

# Personal Playbook for Anti-Racism

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## Who this is for: people looking for tactical ways to make change

As a White woman married to an African American, I've seen the impact of racism on people I love.

Growing up, my parents taught me not to judge people based on the color of their skin. I've since learned that racism is systemic, not just personal, with roots extending back centuries. It is still an unavoidable, oppressive presence for Black Americans in school, work, even just running outside or watching birds in the park.

This has to change. To create a just world, we must all combat racism **but figuring out how where to start is hard**. Below are some of the resources I've found helpful.

This playbook is a **work in progress**. If you have any feedback, [let me know](#). I'm still learning too, and I'm committed to making it the most helpful it can be.

## How to get started right now

### Learn about anti-racism

1. [Ally Henny's 10 ways for white people to start being anti-racist](#)
2. [Marlon James's 2-min video on the difference between being non-racist and anti-racist](#)

### Start with these five tactics

- **Come out as an anti-racist in your conversations and everyday life.** Be public about what side you're on and what actions you are taking to show commitment. This isn't just about social media.
- **Check your impulse** before calling the police when someone you believe looks or is acting "suspicious."
- [When people miss the point about protests or the news, refocus conversations on what's important.](#)
- **Join movements to defund the police**. These movements are organized through [Showing Up for Racial Justice](#) and other organizations.
- **Use Cebronica Luft's anti-racism company playbook** for dozens of tactics and open source docs to be anti-racist at work.

### Avoid common mistakes

(from [Black Lives Matter](#))

- Sharing videos of Black people being murdered
- Sharing images of the faces of protesters
- Perpetuating performative activism and centering these tragedies on how good of an ally you are
- Demanding your Black peers educate you on social issues
- Playing devils advocate when discussing racism with Black people
- Feeling obligated to defend or call the police for damaged property

## Ally

## Key Tips

- **Educate yourself on history and current events** (see above) rather than asking people of color to teach you, and be conscious about the sources of your news.
- **Learn these 10 Steps to Non-Optical Allyship** by [Mireille Cassandra Harper](#)
- **Avoid colorblind communication** because it ignores disproportionate strain of issues on employees of color.

## Open Source Docs

- **Checklist:** [Questions I ask myself as a white person when posting about racism on social media](#) by Caroline Pritchard
- **Guide:** [I Want To Be An Ally But I Don't Know What To Do](#) by Giselle Buchanan
- **Guide:** [What Can I Do? Empowering Allies In Tumultuous Times](#) by Jackie Ferguson from Walk West
- **Guide:** [Top tips to addressing unconscious bias](#) by Jackie Ferguson from Walk West
- **Exercise:** [Let's Talk Bias Initiative from UYD](#) by Tayo Rockson from UYD Management

## Other Great Resources

- [A guide to allyship](#) by Black Lives Matter
- [How to have constructive conversations at a divisive Thanksgiving](#) from Eric Liu, Vaile Wright and Steven Petrow on NPR's All Things Considered
- [How to talk to your family about racism on Thanksgiving](#) by Rachel Cargle
- [How to talk to your family about racism](#) created by Jen Winston
- [Responding to common anti-BLM phrases](#) by Victoria Alexander
- [Responding to implicit racism](#) by Victoria Alexander
- [Map of police violence in 2019](#) by Sam Sinyangwe
- [75 Things White People Can Do for Racial Justice](#) by Corinne Shutack
- [Allyship in Action: How to Support Black Colleagues Right Now](#) from Paradigm

# Advocate

## Key Tips

- **Understand two key advocacy perspectives** and the arguments behind each:
  - **Defunding the police** focuses on advocating for your city to reallocate budget funds from Police Departments to Black communities, schools, and other city programs. [Advocates like the 8toabolition campaign](#) argue that reforming the police undermines change and props up a broken system.
  - **Reform the police** by using [proven policies that can reduce police violence by up to 72%](#).
- **HR 1154 is a bill supported by most Democratic congresspeople** that [would allow police officers to join a Police Union](#).
- **Check out Netflix's Patriot Act episode "The Broken Police System"** to better understand Police Unions, Police Officer Bill of Rights, and Qualified Immunity.

