

Time to move beyond the 3 R's



Relevant Responses to the Resurgence of Racism

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- RACE/RACISM and ANTI-RACISM.** Does your knowledge include an understanding of historical and systemic creation and maintenance of race-based policies and practices, and how you can be part of dismantling those? Please be sure to know what the word really means and its history in the United States.
- READ** books that will expand your knowledge of slavery, the construction of “whiteness”, and communities of color and their experiences
- RECEIVE** the experiences of people of color. Listen deeply and believe that their lived experiences and impacts are different than yours.
- RESPOND** when something happens in your family or job (jokes or overt racism), your faith group (covert or overt actions marginalizing POC people of color), community (arrests, disparities), or to break the silence that perpetuates racism.
- REDEFINE** what it means to be part of the American Dream. Who are the people that you know who have achieved it and how was it obtained?
- REVISIT** your first experiences and awareness of race...what were you told?...what were you taught?
- RESEARCH** your own community, what is its history particularly in terms of how people who were racially different treated...what has been their experience?
- RESET** the narrative in terms of the negative stories and advice you were given and told about people who are different from you.
- RELIVE** your experiences with People Of Color...is there anything that you wish you might do different.
- REMINDE** yourself that this is an ongoing journey and a shared trauma experience. You aren't going to be an expert in one day. Breathe and practice settling strategies to calm your system while you learn and grow
- RENEW** your commitment to principles of equity and justice for all.
- RETURN** to your roots—what experiences of your childhood are with you today. Why?
- RESTORE** notion of community, justice, healing in all places where you have a role and can be a part.
- REKINDLE** an old friendship with someone that is different than you that you're not sure why it ended.
- REINVEST**—where do you spend your money? Oftentimes we see significant gaps between white communities and communities of color. We have an opportunity to invest in communities that look different than ours. Seek to address and eliminate disparities.
- REJOICE** for the opportunity to awaken and participate in an historic sociopolitical change.
- REALIZE** there are others and what our relationship with them is like and that ultimately we are connected by our humanity if we choose.
- REMEMBER** that we are all also intersectional. Whether on the basis of race, gender, religious practice, ability, orientation, SES, and other aspects of identity, we have multiple influences on our experiences. Don't Reduce others' experiences to single aspects.
- REQUIRE** more direct anti-racist action from leaders in your community, schools, local, state and national policymakers.
- REFER** to POC resources developed for anti-racist actions and be sure to support these scholars financially.
- REFLECT** on your own experience and how you are participating in systemic oppression. Think about your spheres of influence—starting with your own language and ability to articulate why our current events are not just about the latest death; and think about where you shop, what sources of information sources you seek, what organizations you support and whom they serve, what leaders and policy changes do you support? These can lead you to vote with your voice, your feet, your dollars, and your ballot.