

# DOING YOUR WORK

ANTIRACISM & PARTICIPATORY DEMOCRACY

## TIP SHEET



BRING COMMUNITY TOGETHER INTO REFLECTIVE CONTACT WITH EACH OTHER TO MAKE TANGIBLE, LASTING CHANGE.



SHIFT AND SHARE RESPONSIBILITY WITH YOUR COMMUNITY MEMBERS TO ADDRESS COMMUNITY CONCERNS.



BREAK DOWN TRADITIONAL BARRIERS THAT DISTANCE YOUR COMMUNITY MEMBERS FROM YOU AND THE WORK THAT NEEDS TO BE DONE.



ACKNOWLEDGE THAT RACISM EXISTS AND TRY TO UNDERSTAND HOW IT AFFECTS YOUR COMMUNITIES OF COLOR.



ASK YOURSELF HOW YOUR PROCESSES AND STRUCTURES CONTRIBUTE TO THE SYSTEMIC OPPRESSION OF YOUR COMMUNITIES OF COLOR. THEN, CHANGE THEM.



REFLECT ON THE WAYS THAT WHITENESS INFORMS YOUR DAILY INTERACTIONS AND CONSIDER HOW THIS AFFECTS YOUR COMMUNITIES OF COLOR.

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# RESOURCES

## EVERYDAY DEMOCRACY

<https://www.everyday-democracy.org/dialogue-to-change>

## ANTIRACISM

<https://www.aclrc.com/antiracism-defined>

## INTERCULTURAL DEVELOPMENT

<https://idiinventory.com/>

## WE ARE THE ONES WE HAVE BEEN WAITING FOR

Book by Peter Levine

## DEMOCRACY INSIDE

Book by Albert Dzur

## HOW TO BE AN ANTIRACIST

Book by Ibram X. Kendi

## THE PRACTICE OF ADAPTIVE LEADERSHIP

Book by Ronald Heifetz, Alexander Grashow, & Marty Linsky

## SO YOU WANT TO TALK ABOUT RACE

Book by Ijeoma Oluo