

# ANTI- RACISM + YOU

INTERACTIVE WORKBOOK

Teachers Pay Teachers  
TEACH FOR JUSTICE



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## **Tips on how to use this resource virtually:**

**This Professional Development can be accessed virtually. Prior to the first day of the professional development email the workbook to attendees to give them time to either download it and use it virtually or the chance to print it.**

**The Google Slides presentation can also be presented virtually and can be shared via Google Meet or Zoom (depending on the software that your school/company has been using).**

**Ensure that you are giving adequate work time for all activities and that you take into account possible virtual hiccups such as connection issues, lagging, or freezing.**

**“Not everything that is  
faced can be  
changed, but nothing  
can be changed until  
it is faced.”**

**-James Baldwin**

The goal of this educational two-day workshop is to create a space for people to unlearn their personal, familial and/-or communal prejudices in order to align with anti-racism. It seeks to create a learning space for people from all backgrounds to commit to the work of anti-racism daily and not just when it is comfortable. As a community of learners, it also will create a network of accountability partners from similar and dissimilar backgrounds. As the facilitator, I understand that in no way can a two-day workshop fully and comprehensively teach anti-racism, however, this workshop seeks to serve as a starting point for those interested in ACTIVELY doing the work.

May this workshop be educational, uncomfortable and transformative. May you unlearn and learn in our two days together. May you dedicate your life to doing the work so that our world can change into one we are proud of.

