

How to be an Anti-Racist Within Your Sphere of Influence

with

Roia Ferrazares, Department of Physics

Thembi Anne Jackson, Berkeley Law

Michele Rabkin, Berkeley Connect

Audrey Alforque Thomas, Division of Undergraduate Education

Agenda

1. **Welcome and introductions:** Who we are and why we're here
2. **Panel discussion:** What we've done and what we've learned
3. **Breakout discussions with colleagues:** What do you want to do?
4. **Closing Q&A and discussion:** Where do we go from here?

What do we mean by anti-racist?

Ibram X Kendi (“the opposite of ‘racist’ isn’t ‘not racist’”):

“A racist policy is any measure that produces or sustains racial inequity between racial groups. An anti-racist policy is any measure that produces or sustains racial equity between racial groups.”

“**Anti-racist:** One who is supporting an anti-racist policy *through their actions*....One who is expressing the idea that racial groups are equals and none need developing....”

Addressing Anti-Blackness on Campus

Possible actions, a partial list adapted from presentation by Dr. Regina Stanback Stroud, former Chancellor, Peralta Community College District

- research and acknowledge institutional history of racism
- rename buildings, remove statues, revisit traditions
- create and fund reparative programs
- talk publicly about racism and anti-blackness
- seek out and listen to Black voices
- elevate Black leaders
- review and revise curricula
- change advising culture
- root out bias in
 - hiring and promotion practices
 - grievance process
 - performance evaluations
- analyze data on
 - Black student success
 - equity of academic discipline and student conduct process
- review/reform campus policing
- respond proactively to racist incidents
- set measurable goals in strategic plans

Prompts for making an action plan:

- What opportunities do you see for taking anti-racist action within your sphere of influence?
- What are the potential obstacles or risks?
- How can you overcome them?
- Who are your potential partners or allies?
- What resources do you need?
- What's your next/first step?

Call to action:

Please fill out our [survey](#) to help:

- Create and connect with an anti-racist campus network
- Share information and resources
- Identify shared needs
- Make your commitment to action

Thank you!