Racial Healing Practice

My Earliest Memories of Race and Racism

Think back to the earliest time you realized you had a racial identity. It’s okay if you don’t remember all the exact details. Describe as much as you can about that experience here.

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What did this experience teach you to think about your own race? Write about those thoughts here.

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Thinking about this earliest time you realized you had a racial identity, write about the feelings you have as you remember this experience here.

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________________________________________________________________________
Racial Healing Practice

Identifying What I Needed to Know About My Race Growing Up

Reflect on your earliest memories of your own race and racism. List the things you needed to know to understand race and racism in a more complete way.

1. 

2. 

3. 

4. 

5. 

How would knowing these things have changed your earliest memories of race and racism?

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Racial Healing Practice

Knowing the Twists and Turns of My Racial Identity Development

Take a quick look back at the racial identity development model, and respond to the following prompts. It’s okay if you don’t have answers for each of the prompts.

Does the racial identity development model mirror your racial development? Which parts of it match your experience? Which do not?

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Describe how your life was before you realized race and racism existed.

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Describe the first time you saw racism happening (this may be similar to your response in the first Racial Healing Practice in this chapter). Were you the target of the racism, did you enact the racism, or did you witness the racism? Include a description of your thoughts and feelings at the time.

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If you are a person of color, was there ever a time when you wanted to spend time with your own racial group as a source of empowerment and understanding? If so, write about it. If you are White, describe a time when you started to explore the privileges that came with being White. Include a description of your thoughts and feelings at the time.

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Has there been a time when you sought to intentionally build a diverse racial community in your life and felt positively about your racial identity? Include a description of your thoughts and feelings at the time.

__________________________________________________________________________________________________________________________________________________________

__________________________________________________________________________________________________________________________________________________________

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Are there other periods of your racial identity development that don’t really fit into the racial identity development model—or that seem important to write down to give a fuller picture of how you came to know yourself as a racial being?

__________________________________________________________________________________________________________________________________________________________

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__________________________________________________________________________________________________________________________________________________________
Racial Healing Practice

What Is My Racial Identity Now?

Glance back again at the racial identity development model and respond to the following prompts.

Where would you place yourself in the racial identity development model right now?

______________________________________________________________

______________________________________________________________

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Do you need to move into a more positive sense of your racial identity development? If so, what support, experiences, learning, understanding, and so on would you need to do this? Keep in mind that if you’re in integrative awareness a good deal of the time, there may still be events, experiences, places, and people you experience that pull you into a different part of the racial identity model.

______________________________________________________________

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Describe a recent situation that might have drawn you into an earlier schema of your racial identity development.

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RACIAL HEALING PRACTICE

What Is My Cycle of Racial Socialization?

Respond to the following prompts to explore your stages of racial socialization. It’s okay if you don’t know a lot about your early socialization. In those cases, write about your best guesses of what those racial scripts were.

The Beginning—When you are born, racial scripts have already been laid out in the world, and those who raise you carry them out. Write about the racial scripts the people who raised you were operating on.

First Socialization—Loved ones and others you are around teach you the typically unwritten and unspoken rules about racial scripts. Racial scripts can also be delivered explicitly through verbal messages about your race or other races. Even the absence of exposure to other races serves as a message. Write about the expectations and norms of racial scripts you were taught.
Institutional and Cultural Socialization—Moving outside the circle of people who raised you, you learn about racial scripts from schools, places of worship, health care systems, government systems, and other settings. And you learn racial scripts from your culture, such as the media and culture-specific practices within your cultural group. Write about the conscious and unconscious messages you learned from your racial scripts.

Enforcements—You receive rewards for playing along with your racial scripts and punishments for stepping outside of them. Write about how your racial scripts were revised and reinforced through racial privilege, stigma, discrimination, and/or oppression.
Results—You are part of the overall system of racism and experience dehumanization. That dehumanization may look like silence, guilt, anger, self-hatred, and even violence or other patterns of disempowerment. What have you experienced as a result of racism and dehumanization? Write about that here.

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________________________________________________________________________
Racial Healing Practice

Resocializing My Racial Self

In this healing practice, you will go back through the racial socialization model and identify the messages you needed to hear to have a more holistic, truthful, and helpful racial socialization.

The Beginning—Write about the world you needed to see, when you were born, in your neighborhood, community, family, and close personal networks regarding race and racism.

