



The People's Institute for Survival and Beyond
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Building a Net That Works

10 Proven Steps to Undoing Racism

1. Make Undoing Racism a Priority

Take intentional steps toward cultivating a common definition, language and understanding of racism in the United States for yourself and or your organization.

2. Broaden Your Historical Perspective

Seek to understand the historical context for how racial classifications in the United States came to be and how/why they are maintained.

3. Discover How Racism is Perpetuated Through Internalized Oppression

Allow yourself to take a closer look at how being exposed to generations of racial oppression produces either an Inferiority or Superiority complex within those exposed and how those complexes perpetuate racism.

4. Analyze what Racism Produces and Its Manifestation

Use your social scientist hat to see how individual acts of racism are supported and strengthened by the backing of institutional forces rooted in racism and reinforced by cultural and linguistic racism.

5. Position Yourself to be Held Accountable by the Communities you Service

Demonstrate your commitment by organizing to undo racism with integrity. Work to educate and learn from those struggling to overcome racial oppression on how to mobilize their collective power to organize against it.

6. Be Open to Sharing and Learning From the Cultures of Others

Ask yourself how the dominant culture has influenced your view of other cultures. Intentionally seek to develop a healthier learning attitude toward all cultures, by always being open to sharing lessons from your own culture.

7. Embrace Your Own Leadership Abilities, then Cultivate it in Others

Conduct a personal inventory of your own leadership strengths and weaknesses, then, develop an effective plan aimed at strengthening your weaknesses and applying your strengths to cultivate leadership in others.

8. Become Aware of Your Power as a Gatekeeper

Challenge yourself to see the vital role that information plays in the equation of power. Recognize how your position in the institution in which you are employed grants you access to information that those who are serviced by that institution do not have. Accept the fact that the manner in which you share this information with those serviced determines how you exercise your power as a Gatekeeper. Become a Gatekeeper who is accountable to the communities they serve.

9. Learn How to Network Effectively

Shift your mental attitude of relationship building from an object driven tool of exchange into a more humanistic based reality. This will motivate you and others to establish more genuine connections with people that extend beyond issues into communications aimed at drawing-out more of their humanity.

10. Organize Against the Institutional Forces That Work to Keep Racism Alive

Do anti-racist community organizing by developing an individual and collective force that's capable of shifting the imbalance of power created by applied racism to a more balanced expression of power that will benefit the whole of humanity.