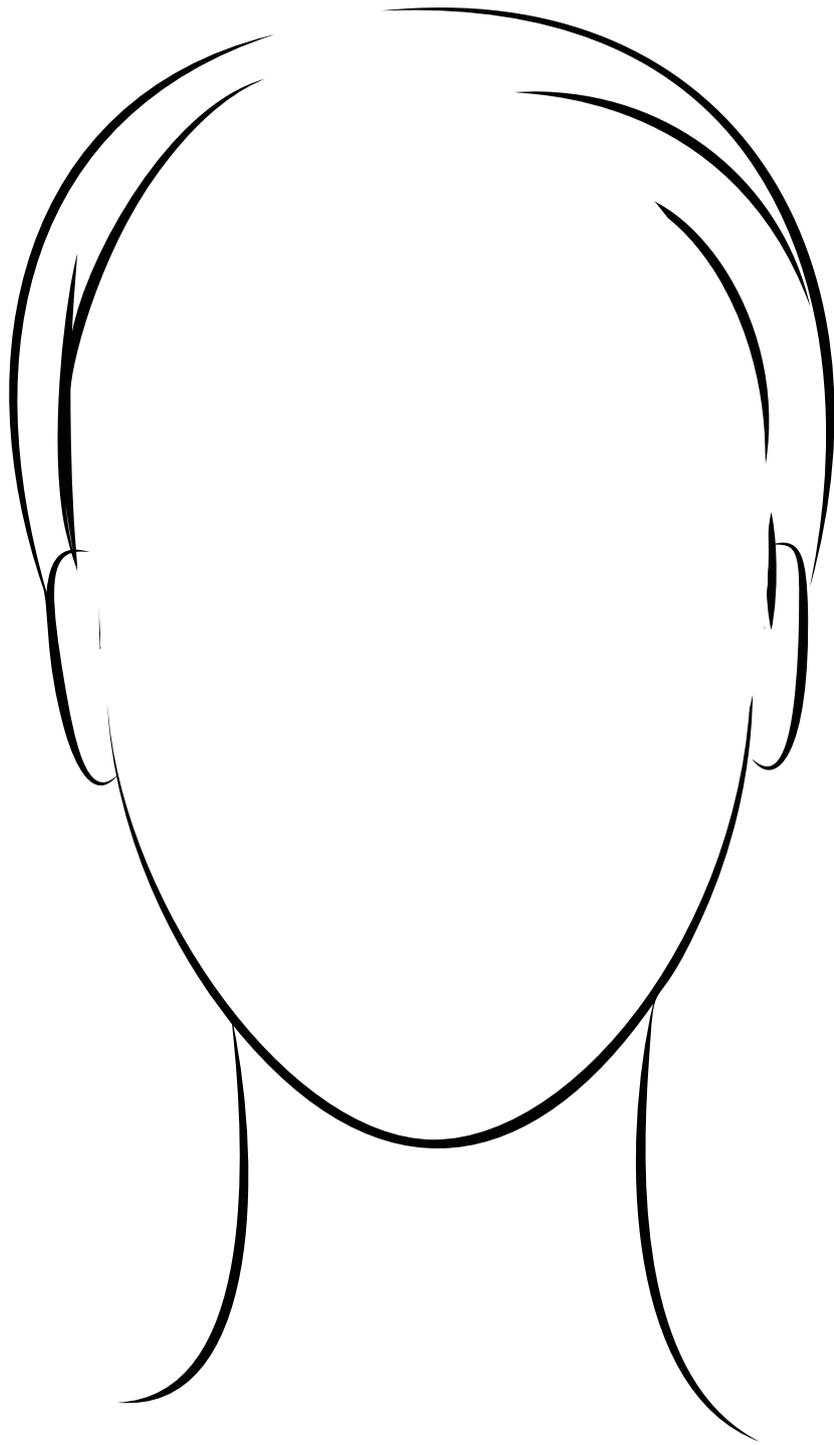
-Jasmine James

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# Who are you?

Welcome to "Anti-Racism + You." Our first activity is to take 5 minutes and describe yourself on the graphic below. You can