

Making it Concrete for White People

Day-to-day patterns of inter-personal domination are the glue that maintains systems of domination, like institutionalized racism. Shifting these patterns begins with noticing them as they are happening. In relation to Anti-Racist Toilet Training, you can attend to the following in multi-racial meetings.

- 1a. Count how many times you speak and keep track of how long you speak.
- 1b. Count how many times other people speak and keep track of how long they speak. Racialize the data you collect.

2. Be conscious of how often you are actively listening to what other people are saying as opposed to just waiting your turn and/or thinking about what you'll say next.

3. Practice going to meetings focused on listening and learning: go to some meetings and do not speak at all.

- 4a. Count how many times you put ideas out to the group.
- 4b. Count how many times you support other people's ideas in the group. Racialize whose ideas you support.

5. Practice supporting people by asking them to expand on ideas and get more in-depth, before you decide whether or not you agree with them. Focus on supporting people of color in this way.

- 6a. Think about whose work and contribution to the group gets recognized.
- 6b. Practice recognizing more people for the work they do and try to do it more often. Racialize what you notice and with whom you practice.

7. Practice asking people of color what they think about meetings, ideas, actions, strategy, and vision. Note: White people tend to talk amongst themselves and develop strong bonds. This creates an internal organizing/decision-making culture that is alienating for most people.

8. Be aware of how often you ask people of color to do something as opposed to asking them, "What needs to be done?"



Also—Practice noticing who's in the room during critical decision making meetings—how many white people, how many people of color. Work to increase the presence and the voice of people of color.