

ANTI-RACISM: WHERE TO BEGIN



Chief Diversity
Officer

[www.uaa.alaska.edu/
diversity/](http://www.uaa.alaska.edu/diversity/)

1. Examine yourself.

- Acknowledge that racism exists- [structurally, institutionally and interpersonally](#).
- Examine your own biases and experiences with stereotypes, prejudice, and discrimination.
- Take the [Harvard Implicit Bias Test](#).

2. Educate yourself.

- Read non-fiction books that are about or illuminate racism and social justice.
 - DiAngelo, R. J. (2018). *White fragility: Why it's so hard for white people to talk about racism*. Boston: Beacon Press.
 - Hayes, E. (2017). *The tao of raven: An Alaskan native memoir*. Seattle: University of Washington Press.
 - Kendi, I. X. (2019). *How to be an antiracist*. First Edition. New York: One World.
 - Napoleon, H. (1996). [Yuuyuraaq: The way of being human](#). Fairbanks, AK: University of Fairbanks Press.
 - Oluo, I. (2018). *So you want to talk about race*. New York: Seal Press.
 - Smith, L. T. (1999). *Decolonizing methodologies: research and indigenous peoples*. New York: Zed Books.
- Watch documentaries and movies that highlight the lives of those experiencing racism.
 - Documentary- *13th* (2016), *Aleut Story* (2005), *I Am Not Your Negro* (2016), *LA92* (2017)
 - Fiction- *Do the Right Thing* (1989), *Fruitvale Station* (2013), *Get Out* (2017), *Loving* (2016), *Moonlight* (2016), *The Hate You Give* (2018), *When They See Us* (2018)
- Listen to podcasts discussing current events and lived experiences around race/ethnicity.
 - 1619, Code Switch, Coffee and Quaq, Intersectionality Matters!, Still Processing

3. Engage in dialogue.

- Meet and talk with people who are different from you. Attend events, programs, and listening circles where people share stories about their experiences.
- Get training on [engaging in difficult dialogues](#) or [dealing with discrimination](#).

4. Support groups doing anti-racism work.

- On the local level. Listed below are just a few examples.
 - [YWCA Alaska](#)
 - [Alaska Humanities Forum](#)
 - [First Alaskans Institute](#) and [Native Movement Network](#)
- On a national level. Listed below are just a few examples.
 - [Southern Poverty Law Center](#)
 - [National Coalition Building Institute](#)
 - [Race Forward](#)

Not everything that is faced can be changed. But nothing can be changed until it is faced. James Baldwin