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**Notes**

1. Countering racism is an ongoing challenge. There is always the opportunity to “take it to the next level.”
2. Start wherever you currently are and move on.
3. Identify the actions you can take to “take it to the next level” as well as notes on questions, barriers, resources, etc.

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| **Committing to Be an Anti-Racist**  **Actions to “Take it to the Next Level”** | | |
| I am an anti-racist – Engaged in committed action to counter racism (√)  **( )** | “I am not a racist” - But not actively countering racism (√)  **( )** | I am a racist – Actively supporting racism (√)  **( )** |
| **Topic** | **Actions** | **Notes** |
|  |  |  |
| **If Already an Anti-Racist** |  |  |
| Adopt a symbol or symbolic object to visibly serve as a reminder of your purpose, making a difference, risk, effort, and sacrifices to do so |  |  |
| “Take it up a notch” – identify actions that increase your impact |  |  |
| Continue to develop awareness and knowledge |  |  |
| Other: |  |  |
| **If “I am Not a Racist” – Move to be an Anti-Racist vs. Being on the Sidelines** |  |  |
| Commit to getting off the sidelines |  |  |
| Add awareness and education – but do not let that stop initial actions |  |  |
| Choose a set of initial actions |  |  |
| Identify 1-2 people to support you – or join you |  |  |
| Act |  |  |
| Other: |  |  |
| **If a Racist – Move to be “I’m not a Racist” or an Anti-Racist** |  |  |
| Invest in increasing your awareness and education about racism and your possible role in countering it |  |  |
| Find 1-2 people to support you |  |  |
| Identify the “Why?” – the possible benefits of committing to countering racism – for you, your family, organizations, community, etc. |  |  |
| Take pride in taking the risk, investing the effort, and dealing with all the challenges on the path |  |  |
| Choose a small set of actions that you commit to take – now |  |  |
| Other: |  |  |