Antiracism Action Planning

Choose one or more of the statements below to work with:
- Black neighborhoods are dangerous
- Poor people are lazy
- People are only victims is they let themselves be victims
- It would be great if we lived in a "color blind" society
- Law enforcement should be respected and laws should be upheld
- Everyone is equal and if you try hard enough, you will succeed
- Higher education is accessible to everyone

Where do you see this statement reflected in the Columbia community? Think especially about your student organization: its internal workings and the role that it plays in the Columbia community.

Sphere	Where do you see the statement reflected?	What are forms of agency you have within these spaces?
Ideological: Stated missions, goals, and beliefs in your student organization / the Columbia community		
Institutional: Codified policies and expectations of your student organization / the Columbia community		
Interpersonal: Interactions between members in your student organization / the Columbia community, cultural norms within the community		
Internalized: Personal feelings you have as a member of the Columbia community		

As you think about what you wrote and especially ways in which you feel you do or do not have agency, consider the role that continued self-learning around race, racism, and anti-racism can help equip you to disrupt oppression within the Columbia community.

Here are a few concrete steps I can take to further my own learning:

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Step I Can Take	When will I take it?	How will I hold myself accountable?

Now consider what actions you can take, **within your student organization executive board position,** to actively disrupt racism and/or employ an anti-racist framework. Consider discrete actions as well as ongoing practices, and consider both responding to direct concerns you see during club meetings, as well as proactively pursuing anti-racism even in the absence of explicit oppression.

Here are a few concrete steps I can to build anti-racism into my role at Columbia:

Step I Can Take	How can I involve my other board members?	How can we hold our organization accountable collectively?

Note any key partners/allies who can work with you, and what you'll do to activate those partnerships.

UNDERGRADUATE STUDENT LIFE

Multicultural Affairs