RACIAL EQUITY MOBILIZER

Creating effective social justice change, particularly those dealing with issues of power, privilege and leadership is like any lifestyle change. Setting our intentions and adjusting what we spend our time doing is essential.

READ
Challenge yourself to read openly and critically outside of your normal spheres. Educate yourself on history, new ideas, and perspectives.

LISTEN
Hear new voices, music, and stories on culture, race, and backgrounds. Be an active listener in new settings.

WATCH
Keep your eye on videos and movies that challenge your perspective. Visuals have the power to immerse us in other cultures and communities.

ENGAGE
Connect with those in and out of your spheres. Engaging in racially mixed settings can trigger age-old power and privilege dynamics. The goal is to be a learner more than a knower, exactly the opposite of what dominant U.S. culture teaches us to be.

NEXT STEPS
We are offering opportunities in different settings to help process what you are learning. Check out the workshops, book groups, and volunteer opportunities.

JUSTIFIEDANGER.COM
TAKE ACTION

AWARENESS

We think understanding white privilege is a powerful lens into the complexities of doing social justice work. This process is a journey, not with the goal of arriving.

Do at least one action a day to further your understanding of power, privilege, oppression, and equity. Use the tracking chart provided or journal your experiences as you process.

Here are some questions to get you started as you interact with the world around you everyday:

- Who is and is not represented in ads?
- Who are your ten closest friends? What is the racial mix in this group?
- As you move through the day, what's the racial composition of the people around you? On your commute? At the coffee shop you go to? At the gym? At your workplace? At the show you go on the weekend?
- What percentage of the day are you able to be with people of your own racial identity?
- Notice how much of your day you are speaking about racism. Who are you engaging with on these issues? Who are you not? Why do you think this is?
- What are the last five books you read? What is the racial mix of the authors?
- Who is filling what kinds of jobs/social roles in your world? (e.g. Who's the store manager and who's stocking the shelves? Who's waiting on tables and who's busing the foods?) Can you correlate any of this to racial identity?
- If you're traveling by car, train, or air, do you notice housing patterns? How is housing arranged? Who lives near the downtown commerce area and who does not? Who lives near the waterfront and who does not? What is the density of a given neighborhood? Can you correlate any of this to racial identity?

JUSTIFIED ANGER
GUIDE TO ALLYSHIP
A PROJECT CREATED BY AMÉLIE LAMONT

WHITE PRIVILEGE: UNPACKING THE INVISIBLE KNAPSACK
AND OTHER ESSAYS. BY PEGGY MCINTOSH

A LETTER TO MY SON
BY TA-NEHISI COATE

UNDERSTANDING THE RACIAL WEALTH GAP
BY AMY TRAUB, LAURA SULLIVAN, TATJANA MESCHEDED, & TOM SHAPIRO

EVICTED
BY MATTHEW DESMOND

10 WAYS WELL-MEANING WHITE TEACHERS BRING RACISM INTO OUR SCHOOLS
BY JAMIE UTT

IT'S NOT JUST THE SOUTH: HERE'S HOW EVERYONE CAN RESIST WHITE SUPREMACY
BY SARAH VAN GELDER
This can be the hardest part for white people new to racial justice work. Engaging in racially mixed settings can trigger age-old power and privilege dynamics. The goal is to be a learner more than a knower, exactly the opposite of what dominant U.S. culture teaches us to be.

**HERE ARE SOME ENGAGEMENT TIPS TO GUIDE YOU:**

- Enter the process to learn and bridge knowledge gaps.
- Stay engaged even when your mind and body start sending you signals to shrink or walk away.
- Ask clarifying questions.
- Acknowledge what you don’t know.
- Validate others my listening closely and believing the truth and importance of what they are sharing.
- Share airtime so that multiple perspectives are shared.
- Notice you biases and judgments as they arise. These are gold for you to excavate your subconscious!
- Notice when you are uncomfortable. Reflect on why you’re uncomfortable and think about what you can do to build more emotional stamina in this area.
- Honor confidentiality.
- Find a mentor within your own racial group to support and guide your growth.
YEARN EVENTS

Virtual Next Steps Sessions

The Path to Allyship
Hear from Madisonians at various places on their path toward allyship in the fight for racial justice. They will share their experiences, advice, as well as next steps.

Social Action Workshop
Use what you've learned to determine what action you will take. Actions range from sharing this new information with friends and family to talking to your HR department about hiring practice to actively volunteering.

Virtual Reentry Conference Panels
Monthly Panel Discussions, including Incarceration in A Crisis update.

VOLUNTEER

We offer opportunities across a wide variety of programs and initiatives, including the areas for Youth Education and Leadership, Behind the Scenes, and Skilled Professionals.

ADVOCACY / EDUCATION

- Court Observer/Advocate
- Criminal Justice
- Reentry
- Book Groups

Learn More
volunteer@nehemiah.org