

WHAT CAN WHITE PEOPLE DO TO SHOW UP FOR RACIAL JUSTICE?

1. Recognize and honor the Indigenous history of this land

- Many Cayugas and Haudenosaunee, the original inhabitants of this land, still live in this area. Find ways to connect with them through events (First Peoples' Festival, etc) and through links below.
- Learn about the history and current ways of Cayugas and Haudenosaunee, including how the "Doctrine of Discovery", which supported white Christian supremacy, was used to steal this land and nearly exterminate Indigenous people.
- Find ways to support cultural and political work of Cayugas and Haudenosaunee Confederacy
- Act in solidarity with the Dakota pipeline resistance movement, Standing Rock water protectors, #DAPL

Haudenosaunee Confederacy: www.haudenosauneeconfederacy.com/

Two Row Wampum Renewal Campaign: <http://honorthetworow.org/>

Neighbors of the Onondaga Nation (NOON): www.peacecouncil.net/noon

"An Indigenous Peoples History of the United States" by Roxanne Dunbar Ortiz:

<http://www.beacon.org/An-Indigenous-Peoples-History-of-the-United-States-P1164.aspx>

2. Learn and share about structural racism and its impacts

- Attend or host screenings, forums, reading groups, or study circles about systemic racial oppression and ways to dismantle it
- Attend a monthly meeting of SURJ (Showing Up for Racial Justice, ithacasurj@gmail.com):
 - 4th Mondays of the month at 6 PM at the Friends Meeting House, 120 3rd Street & Madison, Ithaca
- Attend a monthly meeting of WAASR (White Allies Against Structural Racism):
 - 2nd Thursdays of the month at 6 PM at the Friends Meeting House, 120 3rd Street & Madison, Ithaca
- Participate in the current community read of "The New Jim Crow" by Michelle Alexander:
www.facebook.com/NJCBookRead/ or email reed@multiculturalresourcecenter.org
- Sign for a Talking Circle on Race and Racism through the Ithaca Multicultural Resource Center 607-272-2292
- Read and learn about how racism, sexism, classism, ageism, etc. work together to reinforce the dominant economic system and culture. Don't let the different forms of oppression divide us from our common task!
- Talk with your children and other young people about racism. Talk with your parents and friends about racism.
- Start from listening and seeking to understand, not shaming and blaming.
- Speak up in support of the Black Lives Matter movement. It is essential that all people, and especially white people, stand in solidarity to ensure that our society actually does value all lives by insisting that Black Lives Matter, too.

Movement for Black Lives Platform <https://policy.m4bl.org/platform> Black Lives Matter Syllabus www.blacklivesmattersyllabus.com

Catalyst Project Workshop Readers: <http://collectiveliberation.org/resources/catalyst-project-workshop-readers/>

3. Support justice-oriented organizations, especially those with leadership of color, by:

- Asking what kind of support is most needed
- Showing up for their events, rallies and at public hearings

- Volunteering at their events, in their programs, or on their boards, when appropriate
- Making a financial contribution that is meaningful to you

Some local examples include Black Lives Matter Ithaca, Multicultural Resource Center, Greater Ithaca Activities Center (GIAC), Southside Community Center, Village at Ithaca, & Loaves and Fishes and groups providing legal funds for justice defenders.

4. Develop relationships of trust with people from different racial, cultural and economic backgrounds, including white people

- Step outside your comfort zone. Make it a priority to desegregate your life: volunteer at multicultural events or on community justice projects; speak to people from different backgrounds who you see on your daily travels; introduce yourself to other parents at your child's school; have a conversation in your school or workplace with someone you might not have otherwise spoken to.
- Be curious about people's unique background and experiences. Notice your recurring fears and stereotypes without being hard on yourself or letting them get in the way.

5. Use your privilege by speaking up or joining policy making institutions that make decisions about our lives

- Show up at hearings, volunteer or run for office: Board of Education, City Hall or TC boards and committees, Elected positions, and Non-profit boards.
- Bring an inclusion and justice perspective to planning, recruitment, purchasing, leadership and decision-making in those places.
- Use your privilege and influence to benefit people who may not get as careful an audience because of their skin color, who can't afford to show up at meetings, or who are more at risk when they speak out.

