

**Antiracist Checklist for Whites** adapted from Dr. John Raible's (2019) checklist for antiracist allies.

Place a check mark next to all that apply to you.

**Part 1**

- \_\_\_\_\_ I demonstrate knowledge and awareness of the issues of racism.
- \_\_\_\_\_ I continually educate myself about racism and multicultural issues.
- \_\_\_\_\_ I recognize my own limitations in doing antiracist work.
- \_\_\_\_\_ I raise issues about racism over and over, both in public and in private.
- \_\_\_\_\_ I realize "it's not about me." I avoid personalizing racial issues as they are raised in conversation.
- \_\_\_\_\_ I can identify racism as it is happening.
- \_\_\_\_\_ At meetings, I make sure antiracism is part of the discussion.
- \_\_\_\_\_ I can strategize and work in coalition with diverse others to advance antiracist work.
- \_\_\_\_\_ I attend to group dynamics to ensure the participation of people of color.
- \_\_\_\_\_ I support and validate the comments and actions of people of color and other allies (but not paternalistically)
- \_\_\_\_\_ I strive to share power, especially with people from marginalized groups.
- \_\_\_\_\_ I take a personal interest in the lives and welfare of individuals of different races.
- \_\_\_\_\_ I use my position as a white "insider" to share information with people of color that they may not have access to.
- \_\_\_\_\_ I hold high expectations for people of color and for white people.
- \_\_\_\_\_ I reach out to initiate personal contact with people of different races.
- \_\_\_\_\_ I listen carefully so that I am more likely to understand the needs of people from marginalized groups.
- \_\_\_\_\_ I understand enough about people of color's perspectives that when relevant, I can share these perspectives when people of color are not present.
- \_\_\_\_\_ I can accept leadership from people of color as well as from white people.
- \_\_\_\_\_ I work side by side with people of different races on tasks, projects, and actions.
- \_\_\_\_\_ I debrief with people of color to give and get "reality checks" and affirmations after meetings and interactions.
- \_\_\_\_\_ I readily accept—with no explanations or "proof" necessary—a person of color's position or perception.
- \_\_\_\_\_ I can be present emotionally when individuals need to express feelings about racism.
- \_\_\_\_\_ I discuss race and racism with both whites and people of color, and in these discussions I take people of color's perspectives seriously.
- \_\_\_\_\_ I take risks in relating to people across lines of difference.
- \_\_\_\_\_ I demonstrate shared values with people from various communities, for example, impatience with the pace of change, anger at injustice, etc.
- \_\_\_\_\_ I know the private lives of families and friends who are people from different backgrounds.
- \_\_\_\_\_ I can relax, socialize, and feel at ease with people of color and with whites.

## Part 2

The following are some **problem areas** where individuals sometimes get stuck. These were developed specifically for white individuals. Check any of these apply to you.

- ☐ I am not clear on the labels people of color prefer to use to identify themselves.
- ☐ When people of color point out racism as it is happening, I feel personally attacked.
- ☐ I rely on people of color for education about my own (and institutional) racism.
- ☐ I use meeting time to establish my antiracist credentials (e.g., recounting stories about how I “marched in the Sixties” or about how many friends of color I have).
- ☐ It is important to me to point out examples of “reverse racism” when I see them.
- ☐ I have been told I act in a racist manner without knowing it.
- ☐ I speak for people of color and attempt to explain their positions.
- ☐ I view myself as a mediator between people of color and other whites.
- ☐ I see my role as interpreting the behavior of people of color for other whites.
- ☐ I prefer to spend time and energy dealing with my personal feelings and issues rather than moving the antiracist agenda forward.
- ☐ I intellectualize about the struggle rather than live it daily.
- ☐ I wait for people of color to raise white people’s awareness.
- ☐ I know fewer than five individual peers of color intimately (i.e., adults, not children, or family members, or employees, or co-workers).

While a checklist may seem simplistic, many will find that these guidelines are very difficult to put into action and take on-going commitment and practice. We will make mistakes but cannot give up.

Dr. Raible explains his list by stating, “The main goal is to develop relationships of solidarity, mutuality, and trust, rooted in a praxis of intentional antiracist thought, action, and reflection. When I observe people consistently taking the above steps, in Part 1, I recognize that they ‘get it’ when it comes to race and racism.”