

Calls to Action for Individuals to Counter Bigotry

Strategies & Tools for Countering Bigotry

- Address your own biases:
 - Recognize that every human being has biases towards others.
 - Challenge your instinctive thoughts and assumptions.
 - Take initiative to overcome your biases, including those you may not know that you have.
 - Repeat these steps to make them habitual.
 - Be open to critical feedback:
 - Listen sincerely, apologize, avoid excuses, hold yourself accountable to a higher standard.
 - Strive for continuous learning and growth.
 - Continuously reflect on your own privilege and power.
- Be an Upstander (not a bystander):
 - Call out racism for what it is regardless of the intent.
 - Speak up when you hear or witness bigotry.
 - Don't allow the critique that you are being overly sensitive prevent stop you.
 - Practice tailoring feedback, keeping in mind different backgrounds.
 - Allow people time to process what you've shared.
- Check in with colleagues who are experiencing bullying/bigotry, whether directly or indirectly (if members of their community are experiencing bigotry or violence, this is also traumatic to them).
 - Ask if they need support and in what form, but be careful not to make assumptions.
- Intentionally engage with people who are different from yourself.
 - Check cultural calendars of different ethnic and religious groups for their holidays or observances; look for public events and attend as many as you can.
 - Initiate contact if you don't already have friends from different groups and work to build community among people across differences.
- Join community spaces to heal from the impact of bigotry if needed.
- Volunteer for community organizations that counter bigotry and join others in working to dismantle systems of oppression in your local area.
- Write for your school/work newspaper/blog on topics that counter racism and foster inclusion.
- Continue educating yourself about these topics (see below for readings and resources).

Readings and Resources (Developing List)

Articles

- “Speak Up!,” *Learning for Justice*:
<https://www.learningforjustice.org/magazine/publications/speak-up>
- “How to Respond to Coronavirus Racism,” *Learning for Justice*:
<https://www.learningforjustice.org/magazine/how-to-respond-to-coronavirus-racism>
- “Test Yourself for Hidden Bias,” *Learning for Justice*:
<https://www.learningforjustice.org/professional-development/test-yourself-for-hidden-bias>
- “7 Ways We Know Systemic Racism Is Real,” *Ben & Jerry’s*:
<https://www.benjerry.com/home/whats-new/2016/systemic-racism-is-real>
- “Social Identities and Systems of Oppression,” Smithsonian National Museum of African American History & Culture: <https://nmaahc.si.edu/learn/talking-about-race/topics/social-identities-and-systems-oppression>
- “The Many Ways Institutional Racism Kills Black People”, *Time*:
<https://time.com/5851864/institutional-racism-america/>
- “What it means to be anti-racist,” *Vox*: <https://www.vox.com/2020/6/3/21278245/antiracist-racism-race-books-resources-antiracism>
- “6 ways to be antiracist, because being 'not racist' isn't enough,” *Mashable*:
<https://mashable.com/article/how-to-be-antiracist>

Websites

- “Race: The Power of an Illusion,” California Newsreel, the Othering & Belonging Institute, the U.C. Berkeley Library, and the American Cultures Center at U.C. Berkeley:
<https://www.racepowerofanillusion.org/>
- “Anti-Racism Resources,” UNC: <https://diversity.unc.edu/yourvoicematters/anti-racism-resources/>
- “Talking About Race,” Smithsonian National Museum of African American History & Culture:
<https://nmaahc.si.edu/learn/talking-about-race>

Books

- Michelle Alexander, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*, (Penguin, 2010)
- Robin DiAngelo, *White Fragility* (Beacon, 2018)
- Isabel Wilkerson, *Caste, The Origin of Our Discontents* (Random House, 2020)
- Beverly Daniel Tatum, *Why Are All the Black Kids Sitting Together in the Cafeteria? And Other Conversations About Race* (Basic Books, 2017)
- Alex Haley, *The Autobiography of Malcolm X* (Ballantine, 1965)
- James Baldwin, *The Fire Next Time*, (Dial Press, 1963)
- Edward Said, *Orientalism* (Vintage, 1979)
- Charles C. Mann, *1491: New Revelations of the Americas Before Columbus* (Vintage, 2006)



- Howard Zinn, *A People's History of the United States* (Harper, 2015; original publication 1980)
- Roxanne Dunbar-Ortiz, *An Indigenous People's History of the United States* (Beacon, 2015)

Videos/Films

- "Institutional racism in US explained through a Michael Jackson song", *TRT*, 2018:
<https://youtu.be/MdOCyqPcp2o>
- "Who, Me? Biased?" video series, *New York Times*, 2016:
 - "Peanut Butter, Jelly and Racism:"
<https://www.nytimes.com/video/us/100000004818663/peanut-butter-jelly-and-racism.html>
 - "Check Our Bias to Wreck Our Bias":
<https://www.nytimes.com/video/us/100000004818668/check-our-bias-to-wreck-our-bias.html>
 - "The Life-Changing Magic of Hanging Out":
<https://www.nytimes.com/video/us/100000004818671/the-life-changing-magic-of-hanging-out.html>
- "Isabel Wilkerson, *Caste: The Origin of Our Discontents*:"
<https://www.youtube.com/watch?v=wwYzyqUdUfY>
- "A Conversation with Richard Rothstein, Author of 'The Color of Law'", Silicon Valley at Home, 2021: <https://www.youtube.com/watch?v=6NjS-iPM0FM>
- "500 Nations: The Story of Native Americans," 1995: <https://documentaryheaven.com/500-nations-the-story-of-native-americans/>
- "The African Americans: Many Rivers to Cross", *PBS*, 2013
- "Latino Americans: The 500-Year Legacy That Shaped a Nation", *PBS*, 2013
- *Exterminate All the Brutes*, (Raoul Peck), *HBO*, 2021
- *I Am Not Your Negro*, (Raoul Peck), 2016
- *Selma*, (Ava DuVernay), 2014
- *13th*, (Ava DuVernay), *Netflix*, 2016
- *Just Mercy*, (Destin Daniel Cretton), 2019

Podcasts

- Code Switch: www.npr.org/podcasts/510312/codeswitch
- Ibram X. Kendi on the difference between "antiracist" and "not racist," *CBS This Morning*:
<https://www.cbsnews.com/news/ibram-kendi-talks-how-to-be-antiracist/>

Community Organizations

- Islamic Networks Group: www.ing.org/
- Interfaith America: <https://ifyc.org/interfaith-america>
- Southern Poverty Law Center: www.splcenter.org/
- Not in Our Town: www.niot.org/