use words, phrases, images, or a combination of both!



# What is racism?

Define Below

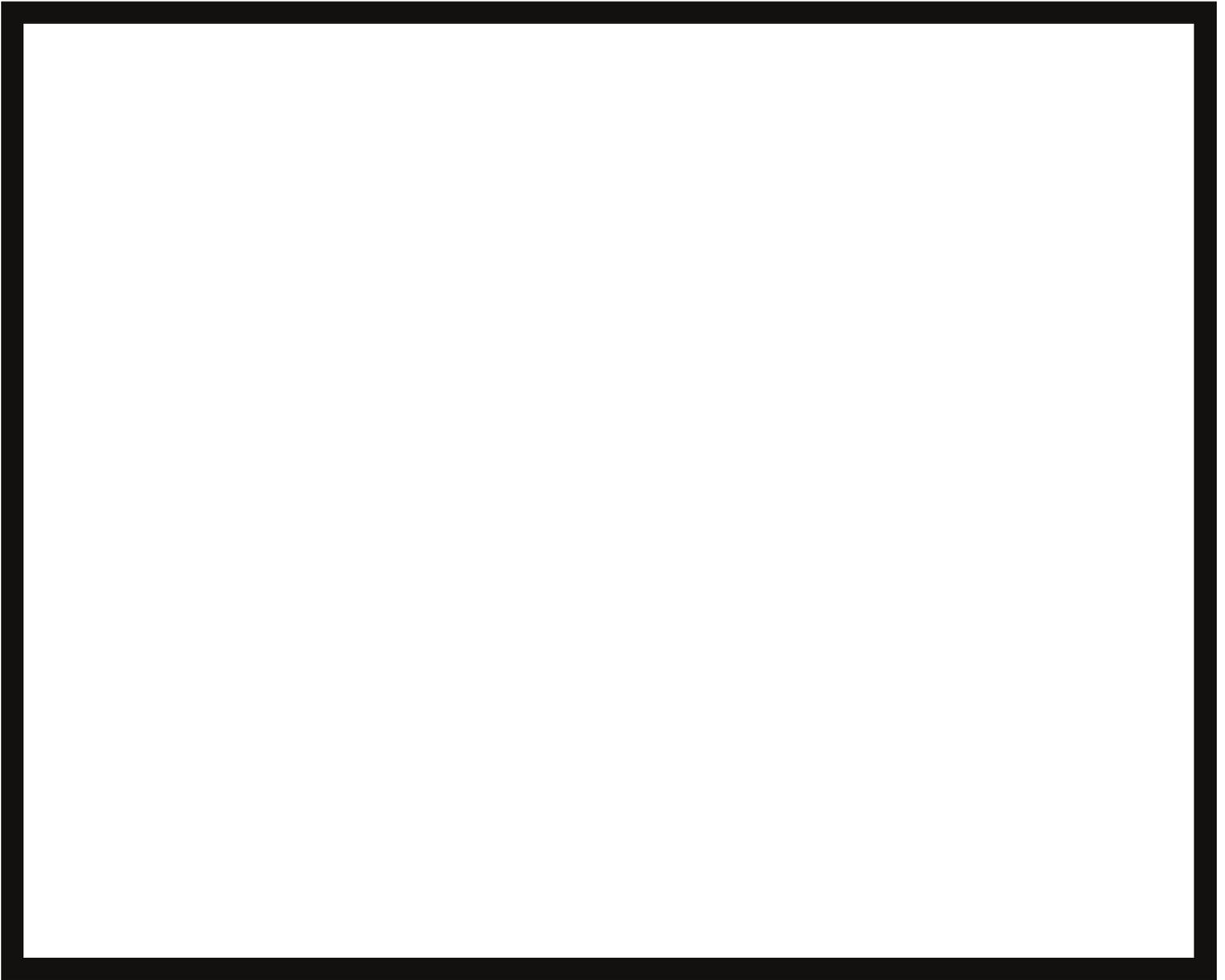
A large, empty rectangular box with a thick black border, intended for the user to write their definition of racism.

