



DIY ANTI-RACIST ACTION ACCOUNTABILITY PLAN

One of the ways that systemic oppression like racism is maintained, is by our widespread cultural belief in strategies for change that are structurally incapable of leading to real, systemic change. Our perspective is that there are already enough white people who want to help make a lot of progress in dismantling racism, but most of us are either lost as to what to do, or are doing things that don't have real, or much, impact. An additional barrier for white folks is that we have inherited unconscious beliefs and behaviors that undermine our effectiveness as change agents and good allies. These are some of the many reasons why it is essential that we are accountable to those that are most experienced in this work, which means those from communities most impacted by racism.

Maintaining accountability* means, in part, being effective as an anti-racist ally. Becoming both effective and accountable in anti-racist social justice work are long-term processes; no one is expected to know how to do either without significant engagement in social change.

This tool is intended to help provide guidance to you in your learning process. And, even as you are learning, you can, and are encouraged, to take action! Even as a brand new anti-racist, your actions can have real, strategic impact, right away. This tool will help both your long-term learning, and your immediate and continued engagement to be as effective as possible.

THE FOUNDATION OF ACCOUNTABLE ANTI-RACISM LIES IN RESPECTING AND FOLLOWING THE LEADERSHIP OF BIPOC COMMUNITIES AND SOCIAL JUSTICE ORGANIZATIONS

The great news about this is that we don't have to have an analysis already or know all the right terms, but to simply listen and do as we are asked by BIPOC social justice organizations!

*Please also see 'What is accountability and why is it important?' in the FAQ section of the website, and the video 'What is accountable, effective allyship?' for more background.

BIPOC social justice organizations have the expertise in knowing the impacts of systemic racism most intimately, and they have been working to address and dismantle it the longest. Especially as white folks who are the least harmed by racism and new to anti-racism, it is essential for us to simply show up to help the efforts that have already been underway. Our programming as white people often teaches us to do the opposite. The way we outsmart this harmful programming, to be most effective, is by simply following BIPOC leadership.

BEGINNING ACTIONS FOR ALL WHITE FOLKS IN THE SHORT-TERM

Find your local grassroots, indigenous-led social justice organization, Black Lives Matter chapter, abolitionist group, or immigrants rights organization:

- Follow them on social media, and/or sign up for their newsletter
- Make a reoccurring monthly financial contribution of whatever size you can sustainably afford
- Take the political action they request of you
- Share their campaigns with your community and encourage others to become supporters



Ongoing Learning

GETTING TO KNOW YOUR LOCAL SOCIAL JUSTICE ECOSYSTEM

The following are questions to help provide you with a contextual understanding of the social justice issues in your community. Don't be intimidated by the depth of information the questions are asking; the point is not to find the 'answers' right away, so much as to know that this information provides the necessary context for making decisions when we are engaging in social change. The goal is to work towards understanding the present campaigns and organizations in your local community, and to learn of these campaigns within the context of your community's history. Increased knowledge of the historical context and following the leadership of BIPOC organizations is the foundation for your engagement that will have the most lasting impact. Some of these questions can be answered through simple research, but most will require deeper study and engaging with folks doing the work, again and again, overtime. As people who are learning, it's important to remember that we don't have the full history and context of social justice work, which is why following the leadership of organizations already leading the work is so critical. The important thing is that you're here, and you're on the path. As long as you remain engaged, you're doing great. Good work!

GUIDING QUESTIONS

Indigenous Sovereignty

- Whose land are you on?
- What is the indigenous history of the land you're on?
- What is the history of settlers and indigenous people here?
- What's currently going on with the indigenous people whose land you're on?
- What, if any, support are they asking for from the wider community at this time?
- Given what you have learned, what does accountability to the indigenous people whose land you're on look like?
- In what ways can you work towards becoming an accountable ally to the indigenous-led social justice organizations leading this work?

