Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.
-Margaret Mead

EVERYONE CAN BE AN AGENT FOR SOCIAL CHANGE

YWCA Columbus began with the belief that anyone and everyone can be an agent for social change. We know that many of you care deeply about making our community equitable for all people, so we hope the training and grounding conversations you heard during this training serve as only the beginning of your journey into social advocacy, activism and anti-racism!

There is so much that you can do right now to join YWCA Columbus in taking a stand against racism and taking action towards systemic change. We have compiled some suggested actions and resources in this guide, and challenge you to take a stand by completing some or all of the actions listed. If we all commit to intentional, anti-racist, direct action and harm reduction, our collective impact will be profound.
GET EDUCATED

INTERACTIVE GUIDE - CLICK IMAGES TO VIEW

400 YEARS OF INEQUALITY
A TIMELINE: VIEW HERE >

I AM NOT YOUR NEGRO

SELMA

1619
A PODCAST FROM THE NEW YORK TIMES

GIRL TREK BLACK HISTORY BOOT CAMP

PRIMARY SOURCES, BLACK HISTORY

STAMPED FROM THE BEGINNING
BY IBRAM X. KENDI

THE SLAVE’S CAUSE: A HISTORY OF ABOLITION
BY MANISHA SINH

JIM CROW WISDOM:
MEMORY AND IDENTITY IN BLACK AMERICA SINCE 1940
BY JONATHAN HOLLOWAY

INTERACTIVE GUIDE - CLICK IMAGES TO VIEW

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Acknowledging and challenging your own bias is critical when examining the ways in which you enable racist systems to persist. The Harvard Implicit Association Test measures the strength of associations between concepts (groups) and evaluations (stereotypes). It is a tool that can help us recognize unconscious and hidden biases which unknowingly distort our objective evaluation and treatment of others based upon race, gender, religion, culture, etc.
INSTITUTIONAL & STRUCTURAL RACISM
IN THE CRIMINAL JUSTICE SYSTEM

JUST MERCY
13TH
HOW AMERICAN SLAVERY HELPED CREATE MODERN DAY POLICING

NPR ON AMERICAN POLICING
JUSTICE IN AMERICA
NPR’S CODE SWITCH - 8 BEST EPISODES ON RACE

THE NEW JIM CROW BY MICHELLE ALEXANDER
SLAVERY BY ANOTHER NAME: THE RE-ENSLAVEMENT OF BLACK AMERICANS
POLICING THE BLACK MAN BY ANGELA DAVIS

EDUCATION SYSTEM

THE SCHOOL-TO-PRISON PIPELINE, EXPLAINED
Nice White Parents
NICE WHITE PARENTS

BUSING ENDED 20 YEARS AGO. TODAY OUR SCHOOLS ARE SEGREGATED ONCE AGAIN
WHY ARE ALL THE BLACK KIDS SITTING TOGETHER IN THE CAFETERIA?
HEALTH CARE SYSTEM

- **THE US MEDICAL SYSTEM IS STILL HAUNTED BY SLAVERY**
  - By Richard Rothstein
  - **WATCH**

- **MEDICAL APARtheid**
  - By Harriet Washington
  - **READ**

- **THE PRAXIS PODCAST - CONNECTING THEORY AND PRACTICE FOR HEALTH JUSTICE**
  - With Edwin Lindo, JD

- **CODE BLUE**
  - By Mike Magee
  - **READ**

HOUSING INEQUITY

- **SEGREGATED BY DESIGN**
  - By Richard Rothstein
  - **WATCH NOW**

- **LAND MATTERS**
  - By Matthew Desmond

- **HOUSING’S RACIAL HISTORY LAND MATTERS**
  - By Matthew Desmond
  - **LISTEN**

- **THE COLOR OF LAW**
  - By Richard Rothstein
  - **READ**

- **OPPORTUNITY STARTS AT HOME - RACIAL EQUITY & HOUSING**
  - With Amanda Andere

- **EVICTED**
  - By Matthew Desmond
  - **READ**
GET ACTIVATED BY...

CONNECTING WITH YOUR WHY:

Movement building requires people who are clear about who they are and what brings them to their work... Knowing who you are, what you care about, and why: these are necessary for anyone committed to collective liberation.

