

Anti-Racism Principles

- Systemic racism and white supremacy are real and exist today.

- All people are individuals, but they are also members of socially constructed racial groups.

- Racist ideology is circulating throughout the culture, and we have all absorbed this ideology to different degrees and in different ways.

- No one is exempt from these social and institutional forces.

- All white people have been shaped by and participate in racism, *regardless of intentions*. We move our focus from intention to impact.

- No one chose to be socialized into racism. Character is not our focus.

- Racism must be continually identified, analyzed, and challenged. *No one is ever done*.

- The question is not *if* my life has been shaped by white supremacy, but *how*.

- A follow-up question is “What do the forms of racism *I enact* look like?”

- This work requires a commitment to an ongoing and lifelong process.