

# Dismantling Racism Checklist

 Virginia Organizing is committed to working organizationally to combat racism in all its forms. As a part of that commitment, we are printing the following list of things – large and small – that you can do to combat racism in your own life and in your community. This list is not meant to be complete, but rather a jumping off place for your own ideas and efforts.

## Individual

- Patronize businesses owned and operated by people of color.
- Inventory your books, videos, music, and the pictures on your walls: are people of color represented in positive ways?
- Learn to confront racist remarks.
- Give a friend a copy of a book of race issues you found helpful.
- Let people know that you are not interested in hearing demeaning ethnic or racial jokes.
- Attend a workshop on dismantling racism.
- Subscribe to a publication that deals with race issues.
- Celebrate the holidays of other ethnic and racial groups.
- Send a financial contribution to an organization that is actively working on race issues.

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## Group

- Get all the employers in your community to pay a living wage to all workers. For the University of Virginia, contact Teresa Sullivan, president, at [tas6n@eservices.virginia.edu](mailto:tas6n@eservices.virginia.edu)
- Get non-profits and houses of worship to invest their reserve funds and endowments in affordable housing for low-and moderate-income people of color.
- Get together your family, friends, and neighbors to commit to ask their bank how many loans they make to people of color, and how many employees of color they have.
- Get members of your group to serve on boards and commissions – local or state – to make their voices heard in challenging racist systems.
- Attend school board meetings and voice your ideas about curriculum changes, hiring decisions, and other issues related to dismantling racism.
- Provide information to your employer about fair hiring practices and non-biased interviewing (and anyone who may be interviewing job candidates).
- Get an organization to which you belong to sponsor a discussion on race issues in your community.
- Put together a lending library on race issues for your workplace, community centers or house of worship.
- Help those who lost their voting rights to get them back. Contact Harold Folley at (434) 984-4655 to work on this campaign.

