

## RESOURCES

### Listen

- 1619 podcast
- Oprah's interview series with Isabel Wilkerson
- Scene on Radio *Seeing White* podcast

### Watch

- *13<sup>th</sup>*, Netflix Documentary
- *Eyes on the Prize*, PBS Documentary on Civil Rights
- *Race: The Power of an Illusion*
- *Blue Eyes, Brown Eyes*, Jane Elliott
- *America's Never-Ending Struggle with White Supremacy*, Eddie S. Glaude Jr.
- *ReRooted: What is Whiteness*, with Janet E. Helms
- *How Can I Have a Positive Racial Identity*, Ted Talk by Ali Michael

### Read

- *Waking Up White*, Debby Irving
- *The 1619 Project*, Nikole Hannah-Jones
- *So You Want to Talk About Race*, Ijeoma Oluo
- *Caste*, Isabel Wilkerson
- *How to be an Anti-Racist*, Ibram X. Kendi
- *Black AF History*, Michael Harriott
- *Being White Today*, Shelly Tochluk and Christine Saxman
- *White Fragility*, Robin DiAngelo
- *White Women: Everything You Already Know About Your Own Racism and How to Do Better*, Regina Jackson and Saira Rao
- *The Case for Reparations* (The Atlantic), Ta-Nehisi Coates
- *How the Word Is Passed*, Clint Smith
- *My Grandmother's Hands*, Resmaa Menakem
- *James: A Novel*, Percival Everett

### Consider

- Visiting the Equal Justice Initiative legacy sites, Montgomery, AL
- Subscribing to EJI calendar



### I'm grateful to be with you in this work.

I know it's not easy to step into conversations like this, and I want to honor your decision to show up today, in heart, mind, and spirit. This work isn't easy, and it's certainly not quick.

But the fact that you're here, leaning into discomfort, listening deeply, and imagining new ways of being *—that matters*.

Today, we explored history, patterns, our roles, and our responsibilities. That kind of reflection can reveal a path forward. Each step we take—no matter how small—is part of shifting the world we live in.

### Thank you for walking this path.

I'm open to your feedback and ideas about where *White Women Walking Toward Racial Justice* can go next. There are many directions this work could take—and thankfully, many programs already exist (see below). I'd love to hear what's resonating for you and what possibilities you imagine.



### Communities and groups with others committed to racial justice

1. **Showing Up for Racial Justice (SURJ)**  
A national network organizing white people to act for racial and economic justice. They have local chapters and offer trainings, resources, and campaigns.  
[surj.org](https://surj.org)
2. **Coming to the Table – DC Metro Area Chapter**  
a national organization with local chapters—including one in the Washington, D.C. area—dedicated to healing the wounds of racism and honest, courageous conversations about race, history, and reconciliation.  
[comingtothetable.org](https://comingtothetable.org)
3. **Washington National Cathedral – Racial & Social Justice Programs**  
The Cathedral hosts a Racial Justice Task Force that presents programs, aimed at understanding and addressing racial injustices within the community.  
[cathedral.org/college/racial-social-justice](https://cathedral.org/college/racial-social-justice)
4. **Dismantling Racism – The Change Starter**  
Their upcoming **White Reckoning Series** is a 12-month series designed specifically for white individuals committed to deep, transformative racial justice work.  
[www.allietconvostarter.com/white-reckoning](https://www.allietconvostarter.com/white-reckoning)
5. **The Catalyst Project**  
Focuses on building white anti-racist leadership and collective action through political education, trainings, and movement building.  
[collectiveliberation.org](https://collectiveliberation.org)
6. **White Women for Racial Justice (WWRJ)**  
Specifically focused on white women's roles in anti-racism, offering discussion groups, workshops, and community support.  
[www.ww4rj.com](https://www.ww4rj.com)
7. **Waking Up White Institute** (Debby Irving)  
Offers programming and community rooted in the insights of her book *Waking Up White*.  
[www.wakingupwhite.com](https://www.wakingupwhite.com)
8. **The Human Root**  
Offers education and consulting on anti-racism and white accountability work, including groups specifically for white women.  
[thehumanroot.com](https://thehumanroot.com)
9. **Conscious Revolution**  
Seeing White: Foundations for White Women is a 9-week community cohort designed for individuals identifying as White women.  
[consciousrevoution.com](https://consciousrevoution.com)



## REFLECTION & ACTION PLAN



### Embracing Internal Work

- **Listen** to and center BIPOC voices.
- **Connect** your purpose to racial equity as a core value.
- **Notice and challenge** norms that center whiteness.
- **Recognize** and seek out marginalized voices.
- **Unpack** guilt and perfection with honesty and self-compassion.
- **Practice** deep listening without defensiveness.
- **Notice** where you could diversity your networks.
- **Explore** how justice feels and moves in your body (somatic practice).



### Building Authentic Relationships

- **Join** a white affinity group for learning and accountability.
- **Listen** deeply and accept feedback without defensiveness.
- **Notice** relationship patterns in your life and expand your networks.
- **Build** authentic, trust-based relationships with BIPOC.
- **Apologize** when needed, learn, and commit to doing better.
- **Show up** consistently.
- **Invest** in BIPOC-led work and leadership.
- **Support** grassroots movements for racial justice.
- **Cultivate** mutual trust through consistent, honest engagement.
- **Normalize** feedback and practice repair when harm occurs.
- **Amplify** voices working for justice.
- **Understand** when your presence is helpful and when to step back



### Disrupting Systems

- **Examine** and shift whiteness in your spaces, networks, and systems.
- **Speak up** against inequitable policies using your platform.
- **Amplify** BIPOC voices and BIPOC-led movements.
- **Prioritize** racial justice through your voting and advocacy.
- **Invest** in Black-led initiatives and **divest** in exclusionary organizations.
- **Disrupt** larger systems:
  - **Economic**; e.g., influence fair employment, equitable hiring/pay, student debt relief
  - **Education**, e.g., full, accurate history education, equitable school funding, end discriminatory discipline practices
  - **Criminal justice**; e.g., dismantle the school-to-prison pipeline, decriminalize minor offenses
  - **Healthcare**; e.g., eliminate medical racism, expand healthcare access
  - **Housing**; e.g., fair housing laws, expand affordable housing, investments in marginalized communities
  - **Voting**; e.g., protect voting rights, support automatic registration, fight gerrymandering

**Why** is this work important to me — personally, right now?

*This work matters to me because...*

Which actions feel meaningful and doable for me now?

*A practice I want to start or deepen is...*

When and where can I take these actions?

*I can integrate this into my life by...*

Who can I partner with or ask to help me stay accountable?

*I can stay committed by checking in with...*

What might get in the way, and how can I stay committed?

*When I feel discouraged or stuck, I will....*