



Asian Americans and other demonstrators wearing face masks and holding signs take part in a rally titled “Love Our Communities: Build Collective Power” to raise awareness of anti-Asian violence, at the Japanese American National Museum in Little Tokyo in Los Angeles on March 13, 2021

PHOTO BY RINGO CHIU / AFP / GETTY IMAGES

[HTTPS://WWW.YESMAGAZINE.ORG/SOCIAL-  
JUSTICE/2021/03/23/ASIAN-  
WOMEN-VIOLENCE-UNITED-STATES-  
HISTORY](https://www.yesmagazine.org/social-justice/2021/03/23/asian-women-violence-united-states-history)

Patrice Cullors

Alicia Garza

Opal Tometi

**Co-founders of  
Black Lives Matter**



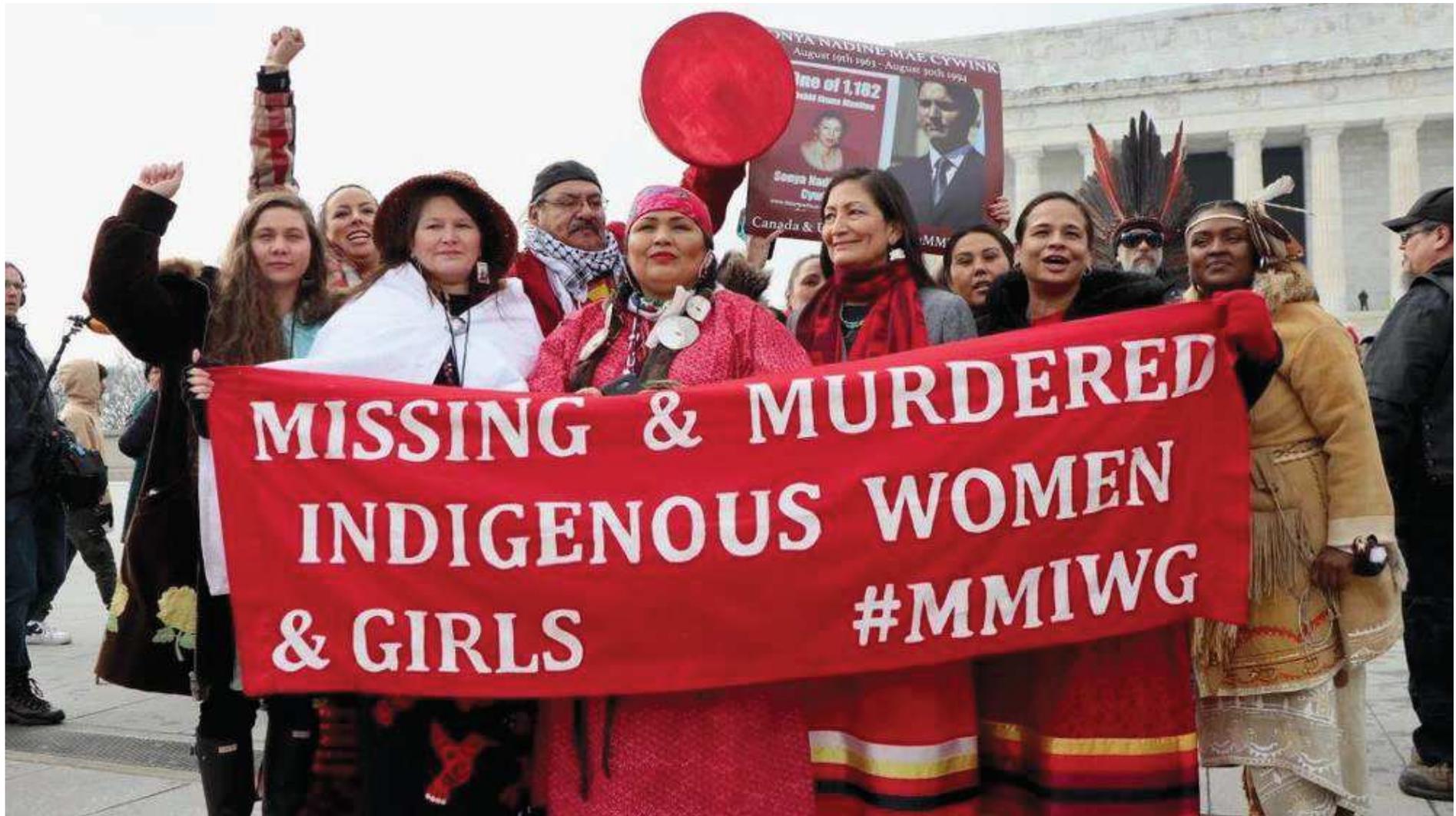
How Black Lives Matter Began: Meet the Women Whose Hashtag Turned Into a Global Movement  
<https://www.yahoo.com/entertainment/black-lives-matter-began-meet-070000359.html>

# White Hardship Is Not The Same As White Privilege:

The concept of white privilege *does not deny* hardships suffered by individual white people. Yet individual poverty and hardship does not eliminate the privilege held generally by white people in our society.