6. Participate in direct actions such as marches, rallies, boycotts, blockades, and occupations that highlight and disrupt systems of racial and economic oppression

- Consider risking arrest, a daily concern and possibility for so many people of color
- Take a training in nonviolent direct action or civil disobedience
- Don't monopolize the space but be present, so those protesting and those in riot gear can see allies

7. Challenge institutional racism in your workplace, school, and community:

- Learn about the ways systemic racism works in your workplace, school, or social environment. Notice whose voices are present and whose are missing when plans and decisions are made and who experiences tougher disciplinary actions. Take risks to challenge policies, practices and unspoken norms that reinforce racial and economic inequality.
- Speak to the people being affected by the patterns of exclusion and ask them what support they might like from you. Gather support to advocate for what they want to see happen.
- If you are an employer:
 - Recognize the value to your company of hiring a diverse workforce, paying, a living wage, and creating an inclusive and welcoming culture
 - Evaluate your hiring qualifications to reflect the life skills that those without formal degrees or certifications possess.
 - Recognize the over-policing of communities of color and eliminate questions about incarceration or arrests from your job applications. (Ban the Box)
 - Review your promotions process and ask whether people of color are being passed over.

- Reach out to local organizations who have made progress in this work (e.g., AFCU, Greenstar, Loaves and Fishes).

An Introduction to Racial Equity Assessment Tools from Race Forward:

<http://grenetwork.org/wp/wp-content/uploads/2014/04/An-Introduction-to-Racial-Equity-Assessment-Tools.pdf>

Racial Equity Tools for Evaluating our Work: <http://www.racialequitytools.org/evaluate>

8. Advocate for major increases in affordable housing and reversing displacement of people with limited income

- Connect with and support groups that advocate for low-income housing in your neighborhood.
- Show up at public hearings and press officials to prioritize affordable housing
- If you own land or rental property, consider seeking out people of color, low-income people, and Indigenous people to rent or sell to at below market rates. Accept Section 8 or rental vouchers. Homes for All National Campaign: <http://homesforall.org/action/> Right to the City Alliance: <http://righttothecity.org/>
Take Back the Land Rochester: <http://takebackroc.rocus.org/> Push Buffalo <http://pushbuffalo.org/about-us>

9. Challenge the Criminal Justice System's inherent racism

- Think twice before calling the police when a situation might be better handled by a conversation.
- Witness. Educate yourself on legal ways to observe police actions. This supports communities who are being over-policed.
- Participate in a "Know your Rights" training.
- Support local and state organizations working to end mass-incarceration, like the Ithaca Prisoner Justice Network, the Prison Action Network, the Ithaca chapter of the Episcopal Peace Fellowship, the NY Campaign for Alternatives to Isolated Confinement, and MRC's URO- Ultimate Reentry Opportunity
- Offer rides for families visiting loved ones in one of the prisons near Ithaca through Opportunities, Alternatives and Resources of Tompkins County: oartompkinscounty.com / 607-272-7885

Know Your Rights from the National Lawyers Guild: <https://www.nlg.org/resource/know-your-rights>

Your Right to Record and Observe the Police from the ACLU:

<https://www.aclupa.org/issues/policepractices/your-right-record-and-observe-police/>

10. Stay positive, welcome feedback and mistakes, get the support you need, keep on keepin' on!

- Take good care of yourself. Recognize that guilt and shame over your relative privilege won't dismantle systemic racism.
- Recognize that you can't do it alone and that we must work together. Build a support network.
- Learn the powerful history of white people who have fought for racial justice.
- Acknowledge any defensiveness you might have and learn how to let it go.
- Expect to make mistakes, large and small, and to learn from them.
- Celebrate successes! Enjoy the deepening connection to your own sense of humanity.

Compiled by 2 community teams, including SURJ members. Contact ithacasurj@gmail.com with questions or suggestions.