**RACISM IS...**

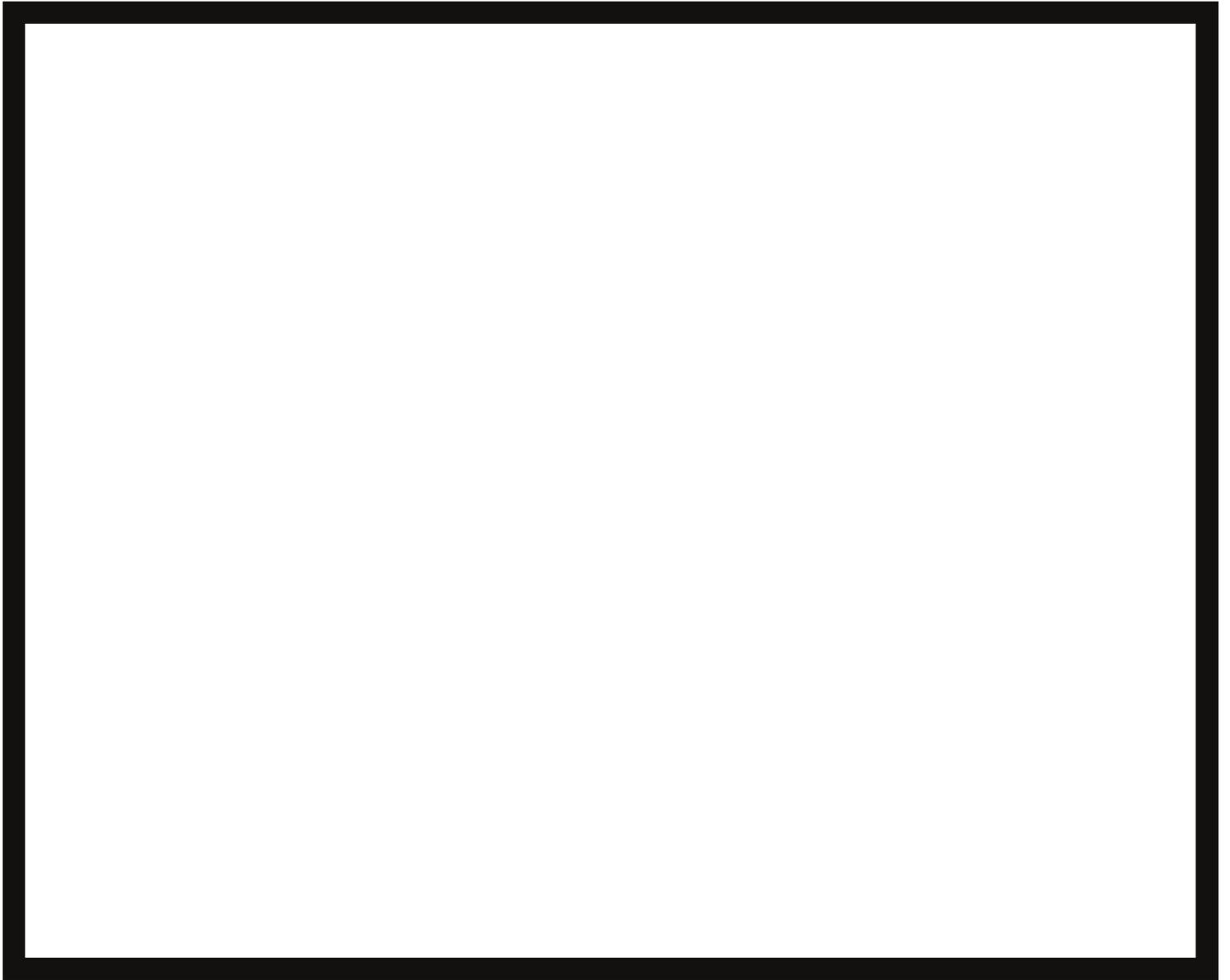


# **What is anti- racism?**

Define Below

A large, empty rectangular box with a thick black border, intended for the user to write their definition of anti-racism.

**ANTI RACISM IS....**

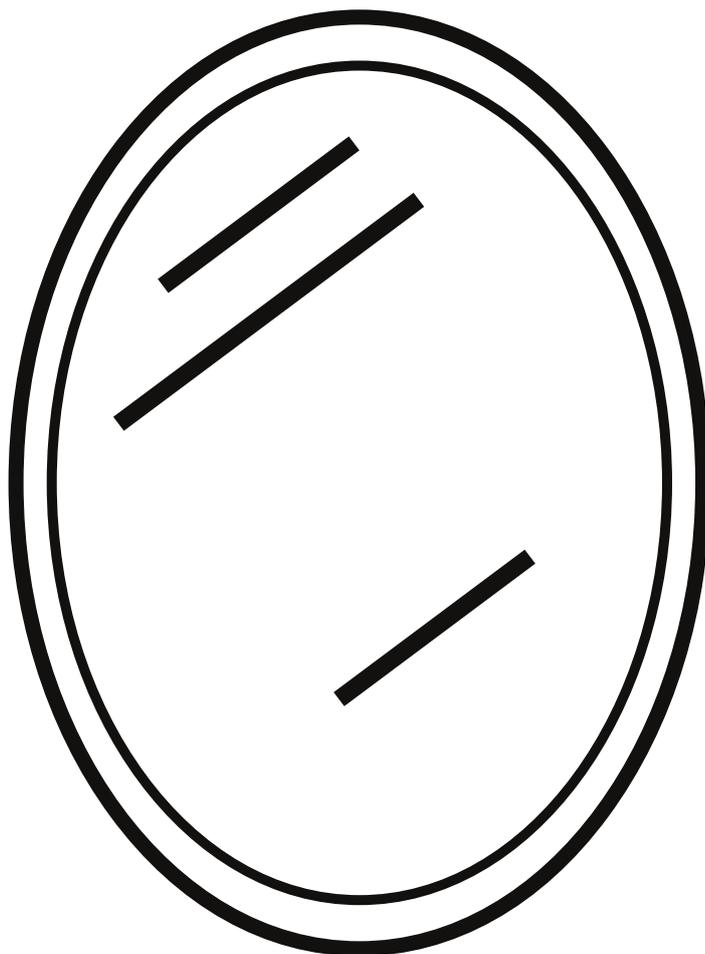


# The first stage of anti racism is:

*awareness:*

Awareness is not just knowing racism exists. Rather it is understanding that you play a critical role in dismantling it. It is a constant and consistent choice to do the work.