## Open Source Docs

- **Template:** [Letter of Support for BLM in California](#) by Wahidur Rahman
- **Template:** [Addressing Police Use of Force](#) by Jared Dubin

- **Template:** [Public narrative for organizing worksheet \(story of self, us, now\)](#) by Marshall Ganz
- **Email Template:** [Writing to city council to defund local police department](#) (Twitter thread with attachment)
- **Toolkit:** [Social Media Toolkit for People's Budget LA - Defund the Police](#) by Sarah Goldzweig
- **Toolkit:** [Assembling a Phone Bank to defund the police](#) by Ethan Chua
- **Toolkit:** [How to prepare to speak at an open city council meeting](#), an example from Austin, TX
- **Email Templates:** [Letter, phone call templates](#) by Tom Sankara
- **Email Template/Guide:** [Advocating to your Congressman](#) from American Psychological Association

## Other Great Resources

- [How to advocate for policy change in your city](#) by GoodGoodGoodCo
- [Effective ways to advocate to political officials](#) from ADL
- [Tips for emailing your congressman](#) from American Psychological Association
- [Police Use of Force Policy Analysis](#) from CampaignZero

## Actionable Resources

- Sign petitions on [Change.org](#) or [We the People](#) - View a full list of current & relevant petitions [here](#)
- Add your name to the [Black Lives Matter Defund Police Petition](#)

# Demonstrate

## Key Tips

- **Know your rights** by Scottie Andrew from CNN
- [What you can and can't do if you'd like to take pictures or videos at a protest](#) from ACLU
- While you're [legally allowed](#) to photograph and video anything in public view, [Ferguson protesters have mysteriously shown up dead](#) (Rolling Stone)
- **Understand the history of protests** and riots:
  - [How protests make change](#) by JR Thorpe at Bustle
  - [How riots lead to serious social reform](#) by German Lopez at Vox

## Open Source Docs

- **Guide:** [Anti-Racist Resource Guide](#) by Victoria Alexander. This doc is helpful for extensive reading of books and articles, as well as how to find protests, understanding of structural racism, implicit bias, and more.
- **Twitter thread:** [Protester safety tips](#)
- **Checklist:** [How to Protest Safely: What to Bring, What to Do, and What to Avoid](#) by Louryn Strampe & Lauren Goode at Wired

## Other Great Resources

- [Join a SURJ chapter](#)
- [Here's what you should know about protesting against police brutality](#) from ACLU
- [What to know if you're stopped by a police officer after curfew](#) by Hunter Bassler from 12News Phoenix, AZ (content may not apply to all states)

- [What to do if you witness police brutality](#) (and how to respond) by Kelsey Borresen at Huffpost
- 10 tips for [Filming protests and police abuse](#) from Witness.org
- [How to protest in a pandemic](#) from ACLU

# Donate

## Great Organizations to Support

1. [Black Lives Matter](#)
2. [Black Visions Collective \(Minnesota\)](#)
3. [Campaign Zero](#)
4. [American Civil Liberties Union](#)
5. [Color of Change](#)
6. [National Bail Out](#)
7. [NAACP Legal Defense and Educational Fund](#)
8. [The National Police Accountability Project](#)
9. [Advancement Project](#)
10. [The Marshall Project](#)
11. [UNCF](#)

## Open Source Docs

To donate to funds supporting the families and children of George Floyd, Ahmaud Arbery, Breonna Taylor take a look at the spreadsheet below:

[Places to donate spreadsheet](#)

## Other Ways to Give

- [Local Minneapolis / St. Paul Black and Brown owned businesses destroyed in protests](#) by @notsamiira
- [Stream this](#)- 100% of ad revenue goes to Black Lives Matter groups (look at comments for rules on how to properly watch/rewatch) [Playlist of other videos like this](#)
- [Help bail out protesters](#)

# Volunteer

## Key Tips

- **Host a [letter writing party](#)** though [SwingLeft](#) in partnership with [Vote Forward](#)
- **[Organize virtually through Sister District Project](#)** an organization that helps get Democratic candidates elected through community organization
- **Attend a [SURJ committee meeting](#)** in your area (view the [map of local chapters](#))
- **Help [train and empower educators to dismantle patterns of racism](#)** and injustice in our schools and communities through the [Center for Racial Justice in Education](#)

## Open Source Docs

- Canvas for [Black Candidates running for elected office](#) by Patrick Traughber

## Other Great Resources

- [Organizing resources](#) from SURJ