

List of Actions You Can Take

From *Do The Work! An Antiracist Activity Book*
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At Home

- Buy coffee, gifts, food, etc., from BIPOC-owned stores
- Buy anti-racist/multicultural books for the children in your life regardless of their ethnic/racial backgrounds. Buy extra copies and donate them to local libraries, schools, pediatric facilities, etc.
- Buy a subscription to your local newspaper and read it. Know what's going on in your town
- Become a monthly subscriber to a Black wine club, CSA, Patreon, coffee roaster, publication, etc.
- Pay digital creators for the content you appreciate
- Make a list of companies that use prison labor and avoid buying from them
- Make new friends who are different from you
- Ask how others would like/prefer to be introduced
- Put your pronouns in your email signature, Zoom screen, name tag, and social media bio
- Find a financial advisor who can help you transition into racial justice investing
- Sit with children and elders and listen to them. Offer them your attention, respect, and curiosity
- Don't dress yourself or your kids in racist or stereotypical Halloween costumes
- Shut down racist talk whenever and wherever you hear it
- Be intentional about your words and actions
- Put a sign in your yard or window
- Interrogate your relationship with your white partner. Hold them accountable
- Learn how to apologize
- Give the land you own back to Indigenous people
- Share/repost positive content by and about BIPOC, particularly Black men
- Get curious about what makes you uncomfortable. Do ideas like prison abolition, reparations, or universal healthcare seem radical, impractical, or beyond your comfort zone? If so, why?
- Discover your own hidden biases by taking an Implicit Associations Test like the one offered online by Project Implicit
- Be brave because even quiet voices can be impactful when they speak
- Sign up for a training to develop new skills: transformative justice, nonviolent communication, DEI training, antiracist training, violence interrupting, etc.
- Disabled BIPOC folks experience specific physical, digital, and social barriers. Learn about these barriers and work to dismantle them
- Be willing to give up advantages you didn't earn

- Disentangle your pride and your feelings of entitlement. You worked hard, but you also had privileges that others did not. Both of those things can coexist, and that doesn't diminish your accomplishments
- Ask why until you get to the core issue
- Remember that we are all just humans, and do your best
- Pay your domestic workers and caretakers a living wage
- Check out Hand in Hand (domesticemployers.org) to learn how to ethically employ someone in your home.

In Community

- Are you part of a church or faith community that's doing racial justice work? If they're not, get it started!
- Don't let people talk shit about Black- or Brown-majority schools in your presence
- Find BIPOC health care providers for yourself and your family
- Push for prioritizing investment - from housing down to food purchasing - in BIPOC communities, with the understanding that it has always been prioritized for white men
- Make sure your book club reads books by BIPOC writers
- Talk to your neighbors, both housed and unhoused
- Do you know about mutual aid? Are there any mutual aid projects in your community? If not, consider starting one
- If you're white, learn how to organize other white people to take action without being righteous know-it-alls
- Send your kids to public school and help your local schools get the resources they need
- Keep extra cash and supplies (bottled water, hotel soaps and shampoos, clean socks, packaged snacks) in your car to share with unhoused community members in need
- Find opportunities for your children to play and learn with a diverse group of children. Bias starts at an early age, but so do acceptance and love
- Offer to provide childcare for a parent so they can show up and do the work
- Talk with and listen to people who don't agree with you. Host a community "skill share" event and take turns teaching each other useful skills
- Extra fruits and veggies from your garden? Share with your neighbors
- Greet community members in the languages they speak
- Start a Little Free Library and stock it with antiracist literature and books by BIPOC authors. Bonus if you make it a food pantry, too!
- Facilitate ways for people in prison to gain literacy. Illiteracy rates in prisons are 75 percent, and it's near impossible to navigate the post-prison world without reading and writing skills.
- Volunteer with a local organization that supports unhoused people
- Attend local city council meetings. Who else is showing up? Whose voices are the loudest? Who's already doing the work you want to be doing?
- Attend and fund local community celebrations and commemorations such as Lunar New Year, Juneteenth, Day of Remembrance, and Dia de los Muertos
- Ask Black-led organizations how you can help and then do what they say
- Join your local chapter of SURJ (Showing up for Racial Justice)

