



**VICTORIA
ALEXANDER**

**ANTI-RACIST
RESOURCE GUIDE**

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The Anti-Racist Resource Guide was created for anyone looking to broaden their understanding of anti-racism and get involved to combat racism, specifically as it relates to anti-Blackness and police violence. Within this guide, please find a variety of resources to explore practical ways to understand, explain, and solve seemingly intractable problems of racial inequity, white supremacy, police violence, & systemic injustice.

RACISM, DEFINED

Racism describes a system of power and oppression/advantage and disadvantage based on race. Structural racism is a system, or series of systems, in which institutional practices, laws, policies, social-cultural standards, and socio-political decisions establish and reinforce norms that perpetuate racial group inequities (Lawrence, Keleher, 2004).

According to this definition, two elements are required in order for racism to exist: racial prejudice, and social power to codify and enforce this prejudice into an entire society (Bidol, 1970).

Racism = Prejudice + Power Within the context of the United State of America, and other nations, structural racism takes the form of white supremacy; the preferential treatment, privilege, power, access, networks, and access to opportunities available to white people, which often designate communities of color to chronic adverse outcomes (Lawrence, Keleher, 2004).

Individual racism refers to a person's racist assumptions, beliefs, or behaviors. Individual racism stems from conscious and unconscious bias and is reinforced by structural racism. Examples include prejudice, xenophobia, internalized oppression and privilege, and beliefs about race influenced by the dominant culture (Lawrence, Keleher, 2004).

"It is important to understand that the system of advantage is perpetuated when we do not acknowledge its existence."

- Beverly Daniel Tatum



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START CONVERSATIONS LEVEL 1

Ask for clarification

"What do you mean by that? Could you explain that further? How have you come to that conclusion? I don't get it." This tactic causes the person who made the comment to think harder about what they said and how others may perceive that statement

Repeat the statement

So what I'm hearing is _____. Is that correct? By hearing you say what they said, they will either agree that it wasn't cool or they will get the point that you don't approve.

Share your journey

Hey, I noticed you said _____. I used to stay stuff like that too but recently I've learned that can be hurtful. Instead, I now say _____. This framing shows that you understand where they are coming from and are trying to make yourself better while helping others along the way.

Separate intent from impact

Hey, when you said _____, I know you didn't mean for it to be offensive, but it made me think/feel _____. Next time maybe use instead ____? This helps the person see that you are trying to connect with them, not attack them.

Challenge the Stereotype

Actually, in my experience _____. I think that's a stereotype. I've learned recently that _____. Really? I've read something that would suggest otherwise: _____. Provide information, share your own experience and/or offer, alternative perspectives. Challenge ignorance with education.

Appeal to their values

I know you really care about _____. Acting in this way really undermines those intentions. Hold them accountable to being the person they say they are, the person they aim to be, and the person you know they can grow to be.

"You're better than that"

You're way too smart to think that is true. You're too kind to continue to speak that way. Its a process to be better about this, I know you can do it. You don't think they are a bad person. In fact, you know they are a good person and you are holding them accountable to their potential for growth.

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START CONVERSATIONS LEVEL 2

I don't see color.

What I am hearing you say is "I am choosing to ignore this very visible part of someone's identity, which affects a variety of their life experiences, because it makes me more comfortable." You are placing your discomfort with acknowledging racism above Black/BIPOC lives. By ignoring racism by not "seeing it" you yourself are allowing it to persist.

All lives matter

Correct. However, Black lives are in particular danger. Black people are twice as likely to be killed by a police officer while unarmed, compared to white people. Right now, many (most) U.S. institutions and systems act as if Black lives don't matter and until we address and change this, all lives can't matter. If you genuinely believed that all lives mattered, you would join this fight.

I'm not racist

Nobody is free of bias. Regardless of identity, education, or benevolence. Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These are mental shortcuts that help us more easily make sense of our incredibly complex world. Once you acknowledge that you have biases, you can work on identifying and rectifying them.

What about Black-on-Black Crime?

According to FBI crime statistics, every race in the US commits crime against others of the same race far more frequently than those of different races. When controlling for income/wealth there is virtually no difference between "Black-on-Black" crime and "white-on-white" crime. Your comment is a common white supremacist talking point that pathologizes a human problem as a Black problem. Do better.

Isn't racism over, or not so bad anymore?

