

# ANTI RACISM TOOLKIT

## OVERVIEW

**Racism**, police brutality, systemic violence, and the dehumanizing forces of oppression, powerlessness, and white supremacy have eroded the very fabric of humanity which ideally binds our society together.

Macro-level systemic racism extends to disparities in institutional policies and procedures in physical and mental healthcare, education, the judicial system, employment, sports and entertainment, and the brutal violence of law enforcement. These larger societal oppressions lead to inaccessibility to resources and social marginalization, which descends finally to individual racist attitudes, implicit biases, stereotypes, microaggressions, and racist-driven violence.

The information contained in this toolkit should not be considered as an all-inclusive package on how to dismantle these centuries-old thinking and systems, but rather a primer in how we all can work together to ensure a more inclusive and equitable society.



# Anti-Racism 101

## Establish reflective practices to investigate subconscious racial biases

- Ask questions such as “What is at stake for you in dismantling white supremacy?” and “Are your actions accountable to People of Color?”
- Try journaling, breathing practices, and therapy to explore personal reactions to systems of oppression

## Encourage anti-racist behavior in your children

- Read books together that support conversations on race, racism, and resistance, such as authors from [The Coretta Scott King Book Awards](#)
- Listen to podcasts from Fare of the Free Child or Integrated Schools
- Follow [The Conscious Kid](#) on Instagram for inspiration, kid-friendly news, and facts



EVERY  
MOMENT  
MATTERS

## Read more anti-racist literature

- Visit <https://aalbc.com/books/> for recommended reading
- Incorporate anti-racist literature into book clubs
- Buy from [Diverse-owned bookstores](#)

## Actively participate in, donate to, and follow organizations that support BIPOC communities

- Volunteer for a local Black Lives Matter chapter
- Take action through organizations such as the [Audre Lorde Project](#) or [The Leadership Conference on Civil & Human Rights](#)
- Support the Boston University's developing [Center for Antiracist Research](#)

## Hold organizations accountable for their actions when you hear of instances of racism

- Listen for stories of POC encountering racism — both in your community and on social media (@BLM and @ckyourprivilege for example) — and call the institution responsible to express your disappointment
- Spread the word about instances of racism against POC on social channels and encourage others to contact culpable organizations as well
- Download the app [Your Black Friends Are Busy](#) to help extend your anti-racist network



# Counselor Anti-Racism Tip Sheet



**Counselors can lend their specific expertise to promote anti-racism. Here are a few tips to get started or extend your anti-racism advocacy.**

**Be open and educated to discuss community trauma in response to killings and mistreatment of Black and Brown Americans and the AAPI community.**

- Use words such as: killings or murders or death of an unarmed black person (words such as: incident, event, or misunderstanding, can come across as victim blaming)
- Remember that it is okay if you have a different position than your client
- The goal of your conversation should be to build relationships and give clients space to talk while you listen and be curious about their unique experiences

**Raise your awareness of microtriggers and microaggressions.**

- Assess ways you may subconsciously commit microaggressions that can occur in the therapy space, such as:
  1. Not responding to client inquiries based on their demographics
  2. Taking a “color blind” approach
  3. Asking a client to explain their culture so it “makes sense” in context
- Be hypersensitive of invalidating a client’s experiences in ways such as:
  1. Questioning if they feel their experiences are related to racial identity or were racially-driven
  2. Questioning a client’s desire for a therapist who shares their racial background
- Offer law enforcement support and training:
  1. Counselors have interpersonal skills, feedback skills, and skills for leadership tasks that can be great resources for teaching and strengthening these skills among law enforcement.
  2. Counselors can be proactive about reaching out to local police departments to offer their skills.
- Seek supervision and consultation:
  1. Peer consultation can help identify biases and make it more comfortable to talk about race and racial differences.
  2. Supervision from a counselor who specializes in diversity and inclusion can bring greater awareness to countertransference, even if you have been practicing for many years.

