways in which your past and present behaviors are perpetuating white supremacy in the same ways that relate to what you’ve seen manifested during the education stage of becoming antiracist. You do the work laid out in this stage because there is no way for you to stop engaging in these behaviors without identifying them within your personal patterns of behavior in the first place. And there is no way for you to actually enter into the community action stage without potentially causing great harm to Black, Indigenous, and People Color with your continued perpetuation of white supremacy due to your unchanged behaviors.

This parallels the *analysis* portion of The IRAC Method in that it requires you to directly apply the information you’ve learned about the issue at hand to your own behaviors for comparison. The link here deviates a little bit from the legal writing example I’ve been sharing thus far in this section (remember, I said I tweaked it a little bit here and there). However, it is very much still rooted in a structured information gathering principle I learned during my time in law school. For a more accurate illustration, let’s think of a civil case, instead of a law school exam.

In civil litigation, interrogatories are generally a part of the discovery process. They are formal investigations (asked with specific and direct questions), conducted by the parties of the case, for the sole purpose of establishing the facts as each side contends they are. This is exactly what you’re doing when you self-interrogate your behaviors within the backdrop of what you’ve learned about how white supremacy has manifested itself within a particular situation. The white supremacy you became aware of in the first stage of this process is one party. Your personal thoughts, belief, and practices and the other. These interrogatories will help you discover whether they are in alignment with one another, and thus require change, or if your established behaviors make you a safe person to start engaging in community action stage of antiracism.

The self-interrogation stage is you about identifying any of the ways your behaviors may be perpetuating white supremacy. One purpose of these interrogatories is for you to unpack any of the emotion that may arise within you brought on by racial triggers that to could lead to racist bypassing, which does the opposite of holding you accountable. Another purpose of these interrogatories is for you to identify any racist tool of defense you may be deploying to engage in racist bypassing as well. *Side note: Did you know that people have been researching racial triggers in relation to jury selection since the 1990s? This is what I mean when I talk about codified human behavior being pervasive within every aspect of society. Even the jury selection process had rules and procedures that have allowed for the manipulation of racial biases while appearing to be impartial.

After using interrogatories to help you identify your racial triggers and your racist tools of defense, you will then replace them with the tools of accountability that will assist you in minimizing the harm your behaviors could have had in the community action stage once you’re ready to engage.

Stage Four – Community Action | *The Conclusion.* The Community Action stage of becoming antiracist is where you take what you’ve learned about yourself and put it out into the world in an attempt to lead others into this work by example and where you begin taking part in restorative efforts that perpetuate a system of racial equality. The stage is the most anticipated stage of the process. People of action like to act. It’s understandable. Unfortunately, this stage is also the one where you can cause the most amount of harm if you’ve attempted to bypassing thoroughly engaging with the previous three steps before entering it.

“Behaviors That Perpetuate White Supremacy”

— The Where Change Started Approach To Antiracism —

Stages one - three are there to provide you with the foundational authority necessary for you to be successful at leading by example to encourage and inspire others to enter into this work. You cannot be an antiracism advocate without this skill. So be sure you aren't trying to get here without doing that foundational work first.

This last stage of becoming antiracist parallels the *conclusion* portion of The IRAC Method because it serves as the fully informed answer to the question presented at the beginning of this process. One that you've come to with structure and intention. One that centered the intellectual work product and lived experience of Black, Indigenous, and People of Color. One that didn't attempt to exempt you from being included as part of the problem.

All the things that matter when we state our ultimate end of antiracism as being one of true, sustainable change towards racial equality.

Why I Believe In This Approach To Antiracism —

That actually is rather simple, so I'll make it quick. I believe that change starts within ourselves and that the impact we have on ourselves will be the impact we have on the world. I believe that progress is a process. That it's cyclical and that each of us will find ourselves navigating these stages over and over again as we seek to leave this world a little better than we found it. This process helps me breakdown the weavings of this complex system into bit sized, sustainable pieces that make me feel empowered to do my part in this work. I hope it does for you too.

The WCS Four Stage Process for Becoming Antiracist is but one approach in this growing field of social justice scholarship. However, it is the truest reflection of what I know And I only teach what I know. If you are someone with a desire to develop the skills for identifying, unpacking, and dismantling the ways your behaviors perpetuate white supremacy, then I think this approach could be one of value to you.

I strive to live my life of racial justice advocacy by example – which is exactly what I ask of others joining with this work with me. And if you do decided that you want that to join the rest of us in the **WCS community** to learn and grow alongside one another, then welcome aboard, my friend. I am so glad you're here.

Please don't hesitate to let me know if I can assist you in any additional way as you journey to become antiracist.