*Portrait of Florence Thompson, aged 32, part of Dorothea Lange's "Migrant Mother" series. Lange's notes detailed that the family had "seven hungry children," including the one pictured here. " Nipomo, California, circa 1936. (Library of Congress): <https://www.smithsonianmag.com/smart-news/meet-photographers-charged-documenting-depression-era-america-farm-security-administration-180964123/#g6KkUyGqGsMGuxqr.99>*



Eastern Pennsylvania Conference, the United Methodist Church Missing and Murdered Indigenous Women & Girls by Reverend Suzanne Wenonah Duchesne  
May 05, 2020, <https://www.epaumc.org/news/missing-and-murdered-indigenous-women-girls/>

Adapted from original research by Michelle M. Osborne, J.D. as to why Black and brown women do not use DV and sexual assault services at the same rate as white women, page 1

**She thinks the women at emergency services will not speak her language.**

**She is worried that she will be punished more severely than a white woman would for breaking the same (minor) shelter rules.**

**She believes that telling white people what happened to her will reinforce the worst stereotypes about her community.**

**She doesn't want the man who hurt her to receive worst punishment from the criminal justice system because of what he did to her.**

**She thinks the agency knows how to serve white women but not people from her community.**

She is hesitant to go to the agency because some women from her community have reported bad experiences when using the agency's services.

The agency never comes to talk to or partner with other services in her community and is not connected to her community in any significant way.

She thinks the agency is staffed by well meaning inexperienced young white women who don't have a clue about her community, values or needs

She does not know if the agency's services will work in her situation

She is afraid her children will be put into the system if she seeks help.

She is an undocumented worker and afraid of being deported

She feels she does not speak English well enough to understand the services being offered, and the interpretation services offered are inconsistent or inadequate.

She is disabled and the accommodations being offered are inadequate or non-existent.

She knows that some doctors, nurses and other health care personnel may hold strange ideas about her body, or believe she has a higher pain threshold than white people, etc., and treat her differently.

She knows that the stereotypes of the “strong Black woman” may work against her if she seeks help; she does not know if the agency’s services will work in her situation

She knows that the stereotypes of the “angry” Black woman will interfere with her ability to advocate for herself.

# Six Connected Approaches to Ending Racism and Embracing Antiracism

## I. WE MUST USE OUR CRITICAL THINKING SKILLS

- a. Historical context and legacy
- b. Connecting the dots
- c. Current events, statements and situations
- d. Listen to understand
- e. Does race or racism explain it?
- f. Language – coded and camouflaged?

## II. WE MUST LISTEN TO WHAT PEOPLE OF COLOR SAY IN A GIVEN SITUATION

This includes looking at:

- people of color say the incident or situation was racist**
- disproportionality of representation**
- disparity of impact on people of color**

## III. WE MUST EXAMINE INTERSECTIONALITY

- 1) Race
- 2) Gender
- 2) Sexuality
- 3) Class
- 4) Age
- 5) Ableism
- 6) Religion, faith, spirituality
- 7) etc.

## IV. WE MUST BE ANTIRACIST

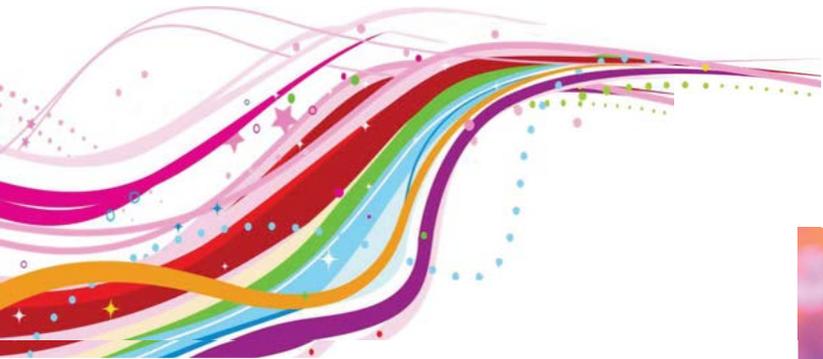
- 1) Recognize racism
- 2) Reflect
- 3) Choose antiracism
- 4) Advocate for antiracist policies and ideas

## V. WE MUST USE THE PLATINUM RULE

- V. “Treat others how they would like to be treated”.

## VI. WHITE PEOPLE: USE YOUR PRIVILEGE

Developed and adapted by Michelle Osborne, J.D. | Consultant | April 2021



## Racist Policies

"A **racist policy** is any measure that produces or sustains **inequity** between racial groups. "



Professor Ibram X. Kendi



## Racist Ideas

"A **racist idea** is any idea that suggests one racial group is **inferior** or **superior** to another group in anyway."

