

Antiracism Action Planning

How I describe my race and my ethnicity:

Choose one or more of the statements below to work with:

- Neighborhoods with high numbers of people of color are dangerous
- Immigrants are a threat to the economy
- Poor people are lazy
- People are only victims if 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
- “Proper” english is a sign of intelligence
- Everyone is equal
- Higher education is accessible to everyone
- If you try hard enough, you will succeed

Where do you see this statement reflected in the Columbia community? Think especially about your office, department, classes, student organizations, peer communities, etc.

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 the Columbia community		
Institutional: Codified policies and expectations of the Columbia community		
Interpersonal: Interactions between members in the Columbia community, cultural norms within the community		
Internalized: Personal feelings you have as a member of the Columbia community		



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As you think about what you wrote and especially ways in which you feel you do/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:

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

Now consider what actions you can take, especially within the four spheres you explored earlier, to actively disrupt racism and/or employ an anti-racist framework. Consider discreet actions as well as ongoing practices, and consider both responding to issues you see in the community and 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	When will I take it?	How will I hold myself accountable?

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



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