_____________________________________________________________________________
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First Socialization—Write about what you needed parents, families, loved ones, teachers, and others to teach you about how race works in the world, your place in the system, and how you should play out your racial role in larger society.

_____________________________________________________________________________
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_____________________________________________________________________________
Institutional and Cultural Socialization—Write about the messages you needed to hear from the cultures and institutions around you to move beyond the societal racial scripts assigned to your racial identity.

Enforcements—Write about the positive reinforcements you needed from your personal and other networks (e.g., school, work) to be able to comfortably inhabit your racial identity; to identify ongoing racial discrimination, stigma, and prejudice; and to develop a more helpful range of racial coping strategies.
Results—Write about the results there could have been if you had experienced a more holistic, helpful, and truthful racial socialization. Include messages you needed to receive to hold on to your humanity and be a part of eradicating racism and healing from it.

Identify three main messages you learned from your earlier racial socialization that you would like to change right now. For instance, Jenna might write down that she learned racism was something that “good people” avoid—and ignore—when in reality, it’s something that all of us, “good” or “bad,” are socialized in, capable of, and obligated to challenge. Ajei might write down that she learned her race was something she could affirm and embrace only in certain environments, not something she should be able to inhabit and take pride in anywhere. Write your early racial socialization messages here. Use the additional lines if you want to write more than three.

1. 

2. 

3. 

4. 

5. 

6.
Next, identify three ways you can shift these earlier racial socialization messages; basically, identify ways you can take a stand, reframe racial stereotypes and belief patterns, reeducate yourself, and interrupt racial socialization and patterns in your thinking, feelings, and behaviors. Ajei might write how she can interrupt and correct any internalized negative messages about being Navaho so that she can embrace being Navaho in different environments. Jenna might write about how she began to use White privilege to take a stand against racism and how she could reframe the subtle and overt racist messages she received from her White family and homogenous school environment about race.

Write the new messages you’d like to put into practice here. Again, there are a few extra lines in case you feel that you are on a roll right now and want to identify more.

1. 

2. 

3. 

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
RACIAL HEALING PRACTICE

What Did I Learn About the History of Racism?

In this healing practice, you will explore how much you were taught about racism and what you learned. Remember, don’t think too hard—just write the first things that come to mind.

When did you first hear the word “racism”? Who said the word? Where were you? Write anything else you remember about that time.

________________________________________________________________________
________________________________________________________________________
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What did you learn in your family about the history of racism? If you didn’t learn about racism in your family, write how you feel about that here.

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________________________________________________________________________
What did you learn in your schools about the history of racism? If you didn’t learn about racism in school, write how you feel about it here.

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Were there other places where you learned about the history of racism? If not, write how you feel about not learning about racism in other places.

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RACIAL HEALING PRACTICE

My Own History Lesson Plan for the History of Racism

In the section above, you learned about just four of the many roots of racism in the US: (1) racist ideas were developed by racist people, (2) colonization is a practice of racism, (3) immigrants were compelled to assimilate and become “White” to avoid discrimination, and (4) immigrants were often labeled “foreign” or a “threat.” Write about the thoughts, emotions, and questions that are coming up for you about these.
Next, rate yourself on the degree of knowledge you have about the history of racism for the various racial groups below. Use this rating scale:

1 = I know a lot.  
2 = I know some things.  
3 = I know very little.

_____ Alaska Natives/First Nations/Indigenous Peoples/Native Americans
_____ Asian/Pacific Islander Americans
_____ Black/African Americans
_____ Latinx/o/a/@/Hispanic Americans
_____ Middle Eastern Americans
_____ White/European Americans

Then, respond to the prompts below:

Which groups did you rate most highly with a 1? What do you know and how did you come to learn so much about the historical roots of racism for these groups?

_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________

Which groups did you rate the least highly with a 3? What might be some next steps for you to take to learn more about the historical roots of racism for these groups?

_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________
Were there any groups you rated 2? If yes, how can you increase your knowledge of these groups to a 1?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
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How did you rate your own racial group? What are the knowledge gaps you can address?

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________________________________________________________________________
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RACIAL HEALING PRACTICE

Cultural and Social Norms of Grief

Think about a recent loss in your life—it can be a death of a person or some other type of loss, such as a friendship ending, a divorce, losing your home or job, or even a natural disaster. Write about that experience below.

