

Things to Do to Address Racism

Ten Things To Do To Address Institutional Racism

1. Work with a racial/ethnic congregation on a common project.
2. Ask people from a racial ethnic group in your community to tell you about their history and culture.
3. Investigate hiring practices of companies in your community you suspect of doing only token hiring of racial ethnic people.
4. Volunteer to work with the local Human Rights Commission of your community in investigating discrimination in housing.
5. Support legislation which assures that everyone is protected against discrimination in housing and employment.
6. Support organizations which are working for a good education for all children, not just your own.
7. Hold an Antiracism training for your congregation and have an ongoing Antiracism committee to oversee the transformation of the congregation.
8. Find ways to deal with hate groups and support anti-hate legislation both locally and nationally.
9. Hold a candidates' night in your church where they are asked to address the important moral issues such as institutional racism and classism.
10. Do business intentionally with racial ethnic businesses and seek help from racial ethnic professionals.

Suggestions for Beginning the Task of Dealing with Individual Racism

1. Continue to study and learn about both the contemporary nature and historical roots of racism.
2. Be aware of your own racist feelings and thoughts. If possible, ask what in your growing up or past experiences have caused you to have those feelings.
3. Don't let racist feelings/thoughts turn into behaviors.
4. Instead of explaining that a person's behavior (which you don't like) results from his/her race/ethnicity etc., think of other reasons for the behavior.
5. Commit yourself to discouraging and to disagreeing openly with racist jokes, emails, comments and acts that occur around you even among close friends.
6. Educate yourself about the differences in traditions and customs between your racial/ethnic group and those of other groups. Remember that different does not mean inferior. Believe that yourself.
7. Commit yourself personally to the eradication of institutional racism.
8. Be aware of the privilege you have as a white person.
9. Remember that God is redeeming the world and bringing an end to racism. Pray that God may empower you to be a part of God's work and plan.
10. Understand that the colors and races that have been systemically imposed upon us all have limited or no factual grounding; but that the sinful social assumptions they define are deeply influential and often controlling for individual, institutional and cultural behavior - including in the church.