



# Tools for White Anti-racist Organizing

Developed by Catalyst Project

This is a list of ideas for white people who want to put their commitment to anti-racism into practice.

## Deepening Our Understanding and Connecting To History

1. Learn about the struggles of people of color where you live.
2. Deepen understanding of how white supremacy impacts the issues you work on. Seek out analysis by radical people of color through books and relationships.
3. Study social movements led by people of color past and present.
4. Study white anti-racist history, find other white anti-racist people to talk with and get support.
5. Study feminist work by women of color, and deepen your understanding of intersections of oppression, privilege and liberation.
6. Study the historical development of white supremacy and how white supremacy connects with capitalism, patriarchy, heterosexism, the gender binary system and the state.
7. Form study groups and do political education in your organization, group, or community.

## Building Organization and Developing Your Anti-Racist Practice

8. Join existing organizations working from an anti-racist foundation and/or support the process of moving your existing organization towards anti-racist politics and practice.
9. Find other people to work and talk with to support one another in your development as anti-racists and as social justice change agents.
10. Find ways to support people of color led organizations that you share political affinity with.

This could include you and your friends volunteering to do childcare, to getting your organization to participate in campaigns led by people of color, to developing longer term political alliances.

11. Challenge privileged/oppressive behavior in yourself and in others. Struggle to do this from a place of love.

Remember that in doing anti-racist work, you will make mistakes and so will other people. Mistakes are inevitable; the process of learning from those mistakes requires humble and honest reflection.



12. Struggle against individualism and competition that distort the goals of this work to becoming “the perfect anti-racist”. Remember that we are engaged in a struggle to make history, not escape it.

13. Find a mentor, someone who has more experience than you, who will not only share lessons from their history, but also help you learn from your own experiences and who encourages you to think through the challenges you face.

14. Develop your skills, analysis and confidence to struggle for social justice. Become as effective, dynamic, strategic and healthy as you can be in our work for a just society.

### **Developing Leadership and Building Movement**

15. Strengthen relationships with the people you are working directly with, and build relationships with people in the broader community you work in.

16. If you are in a multiracial organization, find ways to openly and honestly talk with people of color you work with about white supremacy and race with a focus on how to work together to build power for justice.

17. In majority/all white organizations, work to build relationships of trust and accountability with organizations and communities in struggles for racial justice. Find how your organization’s work can integrate goals of challenging white supremacy in society and building anti-racist principles and practice in white communities. Develop anti-racist leadership with the goal of strengthening all of our work for justice, democracy and equality.

18. Commit to developing a practice of solidarity with people of color for collective liberation, and a practice of accountability to the people you work with in your organization and in particular accountability to people of color you work with and have relationships with. These practices are nuanced, complex and develop over time through practice; be patient.

19. Know that your liberation is tied to the liberation of all. While people with white privilege do not experience racial oppression, we all have a stake in ending white supremacy and the systems of divide and control that distort and damage our society. Find your self-interest in the struggle to end racism and build a society based on liberatory values and practices.

20. Remember that we are in this together and you are not alone.

*We thank our mentors and allies for help developing this list.*