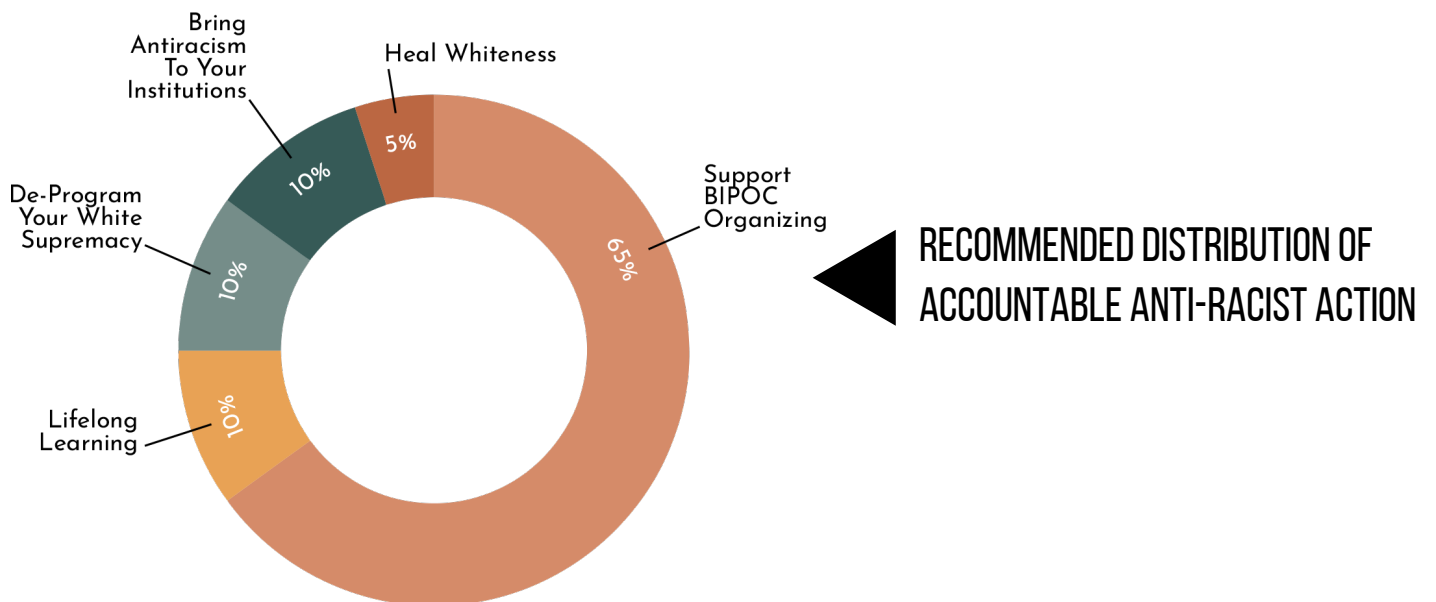
Racial Justice

- What is the history of BIPOC-led racial justice work in your community?
- Which organizations are leading grassroots racial justice work in your community?
- What are they working on?
- What support are they asking for from allies?
- Given what you have learned, what does accountability to grassroots racial justice organizing look like?
- In what ways can you work towards becoming an accountable ally to BIPOC-led social justice organizations leading this work?

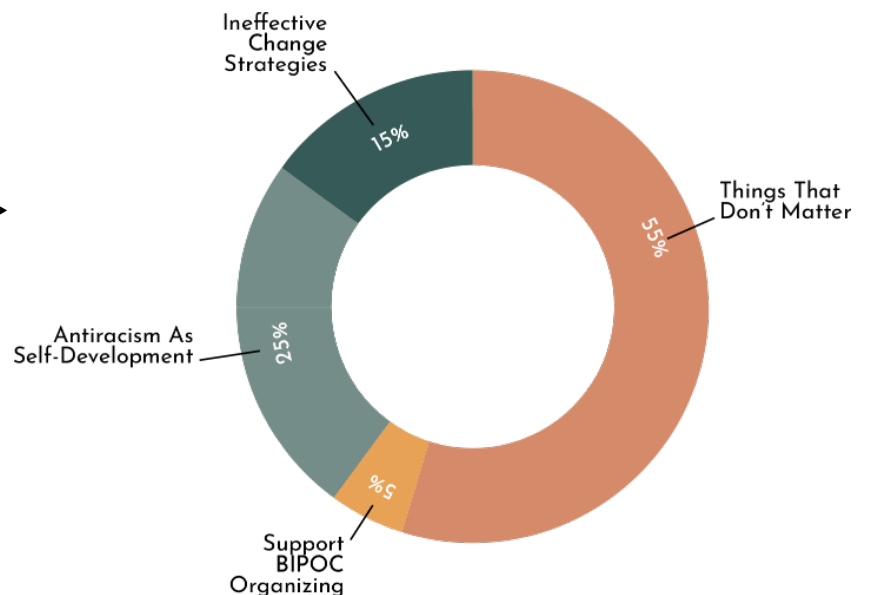
Repeat this exercise with Immigrants' rights, LGBTQ+, Gender Justice, and Labor Rights; rinse, repeat, expand. The more we understand the history and context of the social justice of our communities, the more effective and accountable we will be in our actions and helping to guide the actions of other white folks.

