

Spectrum: From Non-Racist to Anti-Racist Advocate

(Examples adapted from [Marlon James video](#) & Dr. Gordon Hodson's article "[Being Anti-Racist, Not Non-Racist](#)" *Psychology Today*, 1/20/16)

Passive Non-Racist is:	Active Non-Racist is:	Ally behavior/action is:	Anti-Racist Advocacy is:
<p><u>Individual:</u> Being friendly & courteous to people of different backgrounds</p>	<p>Not participating in racist or derogatory remarks/humor in person or online</p>	<p>Expressing your surprise or disagreement; asking speaker for clarification; listening without interrupting when someone says to you "That's racist" or "white people..."</p>	<p>Participating in talks/ rallies/ protests against injustice & state-sponsored police brutality</p>
<p><u>Communal:</u> Valuing diversity in your community</p>	<p>Extending your home to neighbors of different backgrounds</p>	<p>Living in a neighborhood with people who look different from you; observing the imbalance of power and pointing out racism & injustice; challenging systemic racism</p>	<p>Working to secure equity in your spheres of influence (home, workplace, schools, place of worship, city, etc.); Advocating for equitable distribution of power, resources & opportunities</p>
<p><u>Educational:</u> Building awareness by educating self by reading & learning about racism, white privilege & power</p>	<p>Observing how privilege & racism are in action in your own life and community; talking to family about respecting differences</p>	<p>Evaluating how you contribute to systems of oppression and working to change that in your circles: where do you get your news? How do you include people who don't look like you in your decision-making? Starting early in education by providing books on diversity to schools and supporting teachers who have culturally - responsive classrooms</p>	<p>Giving public attention to issues of inequity & injustice; advocating that kids in schools/activities are treated justly & have equitable opportunities for success; attending school board meetings & serving on community advisory boards</p>
<p><u>Systemic:</u> Knowing who's in power that works for racial justice</p>	<p>Signing online petitions or sharing important information on companies, issues and candidates with others</p>	<p>Focusing on issues, building trust & relationships with others who can affect change</p>	<p>Campaigning for candidates who work for racial justice; using your spheres of influence to connect with larger groups & institutions to dismantle racism</p>