The FOUR Stages of Becoming Antiracist

STAGE ONE — AWARENESS

Awareness, is more than just “being aware” that racism is a problem that needs to be fixed. It is the moment you find yourself awakened to the fact that not only does the problem exist, but that YOU are a crucial part of it being dismantled. You acknowledge that you can no longer be a bystander in the fight to dismantle white supremacy. If you’re reading this guide, you’re likely ready for stage two.

STAGE TWO — EDUCATION

The education stage of antiracism is where you become a student and begin to study history, present day manifestations of racism, and the terms and concepts that go along with them. You’ll do this by registering for and attending webinars and workshops, reading works written by BIPOC, watching documentaries that highlight social issues, listening to podcast, etc. Everyone has a learning style that works for them. Find yours and commit to it.

STAGE THREE — SELF INTERROGATION

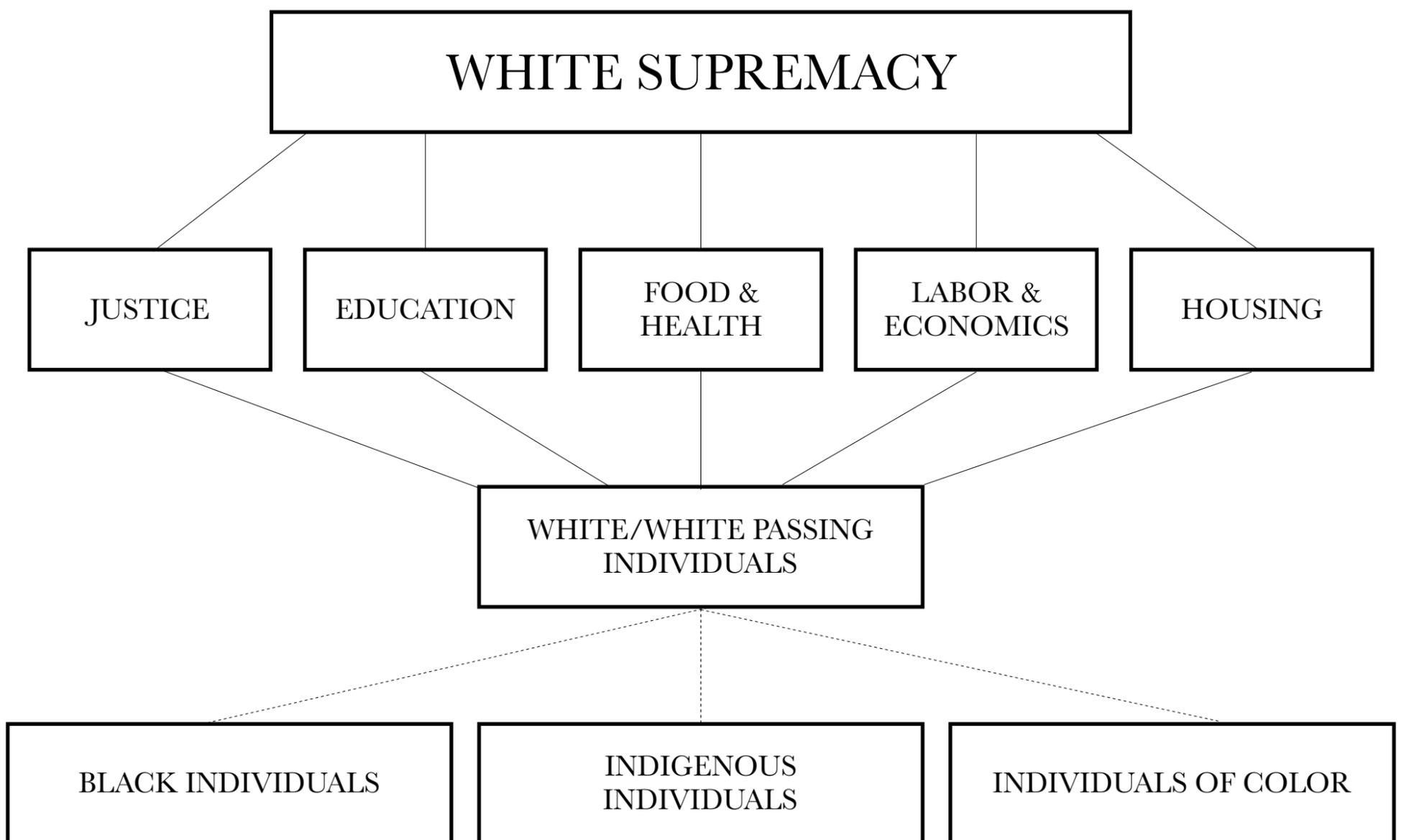
This is the real “self-work” of antiracism. It is in this stage of antiracism where you begin to take what you’ve learned above and deeply interrogate the ways in which you continue to perpetuate the systems that maintain the imbalance of power that allowed those inequalities and injustices to happen. You ask yourself the hard questions and answer them with honesty. You do this to learn how to identify the ways your behaviors perpetuate white supremacy and stop them.