EVALUATING AND IMPROVING YOUR IMPACT

Figuring out how to best use our time and resources to engage with anti-racism is really confusing, and a big barrier for many white folks--it can be overwhelming to the point of discouraging. Our goal is to help you think about different ways to engage and their relative impact, as well as the different categories of engagement and the relative dedication of resources we are putting toward each. Another primary goal of this tool is helping align white anti-racist action with effective action for allyship. This is because one of the critiques we have of a lot of anti-racist white work is that it is heavily focused on anti-racism as self-development tool for individuals, and not connected to collective action to actually dismantle systemic racism. Our perspective on how to allocate time and resources, and their relative impact, is one of many. The following information provided are examples to demonstrate the perspective, more than it is hard and fast instructions to follow line by line. Which is to say, this is a tool to help you learn, but don't take it too literally or inflexibly.



WHAT WE DO INSTEAD WHEN WE'RE TRYING TO BE ANTI-RACIST

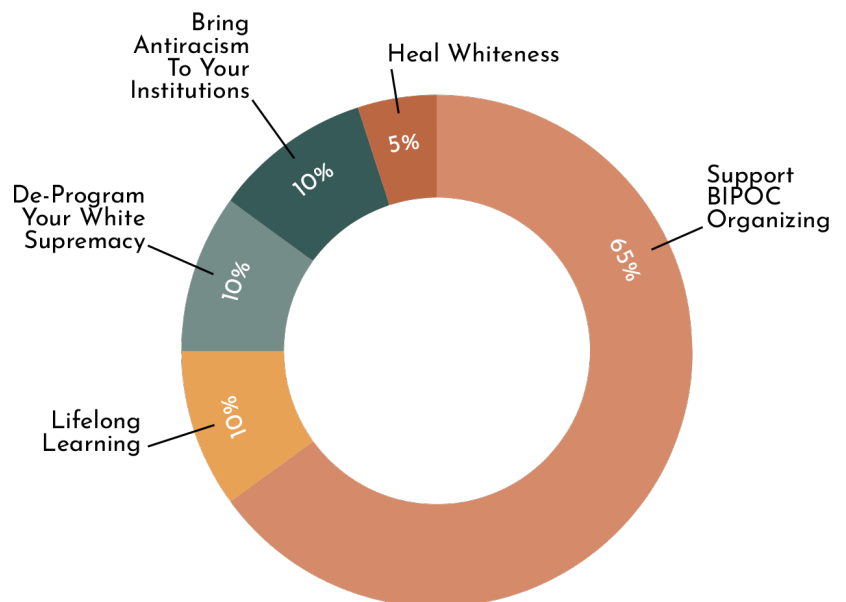


RELATIVE IMPACT OF ACTIONS

Achieve Anti-Racist Change in Your Organization 1000
Organize Affinity Group for Anti-Racist Action 1000
Peoples Institute 2 day Training 250
Monthly Contributions to BIPOC Organizing 100
Attend Grassroots BIPOC Organizing Event 65
Call Govt Rep for BIPOC Organizing Campaign 35
Follow BIPOC Media Outlet 25
Email Govt Rep for Organizing Campaign 15
Read Book 10
Automated Digital Organizing Action 10
Yard Sign 3
Listening to Podcast 3
Social Media Post 1
Making Friends 1

ONGOING ACCOUNTABILITY EXERCISE

- 1.) Record your current actions, and if it is helpful, assign them points using the above sample scale as a guide.
- 2.) Set a goal of new and/or increased actions going forward for whatever time period in the future is best for you.
- 3.) Check in and evaluate your progress, regularly, or at that set time.
- 4.) Repeat and continue to increase your engagement
- 5.) Good work!



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