

**ANTIRACISM  
ACTIVATION  
KIT**

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**Antiracism** is the practice of opposing racism and promoting racial tolerance through beliefs, actions, movements, and policies.

via *How to be an Antiracist* by Ibram X. Kendi

# PHILOSOPHICAL FRAMEWORK

Being antiracist means **we reject the premise that one race is better than another.**

Being antiracist means that **we are intolerant of intolerance.**

Being antiracist means that **we have a bias towards action against racism.**

**THE  
ONLY  
INCORRECT  
ACTION  
IS  
INACTION.**

*It's time to do the work.*

# CREATE A PERSONAL VISION

Fill in the blanks.

I want to impact the world by

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but do so, I need to first

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Only then, can I

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So that success, to me, will look like

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# GUIDELINES

## EXAMPLE

I want to impact the world by **standing up as a true antiracist ally** but to do so, I need to first **educate and arm myself**. Only then, can I begin **my antiracist journey of support and allyship**.

So that success, to me, will look like **interactively filling out this workbook as I learn**.

## PRO TIPS

Write this somewhere you can see it.

Revisit this every few months and change it.

***It's okay to change your vision!*** We should always be changing things as we learn and evolve.

# RECOGNIZING RACISM

via *How to be an Antiracist* by Ibram X. Kendi

A **racist** is one who is supporting a racist policy through their action or inaction or expressing a racist idea.



# ASSIMILATIONIST

via *How to be an Antiracist* by Ibram X. Kendi

One who is expressing the racist idea that a racial group is culturally or behaviorally inferior. They believe that other racial groups can be “civilized” by developing them through cultural enrichment programs.

## DIFFICULTY TO ENGAGE



## SOUNDS LIKE

“Don’t wear your hair like that because that’s unprofessional.”

“If they come to America, they should learn the language.”

## APPROACH

Acknowledge they are coming from a good place, if applicable.

Be critical about why they hold whiteness as the standard with which all others should apply.

# SEGREGATIONIST

via *How to be an Antiracist* by Ibram X. Kendi

One who is expressing the racist idea that a permanently inferior racial group can never be developed and supports policies that permanently separates away from that racial group.

## DIFFICULTY TO ENGAGE

Easy

Extremely difficult

## SOUNDS LIKE

“These aren’t people. They’re animals.”

“Asian people are just wired differently, that’s why they are so good math.”

## APPROACH

Know they are coming from a place of fear and this can supersede logic.

Force on orienting them towards acknowledging the systemic nature of our world.

Walk away.

# REFLECT

After reading the definitions of assimilationist and segregationist, do those remind you of anyone in your life?

Circle one.

**YES**

**NO**

What has been the most frustrating part of engaging with those/these people?

## EXAMPLE

*They won't acknowledge  
that the world has changed  
since they were a child and  
that when they say racist  
things they are hurting me  
and my partner.*

## YOUR TURN

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# YOU ONLY HAVE TWO HANDS.

In one hand, you need to carry love for yourself.

We cannot pour from an empty cup. At least half of your tank should always be filled with self-care and self-preservation.

## THESE ARE NORMAL FEELINGS:

“I am tired!”

It’s natural to feel tired! Feeling empathy is an action and can feel like it is taking a toll. **It is normal to step away from the work.** It does not mean you cannot return to it or that you have lost progress.

“Sometimes I feel like this is hopeless, will this ever really change things?”

This is a long-term commitment and it is hard to see the end. But there is always some great action happening every day, we should be recognizing and celebrating victories no matter how small they seem.

### SOME GREAT ADVICE

“ Seize pleasure however you can.  
When you catch yourself feeling inspired, consciously savor the experience, drawing it out as long as possible.

— Patrice Jones

# REFLECT

What are your radical acts of self care?

## EXAMPLE

*I take my dog to the nursery  
and we shop for plants  
together.*

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# YOUR PERSONAL CAPACITY

Let's look at our days. Layout your typical work day and your typical rest day.

## WORK DAY

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## REST DAY

Time	Activity
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\*Refer to [antiracismactivation.com](http://antiracismactivation.com) for a list of resources based on your personal learning style.

# CONFRONTING RACISM

There are many different ways to confront antiracism in your life. One of the fundamental ones is to simply call someone out on their behavior.

## SITUATIONAL

When someone makes an offhand racist joke.