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Permission is granted to the reader to reproduce this form for personal use.
Use the following scale to rate the statements below in relation to the level to which you learned, culturally and socially, to accept such a response to an instance of grief and loss like the one you just wrote. By acceptance level, I am not referring to you being “okay” with the grief and loss, but rather to the degree to which it was acceptable or “okay” in your culture and social groups to express grief and loss in the way a particular statement indicates. Then, you will explore how these ratings translate to the particular cultural and social norms of grief and loss you learned growing up.

<table>
<thead>
<tr>
<th>Very Accepted</th>
<th>Somewhat Accepted</th>
<th>Not Accepted</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
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</table>

When I experienced this grief or loss, it was acceptable for me:

_______ to cry or feel depressed
_______ to express anger
_______ to say I was scared
_______ to say I was confused
_______ to say I was in pain
_______ to grieve loudly and with lots of accompanying emotions
_______ to be around lots of people
_______ to take time off of school, work, or other obligations
_______ to take time for myself and be away from people
_______ to ask for help from a family member or friend
_______ to ask for help or see a counselor
_______ to express concern about what was going to happen next
_______ to struggle with what to do next
When you think about this incident of grief or loss and reflect on how you rated the above statements, what do you realize about the cultural and social norms you grew up with when it comes to grief?

We will explore this more in a moment, but first quickly answer this question: What is your inkling about how your cultural and social norms may shape the grief and loss that accompanies instances and systems of racism you encounter?
Applying the Five Stages of Grief to My Experiences with Racism

Think about an experience with racism you have had recently. For White folks, think about a time you enacted racism or witnessed racism. For people of color, think about what it was like for you to experience a racist incident or internalize racist stereotypes about your race. Once you have that incident in your mind, write about it here:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

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________________________________________________________________________

________________________________________________________________________

Next, you have the opportunity to identify the emotions, thoughts, and behaviors that typically come up for you in that stage and related cultural and social norms that are important to acknowledge. You will also be able to identify what you needed in these instances in terms of support and connection to enable you to heal from this racism instead of continuing in an uninterrupted cycle of grief:

**Denial**—What did this stage look like for this incident? What were the accompanying feelings, thoughts, and behaviors?

*Feelings:*

________________________________________________________________________

________________________________________________________________________

*Thoughts:*

________________________________________________________________________

________________________________________________________________________
The Racial Healing Handbook Applying the Five Stages of Grief to My Experiences with Racism

Behaviors: ________________________________________________________________

______________________________________________________________

Cultural and social norms in this stage: _________________________________________

______________________________________________________________

What support I needed to challenge my own racism or internalized racism when I was in the stage of denial:

______________________________________________________________

______________________________________________________________

______________________________________________________________

______________________________________________________________

Anger—What did this stage look like for this incident? What were the accompanying feelings, thoughts, and behaviors?

Feelings: ________________________________________________________________

______________________________________________________________

Thoughts: ________________________________________________________________

______________________________________________________________

Behaviors: ________________________________________________________________

______________________________________________________________

______________________________________________________________

______________________________________________________________

Cultural and social norms in this stage: _________________________________________

______________________________________________________________

What support I needed to challenge my own racism or internalized racism when I was in the stage of anger:

______________________________________________________________

______________________________________________________________

______________________________________________________________

______________________________________________________________

______________________________________________________________
The Racial Healing Handbook  
Applying the Five Stages of Grief to My Experiences with Racism

**Bargaining**—What did this stage look like for this incident? What were the accompanying feelings, thoughts, and behaviors?

*Feelings:*


*Thoughts:*


*Behaviors:*


*Cultural and social norms in this stage:*


What support I needed to challenge my own racism or internalized racism when I was in the stage of bargaining:


**Depression**—What did this stage look like for this incident? What were the accompanying feelings, thoughts, and behaviors?

*Feelings:*


*Thoughts:*


*Behaviors:*


*Cultural and social norms in this stage:*


What support I needed to challenge my own racism or internalized racism when I was in the stage of depression:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

Acceptance—What did this stage look like for this incident? What were the accompanying feelings, thoughts, and behaviors?

