Becoming Anti-Racist

Fear Zone
- I deny racism is a problem.
- I avoid hard questions.
- I strive to be comfortable.
- I talk to others who look & think like me.

Learning Zone
- I recognize racism is a present & current problem.
- I seek out questions that make me uncomfortable.
- I understand my own privilege in ignoring racism.
- I am vulnerable about my own biases & knowledge gaps.

Growth Zone
- I promote & advocate for policies & leaders that are Anti-Racist.
- I sit with my discomfort.
- I educate myself about race & structural racism.
- I yield positions of power to those otherwise marginalized.

I speak out when I see Racism in action.
I identify how I may unknowingly benefit from Racism.
I don’t let mistakes deter me from being better.
I educate my peers how Racism harms our profession.

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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.