

discussion of raising your race-consciousness through education and people resources. Below are Okun (2006)'s six Rs:

1. **Read** and educate yourself on the effects, impacts, and other structures of racism.
2. **Reflect** on what this education means for you as someone developing a White antiracist identity, such as identifying new ways to challenge everyday racism and work on racial justice initiatives.
3. **Remember** how you participate in the thoughts, beliefs, and actions that uphold racism, whether you intend to or not, and how you “forget” that racism exists. Identify internalized racial attitudes you have about people of color.
4. Take **risks** to challenge racism when you see it or realize when you are participating in it. Interrupt racial stereotypes when you hear them, and support people of color in your personal and professional settings when they speak out about their experiences with racism.
5. **Rejection** is something you’ll experience as an antiracist, as sometimes you will make mistakes and “get it wrong” when it comes to identifying and challenging racism. Because of your White privilege, it will sometimes be tough to identify how something you are doing may be harmful to people of color. And people of color may reject what you are saying and even more so hold you accountable for these missteps. Learn to understand and accept rejection. People of color have justified anger about racism, and they may reject you or White people harshly because of it. If this happens, understand that this is the product of their treatment at the hands of a racist system. Don’t take it personally; rather, help them if you can and continue to stay in the fight against racism.
6. **Relationship building** is a part of what you do along the way—with White folks and people of color who are somewhere on their journey from nonracist to antiracist.

RACIAL HEALING PRACTICE

Becoming an Antiracist

Explore how Okun's six components, plus the seventh step I added—(rest)ore—might fit together to help you develop a more realized antiracist identity. Write about where you think you are for each component—what your strengths might be and where you might need to grow.

1. Read and educate yourself on the effects, impacts, and other structures of racism.

My strengths: _____

Areas needing growth: _____

2. Reflect on what this education means for you as someone developing an antiracist identity.

My strengths: _____

Areas needing growth: _____

3. Remember how you participate in the thoughts, beliefs, and actions that internalize and uphold racism.

My strengths: _____

Areas needing growth: _____

4. Take risks to challenge racism when you see it or realize when you are participating in it.

My strengths: _____

Areas needing growth: _____

5. Rejection is a part of being an antiracist. If you are White and are rejected, hearing the anger that people of color have about racism, you don't take it personally; you allow people of color to have and express that anger. If you are a person of color, you are comfortable with your anger, which helps establish and strengthen the boundaries you have against racism. In both racial groups, you continue to stay in the fight against racism.

My strengths: _____

Areas needing growth: _____

6. Relationship building is a part of what you do along the way—with White folks and people of color who are somewhere on their journey from nonracist to antiracist.

My strengths: _____

Areas needing growth: _____

7. (Rest)ore for the next steps in your antiracist identity.

My strengths: _____

Areas needing growth: _____