Feelings: ________________________________________________________________

________________________________________________________________________

Thoughts: ______________________________________________________________

________________________________________________________________________

Behaviors: _________________________________

________________________________________________________________________

Cultural and social norms in this stage: ________________________________

________________________________________________________________________

What support I needed to challenge my own racism or internalized racism when I was in the stage of acceptance:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
Racial Healing Practice

Grieving the Role I Have Within the System of Racism

How do you really feel about the role you have within the racial hierarchy? What have been the impacts of this on your life in terms of grief and loss? Respond to the questions below to increase your awareness about this grief and loss.

When you think about your role within racism as a person of color or White person, what feelings come up for you?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

How are the feelings you listed above related to the stages of grief (denial, anger, bargaining, depression, acceptance)?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
Which stage of grief (denial, anger, bargaining, depression, acceptance) is easier for you to experience in relation to your role within racism, and why?

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

Which stage of grief (denial, anger, bargaining, depression, acceptance) is tougher for you to experience in relation to your role within racism, and why?

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

Overall, what have you learned about yourself and your general reactions in the stages of grief (denial, anger, bargaining, depression, acceptance) that can help you on your racial healing journey?

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________
Racial Healing Practice

Raising My Consciousness Through Education and People

In this Racial Healing Practice, write a P for past and an N for now, to note the ways you have raised your race-consciousness in the past, and can do more of right now, in the two categories of education and people (if this is tough to identify, that's okay; give it your best shot). There are a few blank spaces where you can add your own ideas within these two buckets.

Education

- _____ Books
- _____ Movies
- _____ Documentaries
- _____ Social media
- _____ Libraries
- _____ Workshops
- _____ Conferences
- _____ Podcasts
- _____ TED Talks
- _____ Music

- _______________________________________________________________________

- _______________________________________________________________________

- _______________________________________________________________________

People

- _____ Keynote speakers
- _____ Author book signings
- _____ Book clubs
_____ Street activists
_____ Community leaders
_____ Politicians
_____ Educators
_____ Religious/spiritual leaders

What are three steps you have taken with education in the past to raise your race-consciousness?
1. __________________________________________________________
2. __________________________________________________________
3. __________________________________________________________

What are three next steps you can take with education right now to raise your race-consciousness?
1. __________________________________________________________
2. __________________________________________________________
3. __________________________________________________________

What are three steps you have taken with people in the past to raise your race-consciousness?
1. __________________________________________________________
2. __________________________________________________________
3. __________________________________________________________

What are three next steps you can take with people right now to raise your race-consciousness?
1. __________________________________________________________
2. __________________________________________________________
3. __________________________________________________________
Racial Healing Practice

Becoming an Antiracist

Explore how Okun’s six components, plus the seventh step I added—(rest)ore— might fit together to help you develop a more realized antiracist identity. Write about where you think you are for each component—what your strengths might be and where you might need to grow.

1. Read and educate yourself on the effects, impacts, and other structures of racism.
   
   **My strengths:**

   ........................................................................................................
   ........................................................................................................
   ........................................................................................................
   ........................................................................................................

   **Areas needing growth:**

   ........................................................................................................
   ........................................................................................................
   ........................................................................................................
   ........................................................................................................

2. Reflect on what this education means for you as someone developing an antiracist identity.

   **My strengths:**

   ........................................................................................................
   ........................................................................................................
   ........................................................................................................
   ........................................................................................................

   **Areas needing growth:**

   ........................................................................................................
   ........................................................................................................
   ........................................................................................................
   ........................................................................................................

3. Remember how you participate in the thoughts, beliefs, and actions that internalize and uphold racism.

   **My strengths:**

   ........................................................................................................
   ........................................................................................................
   ........................................................................................................
   ........................................................................................................
Areas needing growth: _____________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________

4. Take risks to challenge racism when you see it or realize when you are participating in it.

My strengths: ___________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________

Areas needing growth: ___________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________

5. Rejection is a part of being an antiracist. If you are White and are rejected, hearing the anger that people of color have about racism, you don’t take it personally; you allow people of color to have and express that anger. If you are a person of color, you are comfortable with your anger, which helps establish and strengthen the boundaries you have against racism. In both racial groups, you continue to stay in the fight against racism.

My strengths: ___________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________

Areas needing growth: ___________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________

6. Relationship building is a part of what you do along the way—with White folks and people of color who are somewhere on their journey from nonracist to antiracist.

My strengths: ___________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
_____________________________________________________________________________
Areas needing growth: ________________________________

________________________________________________

7. (Rest)ore for the next steps in your antiracist identity.