# PRIVILEGE CHECK...



Take a moment and reflect, list your  
privileges...

**In order to actively engage with  
anti racism and anti racist work  
you have to check your privilege  
DAILY!**

Checking your privileges, biases,  
and prejudices allows you to  
realize that engaging with anti  
racism work is never truly done,  
but rather an environment that  
pushes you and challenges you  
to consistently unlearn racism.

# The second stage of anti racism is:

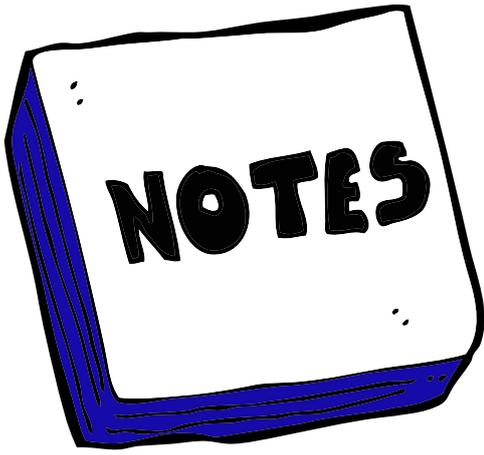
*education:*

Education in any context is critical. Anti racist education means that you educate yourself on the history of racism in order to understand how it functioned in the past and present. It also means amplifying the voices of BIPOC in the resources that you use to educate yourself. The resources can be books, articles, documentaries, and more. Choose the ones that work best for you.

# **TEXT TALK:**

**Ibram X.  
Kendi**

**"The American  
Nightmare"**





# Homework

Reflect on your learning today. Give yourself credit for engaging with the first stages of anti racist work.

Take a few minutes tonight and choose two questions to respond to below. Bring ONE answer to discuss tomorrow.

1. What does your current circle of friends look like? Does everyone look like you? Come from similar backgrounds? Similar communities?
2. Describe your current workplace. Do you see diversity and inclusion at the forefront of your jobs everyday mission? If not, how does working there impact your ability to engage with anti racist work?
3. Reflect on a time where you exhibited prejudice, bias or racism toward someone or a group of people.
4. Describe a time when someone else did or said something racist and you didn't speak up. Explain what prevented you from taking action.

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# **The third stage of anti racism is:**

*self*

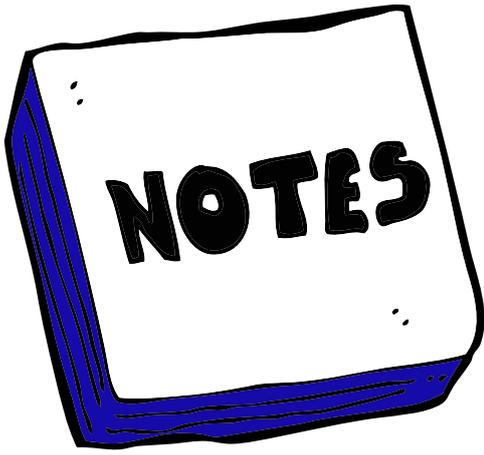
*interrogation:*

This is where the work begins! This is where you take all of the things you have learned from the education stage and apply it to your everyday life, choices and actions. It is where you reflect on your participation in white supremacy + challenge it.