## BEHAVIORAL

When a person has a habit of talking or passing over people of color.

## PERPETUAL

When someone is standing up white culture on a pedestal and perpetuating white supremacy ideals.



# THE CALL OUT

When calling out racist behavior, remember this etiquette.

- 1 Create space between your emotions and your reactions.
- 2 Look after your psychological and physical safety.
- 3 You're not trying to "win".
- 4 Engage publicly + follow up privately, if possible.
- 5 It is OKAY to walk away.
- 6 Be direct.
- 7 Speak in a way they might understand.

## NOTES

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**DON'T TRY TO  
DO ALL THE  
ACTIVISM.**

You'll burn out.

# UNDERSTANDING YOUR PERSONAL ENGAGEMENT STYLE

Circle the answers that best describe you below.

I understand more clearly when I have:

- A Done something                       B Seen something                       C Said something

When ordering food in a restaurant, I will:

- A Read the menu and choose based on what sounds good                       B Look at what others have ordered or at menu pictures                       C Ask the server for recommendations

When working through a tough decision, I:

- A Take a walk to clear my head and then tackle it head on                       B Make a list of pros/cons                       C Talk things over and listen to advice from friends

When you I see something upsetting in the news, the first things I think of is:

- A I wish I were there so I could do something!                       B Where can I find information on what I can do now to help?                       C I wonder what other sources are saying about this.

When I need help, I:

- A Figure it out on my own                       B Do research and/or watch on tutorials                       C Ask others for help

Totals:

- A \_\_\_\_\_                       B \_\_\_\_\_                       C \_\_\_\_\_

# QUIZ RESULTS

## MOSTLY **A**

You may be a **Hands-on** learner.

Hands-on learners absorb information by working through problems, actively doing, touching, moving, and building. They work best when they are active.

Types of antiracism work that fit within this learning style include attending protests, calling local representatives, signing petitions, and discussing racism with family and friends.

### SEE THESE SECTIONS ON THE WEBSITE

- [Sign](#)
- [Pen](#)
- [Hand](#)
- [Toy](#)

## MOSTLY **B**

You may be a **Visual** learner.

Visual learners do best when they are able to see something for themselves—this can include visuals in the form of graphics/images/charts, when they use symbols, and when they see something taking place.

Types of antiracism work that fit within this learning style include reading books/articles with antiracist information, digesting informative graphics, and watching shows/movies that showcase Black stories.

### SEE THESE SECTIONS ON THE WEBSITE

- [Book](#)
- [Remote](#)

## MOSTLY **C**

You may be an **Auditory** learner.

Auditory learners soak up knowledge best by hearing knowledge, developing a greater memory through listening and recalling information. This can be through in-person conversation, listening to the news, audiobooks, and music.

Types of antiracism work that fit within this learning style includes listening to relevant audiobooks, watching Ted Talks, and watching shows/movies amplifying Black stories.

### SEE THESE SECTIONS ON THE WEBSITE

- [Remote](#)
- [Headphones](#)

# My learning style is:

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# MILESTONES

What are some milestones you can use to achieve your personal vision?

The form consists of three identical vertical sections. Each section starts with a small orange rounded rectangle containing the word "MILESTONE" in white, uppercase letters. A vertical line descends from the bottom of this label to the top center of a larger, rounded orange rectangle. Inside each of these larger rectangles are three horizontal lines for writing.

# PLANNING YOUR ANTIRACISM JOURNEY

Looking back at your day and the way you prefer to engage, how can you fit more antiracism engagement into your everyday life?

## WORK DAY

Time	Activity
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## REST DAY

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\*Refer to [antiracismactivation.com](https://antiracismactivation.com) for a list of resources based on your personal learning style. View a day of antiracism example [here](#).

Being an **antiracist** is about taking intentional actions to combat racism in ourselves and our lives. It is an imperfect journey we are all on together.

Find us on Instagram at [@antiracismactivation](https://www.instagram.com/antiracismactivation)

Join our mailing list on our site [www.antiracismactivation.com](http://www.antiracismactivation.com)





# TEMPLATES

# MY ANTIRACISM JOURNEY

How can I fit more antiracism engagement into your everyday life?

## WORK DAY

Time	Activity
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## REST DAY

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# REFLECT

What are my radical acts of self care?

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