My strengths: ________________________________

________________________________________________

Areas needing growth: ________________________________

________________________________________________

________________________________________________
Racial Healing Practice

Becoming an Antiracist in the “Real World”

Think of a time you heard someone in your life—in your family or at work or school—say something racist or that reflected internalized racism. Once you have that incident in mind, write your response to the following:

Did you respond to this person? Why or why not?

What emotions came up for you during this event? What did you notice about your body? Did your body tense up or freeze? Did you feel tightness or some other sensation in your back, shoulders, pit of your belly, or somewhere else?
Did you share your feelings with the person? What would you say to this person if you did share your feelings?

__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________

Next, apply a few of the following sentence stems to what you might have said to this person in this interaction to practice a bit.

**Express curiosity:** Tell me more about ___________________________.
__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________

**Offer an alternate perspective:** Have you ever considered ___________________________.
__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________

**Share your disagreement:** I don’t see it the way you do. I see it as ___________________________.
__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________

**Seek an area of agreement:** We don’t agree on ___________________________, but can we agree on ___________________________?
__________________________________________________________________________
__________________________________________________________________________

**Ask to continue the conversation at a later time:** Could we revisit this conversation about ___________________________ tomorrow?

**Set a boundary:** Please do not say ___________________________ again to me or around me.
Racial microaggressions have very personal effects. For people of color, they can stimulate feelings of self-doubt and internalized racism. For White people, committing a microaggression is harmful to people of color, and it ultimately serves as a barrier in your relationship with them because of the distrust it creates. So it’s important to take an honest look at microaggressions you commit and/or experience. Respond to the following questions to explore more of your personal experiences of racial microaggressions.

Think back to a time when you heard or committed a racial microaggression—something that would qualify as an indignity for a person of color. Write it here, and then identify the theme and embedded message.

________________________________________

________________________________________

________________________________________

Racial microaggression theme: ______________________________________________________

Racial microaggression message: ____________________________________________________

What were your thoughts, feelings, and behaviors during this racial microaggression—in the moments you were experiencing it?

What I thought: _________________________________________________________________

________________________________________

What I felt: _________________________________________________________________

________________________________________

What I did: _________________________________________________________________

________________________________________
For White readers: What motivated you to act as you did?

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

What were your thoughts, feelings, and behaviors after this racial microaggression?

What I thought: ____________________________________________________________

__________________________________________________________________________

What I felt: ________________________________________________________________

__________________________________________________________________________

What I did: ________________________________________________________________

__________________________________________________________________________

For readers of color: What were the effects of the experience? What message did it convey to you about yourself or other people? How long did it continue to affect your emotions and experiences?

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________
Now that you have explored a personal experience of committing a racial microaggression (as a White person) or experiencing a racial microaggression (as a person of color), take a moment to explore which of Sue and colleagues’ (2007) nine racial microaggression categories you commit or experience most frequently. Rank the list below from 1 (most frequent) to 9 (least frequent).

1. Alien in own land
2. Ascriptions of intelligence
3. Color blindness
4. Criminality/assumptions of criminal status
5. Denial of individual racism
6. Myth of meritocracy
7. Pathologizing cultural values/communication styles
8. Second-class citizen
9. Environmental microaggressions
Racial Healing Practice
Delving Deeper Into Personal Experiences of Racial Microaggressions

Revisit the top three racial microaggressions on your list in the last Racial Healing Practice, “Exploring Personal Experiences of Racial Microaggressions,” and reflect a little more deeply on these experiences. For the racial microaggression you ranked #1 in frequency of committing or experiencing, identify the internal dialogue and external dialogue that can help you respond in a more helpful way.

Your #1 ranked racial microaggression category: _________________________________________

What statement in this category do you most often hear?
__________________________________________________________________________________

What is your typical internal dialogue in response to this racial microaggression?
__________________________________________________________________________________
__________________________________________________________________________________
__________________________________________________________________________________

What is your typical external dialogue in response to this racial microaggression?
__________________________________________________________________________________
__________________________________________________________________________________
__________________________________________________________________________________

How could you refine your typical internal dialogue in response to this racial microaggression so you don’t further internalize racism (as a person of color) or further commit microaggressions or allow others to commit them with no response (as a White person)?
__________________________________________________________________________________
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Your #2 ranked racial microaggression category: ____________________________________________