**TED TALK:**

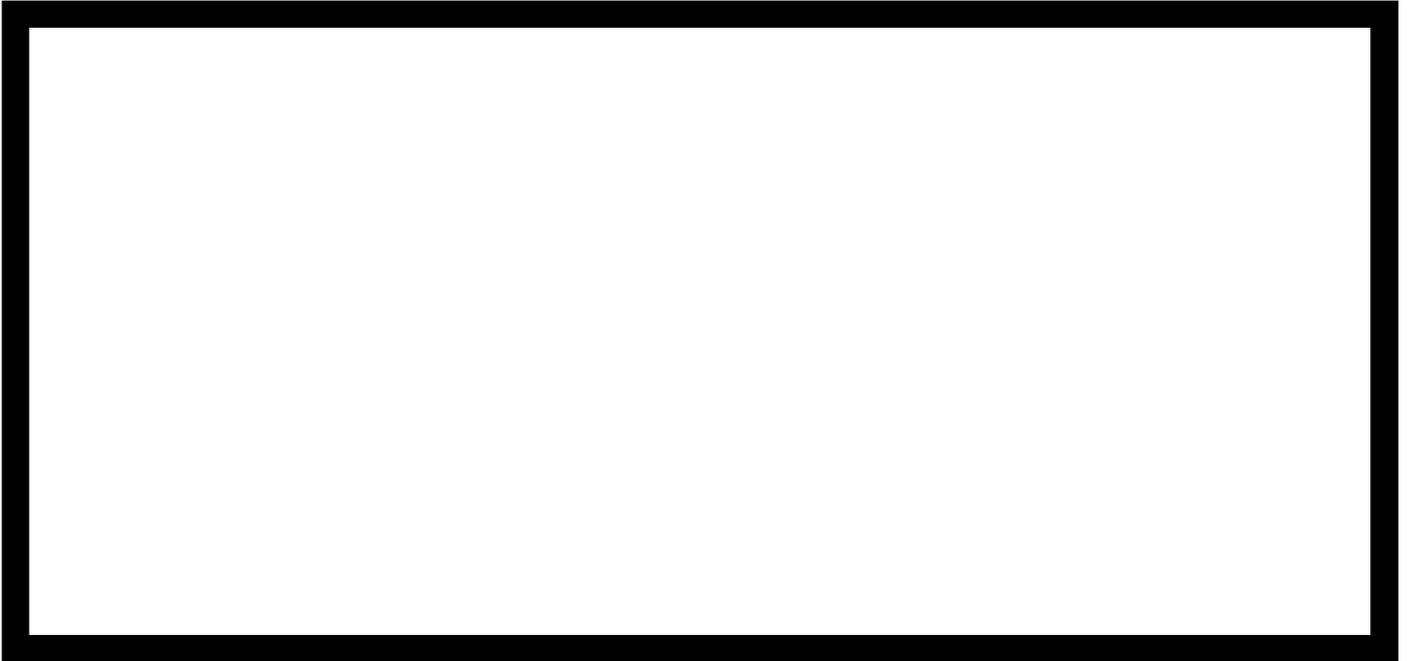
**Megan Ming  
Francis**

**"Lets Get to the Root of  
Racial Injustice"**



# Place + Space

Reflect on the places and spaces you occupy.  
Reflect on a time where you witnessed racism + did  
not challenge it.

