

Tools for Liberation Packet 2007 – Abridged Version*

For Building a Multi-Ethnic, Inclusive & Antiracist Organization



*For the complete Tools for Liberation Packet and for more information about the accompanying **Anti-Racism Training or Consultation**, please contact Lisa Olcese, Training and Community Education Director: 303-449-8623
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These “Tools for Liberation” reflect years of hard work by staff who engage in anti-racist organizing on a daily basis, and are the intellectual property of the Safehouse Progressive Alliance for Nonviolence (SPAN). **Do not reprint without permission.** Please contact us for information about reusing this material.

Core Reading List

- Color of Violence: The Incite! Anthology. South End Press, 2006.
- Race, Class, and Gender in the United States. Paula S. Rothenberg (ed). 6th Edition. Worth, 2004
- Living Chicana Theory. Carla Trujillo (ed). Third Woman Press, 1998.
- Sister Outsider. Audre Lorde. The Crossing Press, 1984.
- Women, Race and Class. Angela Y. Davis. Vintage Books, 1983.
- Are Prisons Obsolete? Angela Y. Davis. Seven Stories Press, 2003.
- The Heart of Whiteness: Confronting Race, Racism and White Privilege. Robert Jensen. City Lights Books, 2005.

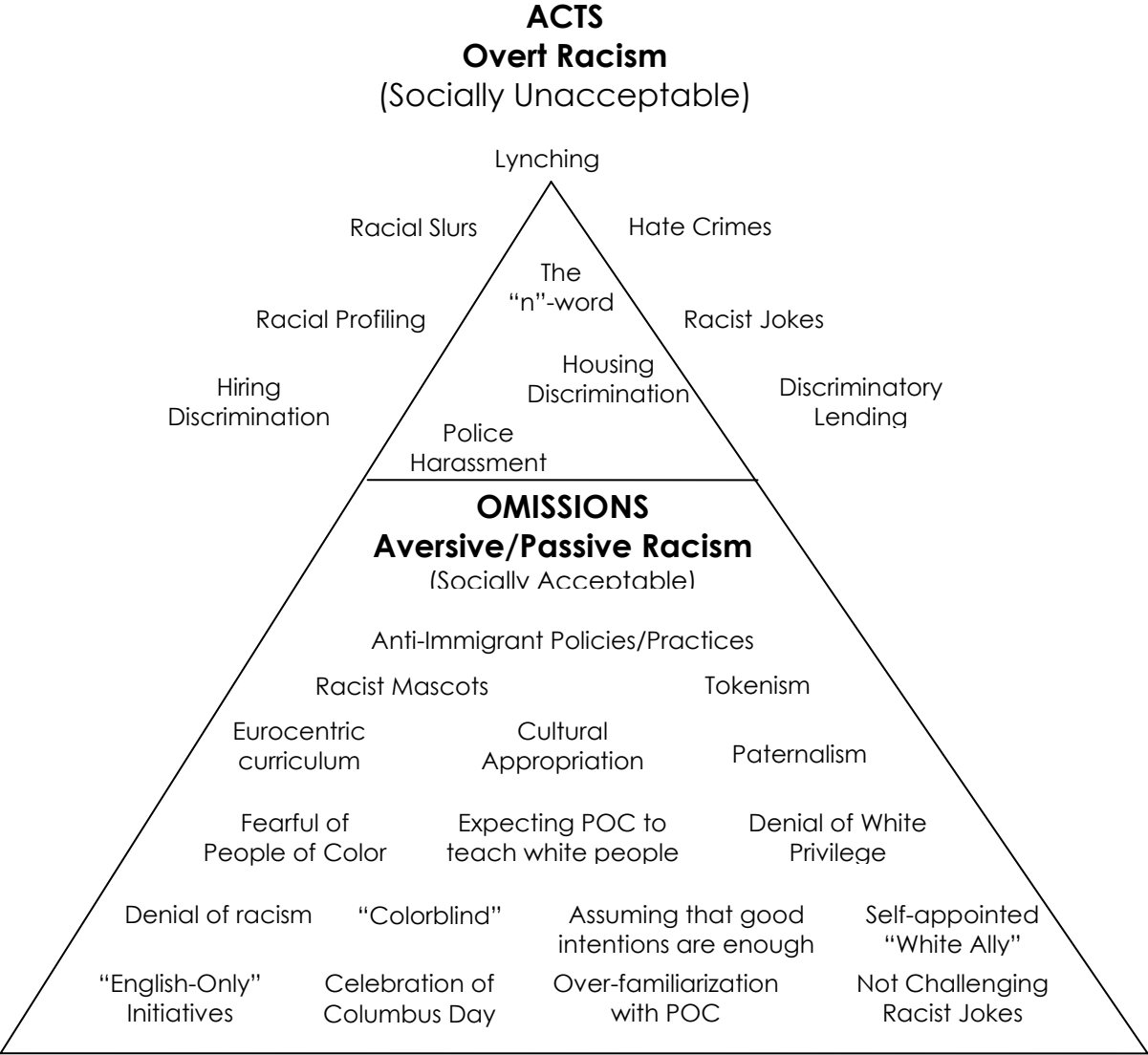
Anti-Racism Definitions From A Human Rights Framework

