

Inner Work: White Anti-Racist Attitudes

In contrast with the Distancing Behaviors, white people can employ these attitudes in doing the daily anti-racist work at home, work and school.

Attitude:	In Action:
I do not expect to be absolved for my racism (or for the oppression white people have incurred,) either by people of color, or by the good works I do.	My work is not a shame- and guilt-fueled penance for the sins of whites. I don't need to anyone's thanks to challenge racism.
I intentionally seek to educate myself about racism, and lean into situations that are uncomfortable.	I attend discussions and actions hosted by local groups led by people of color. I read books, articles and publications that address racism. I try to leave the comfort zone of my white privilege.
I talk about racism at community dinner, at work, and with friends. When I do, I acknowledge that people of color have been talking about these subjects for a long time, and have been routinely ignored in the process.	I name racism when I see it, with a humble and open spirit. I don't pretend to be an expert, but speak the truth as I understand it, regardless of my social discomfort.
I remember that white privilege is not having to deal with racism all of the time. I do the inner work and examine how my own attitudes reinforce or combat racism.	I intentionally take time, alone and with community, to examine my relationships, actions and beliefs through an anti-racist lens.
I am hyper-vigilant about interrupting racism (challenging racist jokes, comments or references, etc), but I am NOT hyper-arrogant about the badge of "ally".	I don't expect people of color to advocate for themselves to whites who are being ignorant or hateful. I consider "ally" to be more of a journey and an attitude than a final, static goal.
Following the lead of people of color, I work for social change and to defend civil rights of all people.	I make it a priority to read newsletters, FaceBook posts, and other material from organizations representing groups led by people of color in forming my opinions on social justice issues.
Despite my best intentions, I have blind spots and make mistakes. I realize "it's not about me." I avoid over-personalizing challenges from people of color. I accept criticism with a relaxed attitude.	When I say something that is unintentionally racist, I accept challenge graciously, knowing that it provides an opportunity for discussion, growth, and deeper relationships.
I contribute time, talent, or treasure to organizations that confront racism, and am willing to leave my comfort zone.	I am a member, and make donations of money and my time to local and national organizations that directly confront racism.
I listen responsively to people of color. I acknowledge that it is not their responsibility to educate me about racism.	I ask for feedback from the Palestinians I work with, and I'm willing to change based on that feedback. I don't ask my African American friends to prove that racism exists.
I choose to overcome my shame, fear and guilt, and seek out relationships with people of color that are genuine and honest.	I seek authentic relationships - not token ones - that involve both support and challenge.

This worksheet is part of a book project entitled "Recipes for the Beloved Community".

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