



Characteristics of Allies **Session 5**

THE ANTI RACIST

A short list of perspectives for white people who value being racially conscious

A White person who is anti racist understands racism as a white problem – the false social construct defining our societal reality, for political and economic gains.

The anti racist has internalized the reality that racism kills kind, creative, intelligent human beings in mind, body and spirit.

An antiracist white person does not feel as though he or she deserves a medal – or is doing People of Color a favor by actively breaking the barriers created by racism; rather, the issue of racism is understood as an issue of deepening our humanity.

White people concerned with racial equity have frequent, candid conversations with their children about the wrongs of racism.

The anti racist consciously acknowledges and respects the resilience of healthy, successful People of Color; and views the hardship of People of Color as directly connected to systemic injustices.

He or she will intentionally use White Privilege to employ, promote qualified People of Color into supervisory positions.

Obviously, the stereotypes are known to be false.

Anti racists have no qualms about following the leadership of People of Color.

There is no expectation of ease; there is a willingness to struggle with frustration, sorrow, anger and other intense emotions.

People of Color are engaged as human beings not subjects of study; the anti – racist never has a posture of being an authority on racism – especially not as a result of reading literature, such as “The Autobiography of Malcolm x”.

MARCH 2004: as written by Treasure A. Jenkins, a progressive creation.

ANOTHER VIEW

Checklist of Characteristics of Active Anti-Racist Ally Behavior

- Names issue as racist
- Recognizes and makes unearned privilege visible
- Dismantles internalized dominance and the belief in the racial superiority of self as a white person
- Challenges yourself and other whites
- Interrupts collusion with other whites who seek to maintain their power and privilege
- Breaks silence and speaks up
- Seeks and validates critical feedback from People of Color
- Facilitates the empowerment of People of Color
- Consistently challenges prevailing patterns
- Takes personal responsibility
- Acts intentionally and overtly
- Is consistently conscious
- Behaves as a change agent
- Promotes and models change for other whites

Students and Educators

- Start groups at your school that address white privilege and/or racism
- Bring workshops and events to your campus
- Sponsor speakers at your school
- Educate yourself and your peers

* *Based on checklist developed by Phyllis Labanowski, MA* **AntiRacist Alliance**