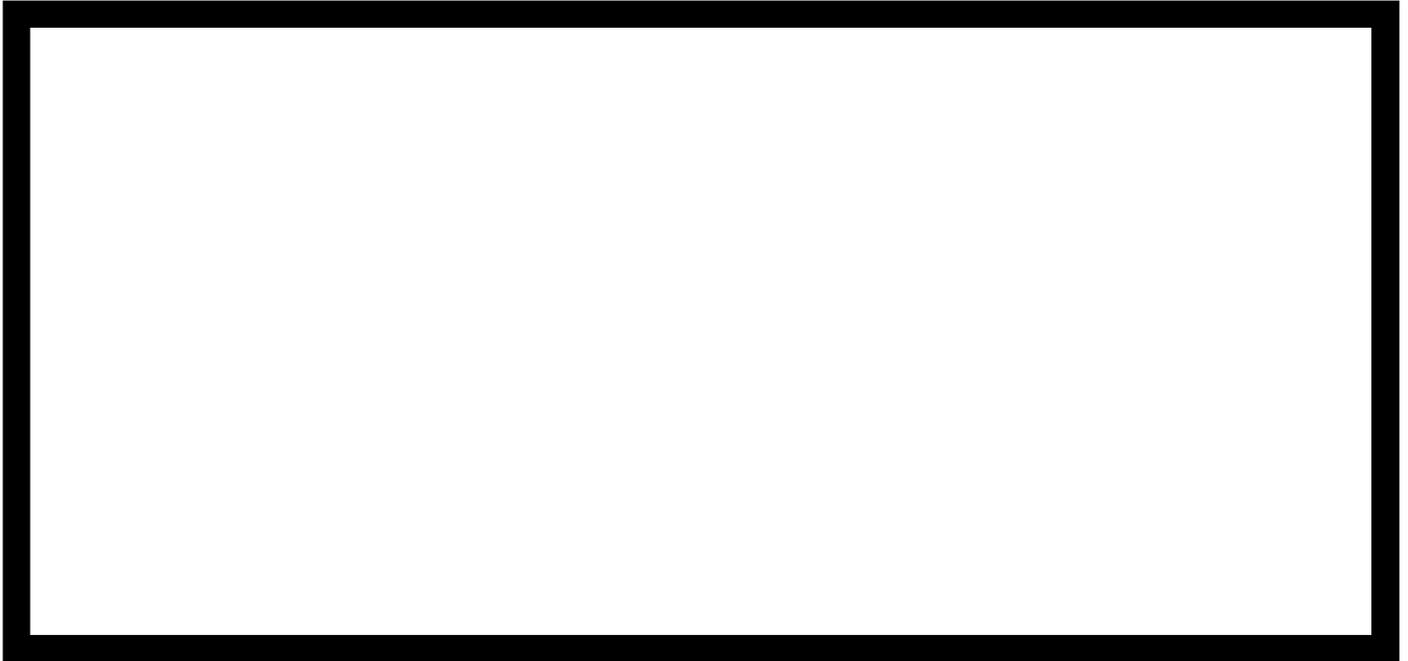


How could you have challenged the racism you  
experienced?



# Place + Space

Reflect on the places and spaces you occupy.  
Reflect on a time where you witnessed racism + did  
not challenge it.

A large, empty rectangular box with a thick black border, intended for the user to write their reflection on the prompt above.

How could you have challenged the racism you  
experienced?

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# Place + Space

Reflect on the places and spaces you occupy.  
Reflect on a time where you witnessed racism + did  
not challenge it.



How could you have challenged the racism you  
experienced?



# **Situation #1:**

**You see your coworker hold up the corners of his eyes "in a mocking gesture towards Asian people", as the newly hired Korean-American intern walks by.**

## **Situation #2:**

**You're sitting in a restaurant and someone at a table near you makes a comment about the earrings of the server who is Black: "Don't you realize that those look ghetto?"**

## **Situation #3:**

**During a staff meeting, the VP of the company you work for responds to a question about their current response to racial injustice by saying, the company has participated in Affirmative Action since its creation.**

# The fourth stage of anti racism is:

*community*

*action*

This is where you begin to navigate everyday life as an antiracist. Your job is to "call people in" to doing anti racist work; especially white and white passing people. It is also your job to center BIPOC and challenge others to do so.

**ANTI RACIST**

# **ACTION PLAN**

**Think back to the "place and space" activity. Create an action plan to be actively anti-racist in the three main positions /spaces you occupy.**

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One of the most difficult parts of being actively anti racist is knowing where to start. Over the past two days not only have you engaged in critical conversations, but you have analyzed and checked your own privileges to ensure that your antiracist work is helpful and not harmful. **THANK YOU!** While the work continues it takes critical reflection to understand that we all have to begin somewhere.

Please keep in contact with me/each other to hold each other accountable. Accountability is a direct labor of love.

# Resources

## Books

How to be An Anti Racist by Ibram X Kendi

Freedom is a Constant Struggle by Angela Davis

Teaching to Transgress by Bell Hooks

The New Jim Crow by Michelle Alexander

White Fragility by Robin Diangelo

Killing the Black Body by Dorothy E Roberts

Invisible No More by Andrea Ritchie

## Podcasts

Blackademia

Intersectionality Matters

Code Switch

Lynching In America

The #GroundingsPodcast

Radical Imagination

Beyond Prisons

Ear Hustle

# Closing Survey