# Racism Asks:



What's wrong with a person of color?

What's wrong with a racial group?



# Antiracism Asks:

**What's wrong with policies?**



**What's wrong with conditions?**



**What's wrong with systems and structures?**

Adapted from the work of Professor Ibram X. Kendi by Nora Karena, M.A. & Michelle Osborne, J.D. | Consultants | April 2021

# An Antiracist Roadmap

Charting our path to more equitable & inclusive systems and services at agencies,  
organizations and institutions

**Recognize  
Racism**



**Reflect**



**Choose  
Antiracism**



**Advocate  
for  
Antiracist  
Policies &  
Ideas**



Adapted from the work of Professor Ibram X. Kendi by Nora Karena, M.A. & Michelle Osborne, J.D. |  
Consultants | April 2021

# Advocating for Antiracist Policies & Ideas

- Figure out who or what group has the power to institute antiracist policy.

- 

- Disseminate and educate about the uncovered anti-racist policy and antiracist policy correctives

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- Work with sympathetic antiracist policy makers to institute antiracist policy.

- 

- Deploy antiracist power to compel or drive from power the unsympathetic racist policymakers in order to institute antiracist policy.

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- Monitor closely to insure that antiracist policy reduces or eliminates racial inequity.

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- When policies fail, do not blame people. Start over and seek out new and more effective antiracist treatments until they work.

- 

- Monitor closely to prevent new racist policies from being instituted.

Advocate for  
Antiracist  
Policies & Ideas

~ Ibram X. Kendi



Adapted from the work of Professor Ibram X. Kendi by Nora Karena, M.A. & Michelle Osborne, J.D. | Consultants | April 2021

# The Platinum Rule

The Platinum Rule (platinum is worth more than gold).

The Platinum Rule says we should do unto others the way **they want** us to do unto them.

In other words, you have to treat people the way **they** want to be treated, not the way **you** want to be treated or the way you want to treat them.

# White People: Use Your Privilege

**Take responsibility for your privilege**

**Examine your biases, prejudices, and stereotypes**

**Educate yourself about microaggressions**

**Speak up when you witness an injustice, or hear friends or family members continue to deny that systemic racial inequity exists**

**Identify microaggressions and speak out against them**

**Educate yourself – books, articles, podcasts, etc.**

**Learn about marginalized communities and those furthest away from justice.**

**Support the leadership of marginalized people; support progressive organizations led by people of color; vote for officials who support change.**

**Share black voices when you repost on social media.**

**Document injustice whenever possible.**

**Spend money on businesses owned by people of color.**

## **Actor**

The actions of an Actor do not disrupt the status quo.

The actions of an Actor do not explicitly name or challenge the pillars of White supremacy which is necessary for meaningful progress towards racial justice.

Such systems are challenged when actors shift or couple their actions with those from Allies and/or Accomplices.

## **Ally**

An Ally is an interrupter, disrupter and educator in spaces dominated by Whiteness.

The actions of an Ally have greater likelihood to challenge institutionalized racism, and White supremacy.

Allies constantly educate themselves. Allies do not take breaks.

## **Accomplice**

The actions of an Accomplice are meant to directly challenge institutionalized racism, colonization, and White supremacy by blocking or impeding racist people, policies, and structures.

Accomplices' actions are informed by, directed and often coordinated with leaders who are Black, Brown First Nations/Indigenous Peoples, and/or People of Color.

Accomplices actively listen with respect, and understand their role.

**You must hold  
yourself accountable,  
with integrity**

# To Evolve Into An Anti-racist Organization, We Must:

Be honest and admit historic legacies, denied narratives, silenced voices, and hard, challenging truths about our present efforts and delivery of services

Acknowledge that the work must happen now, not later; urgency is necessary. Allow statements of correction and change

Remain committed and dedicated, methodical, humble, and intentional. Interrupt oppression, racism and violence, and support others who do.

Engage in the work together, in our practice of equity, understanding, inclusion, partnership, collaboration, justice, and peace. Be an ally and accomplice.

Use and advocate for Antiracist policies and ideas, and examine all places within the organization

**WHO IS YOUR WOMAN OF COLOR SUPERHERO? IF YOU DON'T KNOW  
WHO THEY ARE, LOOK 'EM UP!**

DEB HAALAND

AMANDA GORMAN

DOLORES HUERTA

ANGELA DAVIS

MAZIE HIRONO

ADRIENNE MAREE BROWN

TONI MORRISON

AUDRE LORDE

STACEY ABRAMS

SONIA SOTOMAYOR

DEBORAH PARKER

KRISHANTI DHAMARAJ

AMANDA NGUYEN

FAYE WATTLETON

IDA B. WELLS BARNETT,

TARANA BURKE

MAYA ANGELOU

DR. ANTONIA NOVELLO

BELL HOOKS



**Thank you!**

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