

Becoming Anti-Racist

Fear Zone

Learning Zone

Growth Zone

I deny racism is a problem.

I recognize racism is a present & current problem.

I identify how I may unknowingly benefit from Racism.

I avoid hard questions.

I seek out questions that make me uncomfortable.

I promote & advocate for policies & leaders that are Anti-Racist.

I understand my own privilege in ignoring racism.

I sit with my discomfort.

I speak out when I see Racism in action.

I strive to be comfortable.

I educate myself about race & structural racism.

I educate my peers how Racism harms our profession.

I talk to others who look & think like me.

I am vulnerable about my own biases & knowledge gaps.

I don't let mistakes deter me from being better.

I listen to others who think & look differently than me.

I yield positions of power to those otherwise marginalized.

I surround myself with others who think & look differently than me.

Some Individual Steps to Combat Racism

Provided by the UTEP Black Affinity Group

1. Learn to recognize and understand your own privilege.
2. Examine your own biases and consider where they may have originated and the ways they impact or influence your actions.
3. Validate the experiences and feelings of people of color.
4. Challenge the “colorblind” ideology.
5. Call out racist “jokes” or statements as soon as you encounter them.
6. Call out bigotry and hate speech immediately.
7. Use your voice to challenge racism in your community.
8. Stand up for people being attacked and intervene when possible.
9. Address racial inequities in all spaces.
10. Join and/or support groups advocating for racial justice.