

## Resource List

### Disrupting White Privilege and Racism

Kivel, P. (1996). *Uprooting Racism: How White People Can Work For Racial Justice*, New Society Publishers

*This is just a start. Some of the questions and ideas below come from Paul Kivel's text.*

#### **Disrupting white privilege and racism within your personal, daily lives:**

- Notice and take a step back when you dominate conversations. Slow down and make room for others to speak
- Notice and mentioned it when you see others dominate conversations. Invite them to make room for others to speak
- Courageously approach people who have made remarks based on stereotypes and engage them in conversation about why that type of speech is a problem. It's not about winning an argument. It's about letting the person know that prejudice and racism is unacceptable to you.
- Ensure that you have a community to turn to on a weekly or monthly basis that keeps you thinking about privilege and racism and generating new ideas for how to confront issues that arise

#### **Disrupting white privilege and racism within your community:**

- Locate local community groups of color dedicated to social justice efforts. Find out what they're doing and support their efforts
- Help create an expanding network of people who are working to spread an understanding of privilege and racism
- Work with your community to build in a system of accountability so that you are expected to use your voice in opposition to racism and privilege when it you see it around you
- If your primary social groups are segregated, ask members why this is so and question how the group could become more open and welcoming

#### **Disrupting white privilege and racism in systems and institutions:**

- Advocate in favor of tax structure changes that make the system simpler and fairer
- Question how public policy proposals will affect the great numbers of people of color who are not living in the middle or upper class economic levels
- Investigate how people are evaluated for hiring or firing in institutions with which you are affiliated. Are people of color likely to be negatively impacted by the policies?
- Consider the leverage and power you hold in various institutions. Might you be a potential change agent?
- Notice who works the service and low-paid jobs around you. Are people able to live decently if working 40 hrs a week? Can you support their unionizing efforts?
- If people of color are disproportionately killed/injured by police in your area, attend a city council board meeting to register your objection and call for the development of an *independent* police review board