- Use your special skills! Cook for an event. Host a fundraiser. Offer legal or tech support services to activist organizations. Donate pro bono care work, therapy, or legal advice to BIPOC-led organizations
- Give reparations. Put aside \$20-\$100 a month and contribute to a GoFundMe, DonorsChoose, or other fundraiser started by Black folks
- Start a giving circle
- Volunteer for the campaigns for local officials and ballot initiatives that you support
- Review diversity statement of any organizations in which you participate. Does the organization's reality reflect the values it expressed in the statement? Is it actively antiracist?
- Join the diversity and inclusion group at your work. If there isn't one, get it started
- Are you involved in hiring? Recruit from historically Black colleges and universities
- Do you sit on a corporate, nonprofit, or arts board? Don't confirm any additional white board members
- Refuse to be on all-white or all-male panels
- Planning a protest or public action? Make sure it's designed with disabled people in mind
- Offer to run errands for neighbors who might appreciate the support, including single parents and the elderly.
- Advocate for pay equity within your field or company. Make sure interns get paid!
- Give away what you don't use! Sites like Freecycle help reduce waste and encouraged reuse and sharing

Worldwide

- Do research for crowd-sourced genealogy groups that help the descendants of enslaved people find their ancestors and family history.
- Write your representatives and tell them to end qualified immunity of police
- Outraged by a news story? Use the internet to find on-the-ground organizations already working on it. Do and share what they say.
- Fight voter suppression with grassroots organizations in your state or national groups such as Fair Fight Action or Black Voters Matter.
- Campaign and raise money for the progressive candidates you believe can make change in your city, county, and state.
- If something you care about isn't getting the attention it deserves, write a proposed policy, form a coalition around it, and take it to your city council, school board, or state capitol.
- Pay attention to global events
- If you use social media, follow people from other countries who are doing work that aligns with your interests.
- Start with the desired outcome and work backward to find your role in making it real.
- Choose a few respected newspapers from major cities in other countries and read them regularly.
- VOTE!
- Run for office! From the school board to the Senate, consider a campaign.

- Check in regularly with Black and brown leaders in trans, disability justice, climate justice, and fat liberation communities. Support their needs!

***Rx For Resilience* - How do you keep doing the work? How do you cultivate resilience?
How do you keep going?**

- “I try to spend time with much older activists who remind me how much has actually changed.”
- “I go into nature as MUCH as possible. It seems to be the only anecdote that can diffuse the noise and pain of the world and remind me there’s a greater (much more beautiful) force at work.”
- “I create intention around who and what I surround myself with. Especially when it comes to family or coworkers that do not want to do the work in dismantling white supremacy.”
- Eat some snacks. Go outside. Cry. Journal.”
- “I look to my children and imagine the future I want for them.”
- “When I’m burned out and overwhelmed, I’ve learned to set boundaries. By cutting back, I can focus on the work and the causes that mean most to me.”
- “Don’t read the comments.”
- “Always remember to align yourself with the people for whom giving up hope (or courage) is not an option.”
- “I read about historical figures, especially women, who persevered in conditions I can’t even imagine. That perspective keeps me humble.”
- “If I’ve dropped the ball, I remind myself I can always try again.”
- “Remember you don’t have to attend ALL the events/rallies/protests, especially if you’re not feeling safe, but also just take a break.”
- “I hang out with younger activists who remind me of all I don’t know and how awesome that is.”
- “I remind myself that deciding whether or not to engage with struggle is a privilege.”
- “When it comes to social media, remember you don’t need to post about everything that happens, or respond to every outrage-of-the-day.”
- “Pick your battles, and choose to put your energy into the efforts that mean the most to you.”
- “Know what you’re FOR. So often we define our activism in terms of what we’re against: racism, war, corporate greed. Which is all true and critical. But make sure to ground the work in what you’re FOR. What’s your vision for the world? How does your work help build the worlds you want - not just resist the ones you’re against?”
- “De-personalizing is huge for me. My actions matter, but I don’t matter that much.”
- “Keep a journal of your work, so you can look back at it and see that it did help.”