STAGE FOUR — COMMUNITY ACTION

In the community action stage of becoming antiracist, you will begin to navigate spaces as an antiracist. Your only role in this stage is to encourage other white and white-passing individuals to begin their own personal journey of becoming antiracist. After the appropriate self-work in stage three, you’ll be able to do this in a way that de-centers whiteness, and honors and respects the lived experiences of BIPOC.

WHITE SUPREMACY: THE SYSTEM

In order to develop a deeper appreciation for the work that lies ahead of you in antiracism, you must first develop a foundational understanding of just what white supremacy is. Take a look at this graph. It illustrates how white supremacy, the system and infrastructure, works throughout the United States of America. Benefits are guaranteed to whiteness, but must filter through whiteness before they get to Black, Indigenous, and Individuals of Color.



This system was never set up to benefit Black, Indigenous, and Individuals of Color. Our behaviors continue to perpetuate this system every time our actions indicate that progress can only be realized when resources and societal benefits flow to whiteness first and everyone else second. Antiracism seeks to identify all the ways we continue to do that and stop it.

In a world where antiracism has been a successful social movement, all individuals would be on the same level with the same guaranteed benefits and the same chances of succeeding within them.

Your Next Steps

— Where To Go From Here —

REGISTER FOR THE FOLLOWING LEARNING EXPERIENCES:

1. The Antiracism Mindset Shift

The Antiracism Mindset Shift lecture is a great introductory lecture for those looking to develop a firm foundation of principles that are in alignment with the end goals of antiracism. You'll learn eight (8) paradigm shifting concepts to help you jumpstart your journey to becoming antiracist with intention, renewed direction, and a new found sense of confidence in your ability to lead by example in creating the world you believe in.

2. How To Talk About Race: The End Goal Is CLARITY

Regardless of where you are on your journey to becoming antiracist, having the ability to participate in or facilitate productive conversations about race will be an important part of your antiracism efforts. Leading others by example and bringing them into the work of antiracism requires intention, grace, patience, and compassion. In this LIVE lecture, you'll learn the signature WCS seven (7) stepped approach to having informative and productive conversations about race that will equip you with the ability to do just that.

3. Finding Your Antiracism Core Values

Leading by example in antiracism doesn't require you to be perfect, but it will require that you be consistent in how you show up and how you process moment of extreme discomfort, and how you move forward after making mistakes. In this lecture, you'll be able to identify and define your antiracism core values and learn how to use them as the foundation and backbone of all your actions as you navigate antiracism.

BEGIN YOUR INTENTIONAL ANTIRACISM SELF STUDY

Use the self study worksheets on the following pages to keep yourself accountable as you navigate the education stage of becoming antiracist.

SELF STUDY WORKSHEET

TOPIC: _____

INTENDED SCHEDULE: DAILY WEEKLY
 BI-WEEKLY MONTHLY

TITLE OF RESOURCE(S) BEING USED:

Created by a Black, Indigenous, or Person of Color? YES or NO | FREE or PAID

PRE ASSESSMENT:

What was the catalyst for your awareness on this topic? What incident brought this issue to your attention?

What are your current areas of confusion on this topic or issue? What do you hope to learn from this resource at this point of your process?

SELF INTERROGATION

What are your main takeaways from this resource? What did you learn about the issue?

What emotions did this resource stir within you and why?

Did this resource implicate any of your previous thoughts, beliefs, or practices as a perpetuation of white supremacy? List them.

In what ways can you hold yourself accountable to the information you learned about yourself and your behaviors?

What areas of confusion still remain for you on this topic? What is your plan to address them going forward?

Suggestions for Antiracism Education Topics to Study

There is so much for you to learn right now. You can thank those terrible history courses from our childhood and college experiences for that. Either way, there is a lot of information ahead of you. I put together this small list of topics to get you started.

Black History
Native / Indigenous History
Asian American History
History of Muslim Americans
Jewish History
Latin History
Middle Eastern American History
** LGBTQ Communities within all the above **

Mass Incarceration
Housing Discrimination
Slavery / Reconstruction / Jim Crow
Harlem Renaissance
Medical Discrimination
Access to Education
Employment Discrimination
Cultural Appropriation
Racist Adoption Practices

Helpful Tips For Staying Committed and Avoiding Overwhelm

BE PROACTIVE AND INTENTIONAL

It is so important that you start this journey with the utmost and pure intentions. Your end goal should be to stop your behaviors that perpetuate white supremacy and to encourage others to start the process of doing the same. That's it. Anything else is performative. You should also be creating a routine for this work and hold yourself accountable to it.