- Charlene Carruthers Unapologetic – A Black Queer and Feminist Mandate fo Radical Movements

Racism, police brutality and social injustice impact us all. Identifying why you want to fight for Black lives and how you will do it is the first step in taking a stand against racism.

ACTION Take a moment to write down how the recent police violence and protests have made you feel, and why that makes you want to stand against injustice.

CONNECTING WITH YOUR COMMUNITY

If you want to see racism and police brutality end, you are not alone. Our community is fighting for change and we have each other’s backs. When we take steps toward change together, we cover much more ground.

ACTION Connect with your family, friends and neighbors. Ask them how they are taking action to fight against racism and share this resource guide with them.

ACTION Raise anti-racist kids! Prepare to have conversations with your children about race and oppression. Children are learning about race and racism everyday by observing the culture of white supremacy around them. If you want your child to be anti-racist, you must help them to unlearn the things they are observing everyday by having intentional conversations about racism and allyship with them. Check out organizations like the conscious kid for more resources.

ACTION Find activists and organizations who have already made plans to take a stand against racism and ask how you can join in. We’ve listed some local organizations below. This list is not exhaustive and there are plenty of other organizations focusing on a racial justice in addition to other social justice issues. This list includes organizations that take more direct action, but you can find additional institutions to support on the next page.
LOCAL ACTIVISTS AND ORGANIZATIONS TAKING A STAND AGAINST RACISM

This list is not meant to be exhaustive and only includes organizations that take more direct action, but you can find additional institutions to support below.

BLACK QUEER INTERSECTIONAL COLUMBUS
PEOPLE’S JUSTICE PROJECT
FREE THEM ALL
NATIONAL LAWYERS GUILD
COMMUNITY FREEDOM COALITION
SURJ COLUMBUS
PRISONERS JUSTICE LEAGUE
UNITE FOR REPRODUCTIVE & GENDER EQUITY
FEMINIST FLAG CORPS
CENTRAL OHIO STREET MEDIC COLLECTIVE
COLUMBUS FOOD NOT BOMBS
GOVERNMENT ALLIANCE ON RACE & EQUITY
YWCA COLUMBUS
ZORA’S HOUSE
Consider how you are approaching community engagement and change. The Dialogue to Change Process (below), developed by Everyday Democracy, is a four-step process to describe how leaders, community organizers, and facilitators can create equitable community engagement.

<table>
<thead>
<tr>
<th>ORGANIZING</th>
<th>Making sure the right people are included in the Dialogue groups. Participants should reflect the community, diverse in race, gender, age, gender identity and socioeconomics. This stage can take four to six months.</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIALOGUES</td>
<td>Many small groups, sometimes called Study Circles, led by local, trained, facilitators, meet weekly for four to six weeks. These generally consist of eight to 12 people each, and may use an Everyday Democracy topic-specific discussion guide.</td>
</tr>
<tr>
<td>ACTION</td>
<td>Groups come together after the Dialogues to share findings and agree on action steps.</td>
</tr>
<tr>
<td>EVALUATION, COMMUNICATION &amp; FOLLOW-UP</td>
<td>Everyday Democracy remains in touch, providing follow-up support and feedback, help for communities in sharing stories of their work and progress and incorporating outcomes and lessons learned into our own knowledge and work.</td>
</tr>
</tbody>
</table>


RAISING YOUR VOICE
One of the most powerful things we can do is physically show up and let our voices be heard. Taking part in a demonstration or protest helps to raise public awareness, highlight injustice, and to disrupt the status quo.

**ACTION** Find out about local racial justice protests, marches, rallies and events by visiting [@YWCACBUSocialJustice](https://twitter.com/YWCACBUSocialJustice), or plan your own using the community organizing chart referenced below. We all have the ability to organize in our communities and strategize how we fight for change. Check out this video about movement building.
RAISING FUNDS
Funding the fight for racial justice is a huge part of the battle!