Nah. There are significant gaps between outcomes for Black people/BIPOC and outcomes for white people in nearly every measurable category: housing, education, wealth, employment, discipline/incarceration, maternal mortality, etc. This is not a result of individual choices made by BIPOC, but systems and institutions set up to benefit some at the expense of others (white supremacy & racism).

I'm white but my life is hard too. Where is my white privilege?

I am sure you have had to overcome many things in your life, and your pain is valid. However, your argument is invalid. I get you've had struggles but, racism and white supremacy were not one of them, that is a privilege. BIPOC can't earn money to buy their way out of racism, educate themselves out of racism, or reach a point of fame where racism is escapable.

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KEYWORDS

BIPOC: Black, Indigenous, and People of Color

Race: Socially constructed groups based on physical and social differences considered socially significant

Ethnicity: Shared culture, such as language, ancestry, practices, and beliefs

Racism: Describes a system of power and oppression/advantage and disadvantage based on race. A system, or series of systems, in which institutional practices, laws, policies, social-cultural standards, and socio-political decisions establish and reinforce norms that perpetuate racial group inequities

Assigned Sex: A label that you're given at birth based on medical factors, including your hormones, chromosomes, and genitals

Gender: A complex social and legal status, and set of expectations from society, about behaviors, characteristics, and thoughts often socially ascribed to ones assigned sex at birth. Each culture has standards about the way that people should behave based on their gender. Instead of being about body parts, it's more about how you're expected to act, because of your sex.

Sexual Orientation: A person's identity in relation to the gender or genders to which they are sexually attracted

Classism: The institutional, cultural, and individual sets of practices and beliefs that assign differential value to people according to their socio-economic class; and an economic system which creates excessive inequality and causes basic human needs to go unmet

Racism: Describes a system of power and oppression/advantage and disadvantage based on race. A system, or series of systems, in which institutional practices, laws, policies, social-cultural standards, and socio-political decisions establish and reinforce norms that perpetuate racial group inequities

Sexism: A system of prejudice, stereotyping, or discrimination, typically against women, on the basis of sex

Homophobia: Fear, hatred, discomfort with, or mistrust of people who are lesbian, gay, bisexual, or queer

Transphobia: Fear, hatred, discomfort with, or mistrust of people who are transgender, genderqueer, or don't follow traditional gender norms

Misogyny: hatred of, aversion to, or prejudice against women and ascribed femininity

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IMPLICIT BIAS

Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These are mental shortcuts that help us more easily make sense of our incredibly complex world. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. These associations develop over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages.

We all have implicit biases, no matter our identities and regardless of how educated we are on the topic. These biases manifest themselves in ways that have impacts we may not desire. Have you ever had a knee-jerk reaction or thought related to a person or situation, and then thought to yourself something like "That wasn't cool of me" or "No, that is not the right thing to think;" that is your implicit bias and then your active consciousness reconsidering that bias.

It is difficult for many of us to talk about implicit or explicit bias; we are often brought up to believe that we live in a "just world," that we treat people how they should be treated and as a result people get what they deserve. Bias directly contradicts that world view and our self or group concept. Though we can learn and internalize these messages and biases very early in our lives, implicit biases are malleable and the associations we form can be unlearned.

"The most effective adaptation of racism over time is the idea that racism is conscious bias held by mean people."

- Robin DiAngelo



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BLACK TRANS LIVES MATTER

Fatal violence, specifically gun violence, disproportionately affects Black trans women at the intersections of racism, anti-Blackness, sexism, homophobia, and transphobia. These intersections too often result in chronic adverse outcomes in housing, employment, healthcare, and other necessities; barriers that make Black trans women more vulnerable to violence and abuse. A 2016 study titled, *Unerased: Counting Black Trans Lives*, used data from the National Center for Health Statistics to determine that the homicide victimization rate for Black trans women was more than SEVEN TIMES higher than the general population.

Below are some organizations that you can lean more from and support Black Trans Lives

Marsha P. Johnson Institute (MJPI)
Human Rights Campaign (HRC):
GLSEN
Black Trans Femmes in the Arts
Transgender Law Center
The Okra Project
United We Dream: LGBTQ Justice Program
The Black Trans Travel Fund
The Pride Fund to End Gun Violence
Black Visions Collective
Equality Federation
The National Center for Transgender Equality
Gays and Lesbians Living in a Transgender Society (G.L.I.T.S.)

"It is our duty to fight for our freedom. It is our duty to win. We must love and protect one another. We have nothing to lose but our chains."

- Assata Shakur

