

# Checklist for allies against racism

How often do you behave as an ally to people of color? Adapted from notes from John Raible: "I devised this checklist after thinking, as a person of color, about the people I know with whom I have developed some degree of trust. I wanted to articulate the specific behaviors I see them engaging in which lead me to appreciate their actions on behalf of students of color and against racism in general."

**Read through the checklist to get a feel for what constitutes "ally behavior" on the part of anti-racists.**

**How many apply to you? Use this scoring scale: 4 = all the time; 3 = most of the time; 2 = some of the time;**

**1 = rarely; 0 = never**

## Part I

1. \_\_\_\_ I am present at meetings to make sure anti-racism is part of the discussion.
2. \_\_\_\_ I demonstrate knowledge and awareness of the issues of racism.
3. \_\_\_\_ I use the language and political worldview of anti-racism.
4. \_\_\_\_ I continually educate myself and others about racism.
5. \_\_\_\_ I recognize my own limitations doing anti-racist work.
6. \_\_\_\_ I raise issues about racism over and over, both in public and in private.
7. \_\_\_\_ I realize "it's not about me." I can be objective and avoid over-personalizing issues that people of color raise.
8. \_\_\_\_ I can identify racism as it is happening.
9. \_\_\_\_ I can strategize and work in coalition with others to advance anti-racist work.
10. \_\_\_\_ I attend to group dynamics to ensure the inclusion of people of color.
11. \_\_\_\_ I support and validate the comments and actions of people of color and other allies. (But not in a paternalistic manner!)
12. \_\_\_\_ I strive to share power with people of color.
13. \_\_\_\_ I take a personal interest in the lives and welfare of individual people of color.
14. \_\_\_\_ I use my privilege to communicate information from the dominant group to people of color.
15. \_\_\_\_ I hold high expectations for people of color.
16. \_\_\_\_ I reach out to initiate contact with people of color.
17. \_\_\_\_ I listen carefully so that I am more likely to understand the needs of people of color.
18. \_\_\_\_ I can adopt and articulate a person of color's point of view when it may be helpful.
19. \_\_\_\_ I can accept leadership from people of color.

## Part II (Includes the characteristics in Part I)

1. \_\_\_\_ I work side-by-side with people of color on tasks, projects, and actions.
2. \_\_\_\_ I can debrief with people of color to give and receive "reality checks" and affirmations after meetings, events, and actions.
3. \_\_\_\_ I readily understand—with no explanations necessary—a person of color's position or perception.
4. \_\_\_\_ I have joking relationships with individual people of color.
5. \_\_\_\_ I can vent with and be present for people of color when they need to vent feelings about racism.
6. \_\_\_\_ I debate issues with people of color and take their ideas seriously.
7. \_\_\_\_ I take risks in relating to people of color and take their ideas seriously.
8. \_\_\_\_ I demonstrate shared values with people of color, for example, impatience with the rate of change, anger and injustice, etc.
9. \_\_\_\_ I know the private lives and families of friends who are people of color.
10. \_\_\_\_ I can relax and socialize and be at ease with people of color.

## Part III - The following are some problematic areas where some people seem to get stuck. Do they apply to you?

1. \_\_\_\_ I am not clear on the words people of color prefer to use to identify themselves.
2. \_\_\_\_ When people of color point out racism as it is happening, I feel personally attacked.
3. \_\_\_\_ I rely on people of color for education about my own (& institutional) racism.
4. \_\_\_\_ I use meetings and organizing time to establish my anti-racist credentials.