

Action

Your Individual Goals + Action Plan for Racial Justice

Thinking about where you are right now on your journey, where you would like to be individually – and how you want to work collectively – think about the questions and use the table below to chart out an action plan for yourself to help achieve your goals/vision:

- What is your vision and hope for the future in terms of racial justice? – These are your goals.
- What are actions you can take to prepare the ground for, or achieve these goals?
- What/who might get in your way?
- What resources in terms of education, people around you, institutions, community groups, and more are available to you to act, overcome potential obstacles, and meet your goals?
- What is your timeline for action?
- Who will help hold you accountable and how?

Goal	Actions	Perceived Obstacles	Resources	Timeline	Accountability

Anti-Racism Principles

Source: Undoing Racism[®]

Analyzing Power: As a society, we often believe that individuals and/or their communities are solely responsible for their conditions. Through the analysis of institutional power, we can identify and unpack the systems external to the community that create the internal realities that many people experience daily.

Gatekeeping: Persons who work or participate in institutions often function as gatekeepers to ensure that the institution perpetuates itself. By operating with anti-racist values and networking with those who share those values and maintaining accountability in the community, the gatekeeper becomes an agent of institutional transformation.

Learning from History: History is a tool for effective organizing. Understanding the lessons of history allows us to create a more humane future.

Identifying and Analyzing Manifestations of Racism: Individual acts of racism are supported by institutions and are nurtured by societal practices and cultural racism, which enforce and perpetuate racism.

Developing Leadership: Anti-racist leadership needs to be developed intentionally and systematically within local communities and organizations.

Maintaining Accountability: To organize with integrity requires that we be accountable to the communities struggling with racist oppression.

Undoing Racism: Racism is one the most critical barriers to building effective coalitions for social change. Racism has been consciously and systematically erected, and it can be undone only if people understand what it is, where it comes from, how it functions, and why it is perpetuated.