**Help to raise funds for the families of victims of police brutality, the protestors who were arrested for speaking up for what they believe in, or the organizations fighting for change in our city. Donate to help protestors and activists fighting for Black lives - Aftercare Fund Go Fund Me.**

**Donate to the organizations fighting against systemic racism like YWCA Columbus, Columbus Freedom Fund, CUL, NAACP, Black Lives Matter, Campaign Zero, Color of Change or any of the organizations listed above. In addition to organizations, it is imperative that we pay our BIPOC (Black, Indigenous, and people of color) activists for their insight and hard work. Many organizers and grassroots organizations always have their boots on the ground, and we significantly benefit from their efforts. It’s past time to pay organizers and activists so they can keep the work going and support themselves.**

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### COMMUNITY ORGANIZING CHART

<table>
<thead>
<tr>
<th>DEMANDS</th>
<th>TARGETS</th>
<th>CURRENT RESOURCES</th>
<th>POTENTIAL SUPPORTERS</th>
<th>TACTICS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demands are specific measurable things we want to WIN!</td>
<td>Primary target: The person who has the power to give you what you want. (The decision maker) A target is always a person, never an institution. Understanding your target: What opposing pressure does your target face to not give you what you want? Secondary target: The person(s) that have power of your target? What power do you have over the secondary target?</td>
<td>What we have: List the resources that your organization brings to the campaign. Include: skills of group members, connections to student and community organizations, funding. What we need: List the specific things you need to do to develop the campaign.</td>
<td>Who cares about this issue enough to join or help us? Who has the skills that you need to win the campaign? How will you reach out to potential supporters? (for instance: table on campus, hold membership meetings, host social events, present at other club meetings, canvass the dorms, talk to professors, etc.)</td>
<td>Tactics are actions taken to move your target to give you what you want (your demands). Tactics must: Demonstrate your power while simultaneously build your power. Be within the comfort zone of your group, but outside comfort zone of your tactic. Be directed toward your primary or secondary target. Moves you closer to reaching your demands.</td>
</tr>
</tbody>
</table>

See page 32 for a blank worksheet you can fill in as your own strategy chart.

Adapted from Midwest Academy
GETTING POLITICAL
Instating laws and electing candidates that contribute to racial equity is an essential way to create lasting systemic change. That is why it is important that those of us with access to the privilege of voting do so in every election, and that we stay politically active and informed.

**ACTION** Reference this voter guide to make a plan to vote, to help your community vote and to ensure fair and safe elections.

**ACTION** Know who and what is on your ballot by visiting vote411.org!

**ACTION** Visit votesaveamerica.org to learn how you can take part in election protection.

**ACTION** Contact your elected officials to let them know what you care about. Find the names and contact information of your elected officials here.

**ACTION** Stay informed about the decisions our local government is making by joining a virtual city council meeting on Facebook: @ColsCouncil and subscribe to the City of Columbus YouTube channel.

**ACTION** Work to combat the school-to-prison pipeline. Call your local school board and advocate for regular implicit bias training for teachers, administrative staff, and resource officers. Advocate against schools using resource officers as means to handle discipline and encourage police community relations training.

ADVOCATING FOR HOUSING JUSTICE
YWCA Columbus is fighting for housing justice in our city because we know that systemic racism and discrimination has contributed to women and people of color experiencing homelessness at disproportionate rates in Ohio and all over the United States. Join us by advocating for equity in our housing system and supporting women and families experiencing homelessness.

**ACTION** Attend your Area Commission meetings to learn about new development happening in your neighborhood and its potential impact, especially around zoning. When residents are considering projects for your communities, you may hear push back related to a project “bringing in crime,” “creating too much density,” or “changing the look of the neighborhood” and these could be red flags of bias.

**ACTION** Set up a screening of Segregated by Design with your peers.

**ACTION** Volunteer to drop off goods and serve a meal at the YWCA Columbus Family Center.

**ACTION** Volunteer with Habitat for Humanity to build homes for low income families.
SUPPORTING BLACK CREATIVES AND CULTURE
Support Black creatives and cultural organizations and immerse yourself in art focused on racial justice.

**ACTION** Visit an exhibit at The King Arts Complex, walk along the Long Street Cultural Wall to absorb historical information about the Near East Side. Learn about local artists of color by following the Maroon Arts Group and King Arts Complex on Instagram @maroonartsgroup @kingartscomplex.

**ACTION** Take a road trip to the National Underground Railroad Freedom Center in Cincinnati.

**ACTION** Research local and national black-owned businesses and intentionally shop at and support those companies.
WORKS CITED


Adder, Michael de. 2 June 2020, twitter.com/deadder/status/1267808554087563265.