ABRIDGED

1. **Ally** – A member of a dominant group who works to dismantle oppression from which s/he benefits.
2. **Anti-racism** – The act of interrupting racism.
3. **Colonization**: The violent taking of land, wealth, labor of indigenous peoples through domination & conquest leading to their extermination & the Transatlantic slave trade which created a permanent underclass based on race and gender.
4. **Colorism** – Favoritism toward light-skinned people of color.
5. **Cultural Appropriation** – The taking of another group's cultural knowledge, traditions or practices to use for self-benefit. Objectifies and commodifies while ignoring a group's political struggles.
6. **Femicide** – Genocide of women when the state offers no guarantees nor creates the conditions of security for women in the community, home or workplace
7. **Genocide** – Any policy of extermination of a people through institutional acts of killing culture, identity, and the people themselves.
8. **Heterosexism** – A system of advantage based on sexual orientation.
9. **Hypodescent** a.k.a. "one-drop rule" – Any racial mixture constitutes racial impurity. Categorized as a non-white person and relegated to a subordinate group.
10. **Institutional Racism** – A system of advantage based on race rooted in and reinforced by cultural, political, economic and educational foundations. Never accidental.
11. **Internalized Oppression** – Internalized belief of racial inferiority about own racial group.
12. **Legal Fiction** - The act of inventing made-up law by policy-makers to achieve a political purpose. The political invention is given real legal meaning and enforcement through the passage of it into law.
13. **Misogyny** – A hatred of women.
14. **Nativism** – a policy of favoring native inhabitants over immigrants
15. **Oppression** – A relationship that exists between groups where dominantes benefit at the expense of subordinates reinforced by a system of social inequity.
16. **Patriarchy** – A belief that men are superior to women. Culture is male dominated, centered, and identified.
17. **Prejudice** – A preconceived belief usually based on limited information.
18. **Race** – An ever evolving social, legal and political construct that has no basis in biological fact.
19. **Racialization** – The extension of racial meaning to a previously racially unclassified concept, group or practice.
20. **Racism** – A system of advantage based on race.
21. **Reverse Racism** – A disputed concept. Discrimination (a denial of opportunity) by subordinates against dominants.
22. **White Privilege** – An unacknowledged system of favoritism and advantage granted to white people as the beneficiaries of historical conquest. Benefits include preferential treatment, exemption from group oppression and immunity from perpetuating social inequity.
23. **White Supremacy** – A system of exploitation to maintain wealth, power and white privilege.
24. **Whiteness** – A racial identity created by upper-class colonialists to distinguish themselves from indentured servants and slaves. A guarantee against being enslaved.

Definitions taken, in part, from Race, Class, and Gender in the United States. Paula S.Rothenberg (ed). 6th Edition. Worth, 2004, and Living Chicana Theory. Carla Trujillo (ed). Third Woman Press, 1998.

