

**Being a Successful “Recovering Racist”**

**Making a Difference**

Racism has been built into American life for 500 years. It is almost impossible to be a child in America and not be infected. As an adult the challenge is to accept that reality and determine how to recover from that inescapable conditioning. For White adults that means being a successful recovering racist. And that means being an active anti-racist because we can’t recover from being conditioned as a racist passively.

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| **5 Critical Success Factors**  This is a life-long process and there are five critical success factors (CSFs) in doing that:   1. Offload guilt/shame, take on responsibility and accept the significance of actions now 2. Draw on 3 forms of courage  * The courage to see my reality and a vision of myself as an anti-racist * The courage to act with intent * The courage to engage and rely on others  1. Commit to intentional sustained action 2. Develop perseverance and resilience to “hold the course” 3. Connect with others |

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| **My History - How Racism was Naturally Built in**  For most of us our whole world reinforced racism (fundamentally the belief that Black people are inferior). A lot of experiences and messages from a lot of directions combined in a consistent pattern to drive that home – with few if any messages to counter it. | | |
| **Experiences** | **1st Experience(s)** | **Experiences Since Then** |
| **Individuals** | ♦  ♦ | ♦  ♦ |
| **Family** | ♦  ♦ | ♦  ♦ |
| **School** | ♦  ♦ | ♦  ♦ |
| **Faith Community** | ♦  ♦ | ♦  ♦ |
| **Neighborhood** | ♦  ♦ | ♦  ♦ |
| **Teams/Groups** | ♦  ♦ | ♦  ♦ |
| **Work Settings** | ♦  ♦ | ♦  ♦ |
| **Media** | ♦  ♦ | ♦  ♦ |
| **Other** | ♦  ♦ | ♦  ♦ |
| **Regrets or Amends to Be Made?**  ♦  ♦ | | |

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| **Actions I Can Take Now** | | |
| **Domain** | **Actions** | **Notes** |
| **My Family** | ♦  ♦  ♦  ♦ |  |
| **My Friends** | ♦  ♦  ♦  ♦ |  |
| **My Neighbors and Neighborhood** | ♦  ♦  ♦  ♦ |  |
| **Store and Services I Patronize** | ♦  ♦  ♦  ♦ |  |
| **My Groups and Organizations** | ♦  ♦  ♦  ♦ |  |
| **My Workplace** | ♦  ♦  ♦  ♦ |  |
| **My School** | ♦  ♦  ♦  ♦ |  |
| **My Media** | ♦  ♦  ♦  ♦ |  |
| **Specific Issues** | ♦  ♦  ♦  ♦ |  |
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| **Supporting Actions** | | |
| **Domain** | **Actions** | **Notes** |
| **Deepening/Developing Awareness/Knowledge – (see also Build on Strength)** | ♦  ♦  ♦  ♦ |  |
| **Deepening/Developing Characteristics/Qualities** | ♦  ♦  ♦  ♦ |  |
| **Connecting with Others**  **(individuals, groups, organizations, networks)** | ♦  ♦  ♦  ♦ |  |
| **Other** | ♦  ♦  ♦  ♦ |  |
| **Other** | ♦  ♦  ♦  ♦ |  |
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**Note.** This is a Word document, so it will expand to accommodate your thoughts and it can be revised to best match your style/needs.

**www.counteringracism.org**