

## 5 ways to incorporate Racial Justice into your work for majority- or all-white groups

1. **Learn about organizing led by people of color and Indigenous people near where you live and/or on issues that are related to what you're working on.** Sometimes, these may be communities that are literally down the pipeline from you, or who are being impacted by the dirty air where coal or gas is burned. Sometimes it might be people who are fighting against a new prison that's being pitched as an economic alternative to energy. What strategies, goals, demands, and messaging are organizers of color and indigenous people using? How are their communities impacted by the issues you are working on? How can you support their work directly, and/or align your work with theirs? Also find out the Indigenous nations whose territories you live and work on and figure out how you can support those communities and their organizing (you can use this homework as a start).
2. **Work to build long-term relationships with organizers of color and Indigenous organizers** in your area and with people of color and Indigenous people outside of your area who are organizing around issues that are similar or related to what you are organizing around. Know that the longstanding impacts of racism may mean that people are very slow to trust you or want to work with you, and try not to take that personally. Some ways to build trust include offering direct support of their organization's work (including things like data entry, childcare, fundraising, and giving rides!), aligning your organizing with their strategies and goals, lifting up their work and leadership, sharing resources you have access to, and following through on your commitments. The little things matter, too: bring food, send thank you cards, and get to know each other. Orient towards relationship-building that is authentic and reciprocal, and not transactional where you're only building with someone to get something from them.
3. For majority- or all-white organizations who are coalition building, event planning or campaign planning with indigenous and people of color-led groups:
  - a. **Bring together the coalition/planning group early enough that strategy, goals, demands, messaging, etc. are created by everyone involved** (not developed by majority-white groups and then people of color are brought in later).

- b. **Prioritize and amplify the leadership, strategies and demands of communities who are targeted by multiple systems of oppression** (for example, working class communities of color, indigenous women, etc). Be willing to slow down and listen a lot to be able to prioritize this.
  - c. **Truly share decision-making power**, and figure out where you should fully give up decision making power and throw your weight behind decisions made by communities of color. Be willing to let go of what you think is the right way to do something.
- 4. **Share resources in a way that recognizes that some groups get resources more easily than others.** Because of racism, majority-white or white-led groups are more likely to get grants, donors, public recognition, media attention, etc. than groups led by people of color. If you have more funding than other groups, see where it's possible to share it. Also think about how you can share relationships and connections to donors, foundations, legislators and media contacts, as well as capacity and skills. Do you have volunteer time you could offer? Do you have legal services that another group doesn't have access to? Do you have people with advanced degrees who can help decipher scientific or legal data? As you share resources, make sure that you're not trying to maintain control over how they are used, in big or small ways.
- 5. **Be humble and accountable, but take risks, too.** Know that racial justice work is important, that you will not always know the right thing to do, that you will make mistakes, and that you should still keep showing up with the boldness we need to take on the systems we're up against. Don't let discomfort or fear of doing it wrong keep you from trying. Show up with humility, and also with the bravery to take risks and step into action. When you make a mistake, listen hard to the feedback, apologize and make any repair you can, seek support to grow, and keep organizing. When you see a racist dynamic, such as minimizing or taking credit for the work of people of color, be the one to name it, knowing it is far riskier for a person of color in the room to name it.