ACTS & OMISSIONS



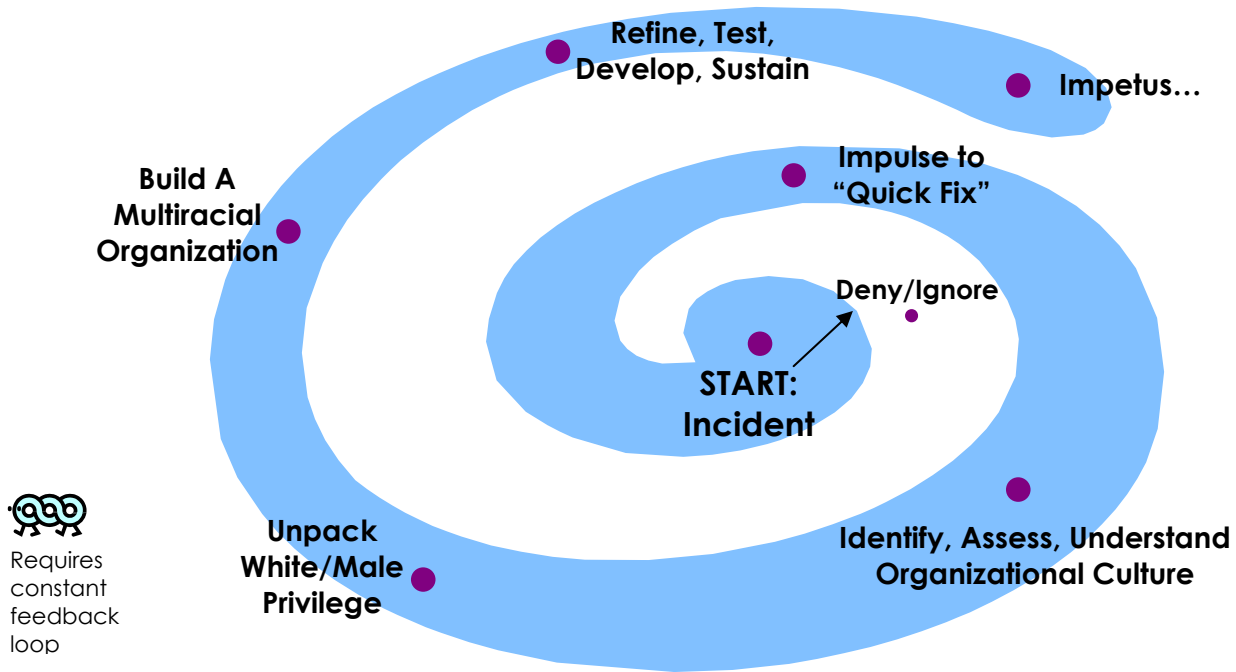
The Usual Statements

Also known as “What people of color never want to hear again” from white people engaging in discussions about racism. The following are just a few statements commonly heard during anti-racism trainings. This list is not exhaustive but is meant to be used as a guideline for ‘what not to say’ for white people who are sincerely working on their white privilege.

1. I can't hear you if you are angry.
2. You're too sensitive.
3. I feel (unsafe, judged, attacked, abused, etc.)
4. I will only talk if everyone is respectful.
5. I'm a person of color too. Isn't 'white' a color?
6. I just see people, not skin color.
7. Why is there a caucus just for people of color? Isn't that separatism?
8. What about MY class/gender/religious/sexual orientation oppression as a white person?
9. Conversations about race are so divisive.
10. Talking about racism takes the focus off of (women's issues, the environment, classism, etc.)
11. When are we going to stop talking about racism and get to the *real* work??
12. I can't possibly be racist because I am dating a person of color (or, because I adopted a transracial baby.)
13. That other person of color isn't offended, so why should you be?
14. Aren't you just so articulate!
15. We can't find any qualified women of color to join our workplace.
16. I come from the East Coast where people are much more inclusive.
17. I marched with Martin Luther King.
18. Other:

The Organizational Spiral

Building Multi-Ethnic, Anti-Racist, Inclusive Organizations & Collaborations



Safehouse Progressive Alliance for Non-Violence (SPAN) historically was a white feminist organization that has gone and continues to go through a transformational process to become a more inclusive antiracist and multiracial organization. This illustration is an attempt to outline the complex path SPAN continues to travel.

Qualities Of An Anti-Racist Ally

- ❖ Does something daily to earn the title of 'ally.' Recognizes that their "white ally badge" expires at the end of the day and must be renewed by a person of color.
- ❖ Title is not self-identified by white people but identified by people of color
- ❖ Understands that one person of color's white ally is not automatically another person of color's ally.
- ❖ Identifies and names racism directly.
- ❖ Takes the front line as a buffer; not as a 'savior.'
- ❖ Recognizes that remaining silent, "neutral" or "objective" can be a form of race privilege.
- ❖ Takes responsibility for self-education and doesn't expect POC to teach them.
- ❖ Cultivates genuine relationships with people of color that are mutually beneficial.
- ❖ Is hyper-vigilant about interrupting racism, but is not hyper-arrogant about being a "white ally."
- ❖ Struggles every day with understanding and undoing aspects of their own privilege.
- ❖ Works regularly to develop a deeper understanding of ongoing colonial relationships.
- ❖ Understands that people of color's experiences of racism is not debatable.
- ❖ Doesn't require people of color to display proof of racist injury.
- ❖ Knows that people of color are the experts of their own experiences.
- ❖ Acts in solidarity with people of color without taking over their liberation efforts.
- ❖ Doesn't expect gratitude from people of color, or to be recognized as a white ally.
- ❖ Takes on racism as a problem because it is *personally* offensive.
- ❖ Is motivated by a quest for justice, rather than a sense of guilt.
- ❖ Open to, and invites challenge. Expects support and accountability from other emerging allies.
- ❖ Unconditionally opposes oppression with no strings attached.
- ❖ Accepts that making mistakes is part of becoming an effective ally.
- ❖ Acknowledges, apologizes for, and learns from own mistakes without retreating.
- ❖ Interrupts racist statements or behaviors whether or not a person of color is present or objects.
- ❖ Participates respectfully in communities of color and avoids "cultural tourism."
- ❖ Is committed to social justice and an end to oppression in all its forms.

Endnotes

The “Tools for Liberation” are only as good as the framework in which they are actively used. While some pieces may be useful as stand-alone points, their true effectiveness comes in context, with challenging discussion, examination of privilege, and a core, shared commitment to an anti-racist practice. Please call for more information about the **Anti-Racism Training or Consultation**: Lisa Olcese, Training and Community Education Director: 303-449-8623 lisao@safehousealliance.org