START SMALL. BE HONEST ABOUT YOUR ABILITY, TIME, AND RESOURCES

If you aren't a reader, don't think you're going to suddenly start reading a book a week just because you've attached that goal to antiracism. If you live in a rural area that is majority white, you aren't going to suddenly be bombarded with opportunities to become genuine friends with BIPOC. That's ok. Every actionable item that comes your way won't apply easily. Start small. Start with what you have.

WRITE YOUR INTENTIONS DOWN

Committing your intentions to paper is a great way to get a bird's eye view of what they look like. It will also help you take ownership of them. Keep them in a place you'll revisit often as you do this work. Let them serve as a mission statement and guiding principles for you as you journey to become antiracist.

FIND AND ACCOUNTABILITY PARTNER

If you have a hard time holding yourself accountable in the work, find someone that will help you do that. Challenge one another. Don't let it become an echo chamber of praise for simply attempting to do this work.

PRACTICE SELF-CARE

Racism is a hard topic. Don't discount the emotions that come with unpacking the way white supremacy may be manifesting in your actions. Walk in grace with yourself. Be patient when something isn't sticking. And be kind to yourself when you make a mistake.

Common Terms and Concepts of Antiracism

This is meant to be a general list of terms and concepts, It is not comprehensive. Just a a place for you to start. You'll need to explore each of these in depth during your journey of becoming antiracist.

RACISM - any act, belief, or practice that perpetuates the idea that one race is superior to another.

ANTIRACISM - the active practice of opposing any and all forms of racism.

WHITE SUPREMACY - the systemic belief that white and white passing individuals are inherently superior to BIPOC and therefore deserve to be prioritized as the true benefactors of societal progress, while also getting to determine what privileges BIPOC get to enjoy from themselves.

WHITE SUPERIORITY - The racist idea that white people or people with white-passing skin are superior, and therefore dominant, to those with black or brown skin.

WHITE PRIVILEGE - The unearned benefit of the doubt and access to resources given to white or white passing individuals within a white supremacist society.

WHITE SAVIORISM - The racist idea that without white intervention or guidance, BIPOC would be helpless and that helplessness is why they haven't advanced in society. White saviorism ignores the role white people have played in the systemic and intentional denial of those very resources for the sake of easing white guilt and appearing as the hero.

CULTURAL APPROPRIATION - when a member of a systemically dominant culture takes elements of another culture whose people have been systemically prevented from celebrating or benefiting from those cultural elements by that dominant culture and uses it for social, political, or economic gain.

PERFORMATIVE ALLYSHIP - the act of giving the appearance of engaging in allyship without having actually done the internal work to reflect one's outwards actions. Also called optical allyship.

Common Terms and Concepts of Antiracism

This is meant to be a general list of terms and concepts, It is not comprehensive. Just a a place for you to start. You'll need to explore each of these in depth during your journey of becoming antiracist.

RACIST BYPASSING – The act of hiding behind some part of one's identity as a reason to avoid being held accountable for one's own racism, while pointing the finger at others whose behavior are considered worse. There are six major types: Political, Spiritual/Religious, Intersectional, Financial/Economic, Generational, and Geographical.

TOKENISM– The racist act of using one's proximity to BIPOC bodies to benefit whiteness and white supremacy.

WHITE CENTERING – The racist idea that white experiences and whiteness is the norm and everything else is “other.”

BIPOC / BIWOC – Black, Indigenous, and People of Color / Black, Indigenous, and Womxn of Color. This acronym is used because Black and Indigenous people have unique experiences within White Supremacy that don't mirror those of other people of color. Think the establishment of the United States Constitution and the explicit and intentional exclusion of Black and Indigenous people.

ANTI-BLACKNESS – Any act, belief, or practice that perpetuates the racist idea that blackness is inherently inferior, dangerous, and less intelligent. It manifests in small and large acts of hostility towards blackness and Black people.

THE IMPACT YOU HAVE ON YOURSELF
WILL BE THE IMPACT YOU HAVE ON
THE WORLD.

Meet the Author



L. Glenise Pike is founder of Where Change Started, a self-guided antiracism education platform that seeks to inspired individual action and accountability in the fight to end racial inequality and social injustice. She is a writer, photographer, law school graduate, and antiracism educator. Her work is rooted at the intersections of education, creativity, storytelling, and human connection. She aspires to educate anyone who seeks to learn and empower them with the antiracism tools needed to create the world they believe in.

She currently lives in Denver, Colorado, where she spends most of her free time exploring the Rocky Mountains with her husband.

Follow her on IG at [@elleglenisepike](#) for stills of her everyday musings or [@wherechangestarted](#) for more of her antiracism education resources.

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