What statement in this category do you most often hear?
__________________________________________________________
__________________________________________________________
__________________________________________________________

What is your typical internal dialogue in response to this racial microaggression?
__________________________________________________________
__________________________________________________________
__________________________________________________________
__________________________________________________________

What is your typical external dialogue in response to this racial microaggression?
__________________________________________________________
__________________________________________________________
__________________________________________________________
__________________________________________________________

How could you refine your typical internal dialogue in response to this racial microaggression so you don’t further internalize racism (as a person of color) or further commit microaggressions or allow others to commit them with no response (as a White person)?
__________________________________________________________
__________________________________________________________
__________________________________________________________
__________________________________________________________
__________________________________________________________
__________________________________________________________
Your #3 ranked racial microaggression category: __________________________________________

What statement in this category do you most often hear?
______________________________________________________________________________

What is your typical internal dialogue in response to this racial microaggression?
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________

What is your typical external dialogue in response to this racial microaggression?
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________

How could you refine your typical internal dialogue in response to this racial microaggression so you don’t further internalize racism (as a person of color) or further commit microaggressions or allow others to commit them with no response (as a White person)?
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
RACIAL HEALING PRACTICE

Exploring Personal Experiences of Racial Macroaggressions

Think about the following examples of macroaggressions, write about some of your internal and external dialogue, and then consider what a response might be. Write the first things that come to your mind.

Racial Profiling and Stereotyping

You hear someone at your school, university, or work say, “Mexican families don’t really care about education. Their families are usually uneducated.”

What would be your typical internal dialogue in response to this racial profiling and stereotyping?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

What would be your typical external dialogue in response to this racial profiling and stereotyping?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

How could you refine your typical internal dialogue in response to this racial profiling and stereotyping so you don’t further internalize racism (as a person of color) or allow others to commit these acts with no response (as a White person)?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
Racial Harassment—Verbal Violence

You are at a gas station and go in to pay for your gas. You hear a White person say to the Indian American cashier, “Why do you Indians own all the convenience stores?”

What would be your typical internal dialogue in response to this verbal racial harassment?

What would be your typical external dialogue in response to this verbal racial harassment?

How could you refine your typical internal dialogue in response to this verbal racial harassment so you don’t further internalize racism (as a person of color) or allow others to commit these acts with no response (as a White person)?

Racial Harassment—Physical Violence

You see a White person physically push a Latinx person to the ground, yelling, “Go home, illegal.”

What would be your typical internal dialogue in response to this physical racial harassment?
What would be your typical external dialogue in response to this physical racial harassment?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

How could you refine your typical internal dialogue in response to this physical racial harassment so you don’t further internalize racism (as a person of color) or allow others to commit these acts with no response (as a White person)?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

Racial Harassment—Sexual Violence

You watch a YouTube video about the history of Native American tribes pre-colonization, which included sexual assault as a colonization tactic. You read the comments, and one said, “Native Americans were too weak to protect their women from rape. They died out anyways.”

What would be your typical internal dialogue in response to this sexual racial harassment?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

What would be your typical external dialogue in response to this sexual racial harassment?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
How could you refine your typical internal dialogue in response to this sexual racial harassment so you don’t further internalize racism (as a person of color) or allow others to commit these acts with no response (as a White person)?

Racial Harassment—Spiritual Violence

You are walking down the street, and you hear someone say to a Muslim woman with a hijab, “I don’t know why you women put up with men making you cover your hair.”

What would be your typical internal dialogue in response to this spiritual racial harassment?

What would be your typical external dialogue in response to this spiritual racial harassment?

How could you refine your typical internal dialogue in response to this spiritual racial harassment so you don’t further internalize racism (as a person of color) or allow others to commit these acts with no response (as a White person)?
RACIAL HEALING PRACTICE

Reflecting on My Friendships over My Lifetime

Friendship is a powerful thing; we can have friends who are like family to us, and friends who are more like acquaintances. Also, your personality can influence your development of friendships. You may have mostly had one friend you were really close to or a lot of friends you were besties with, depending on whether you are an introvert or extrovert. For this practice, respond to each question with the first significant (however you define that) friendship that comes to mind.

Who was your first friend? Was their race different from or similar to yours? How did you come to be friends with them?

________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________

Who has been your best friend in your life thus far? Is their race different from or similar to yours? How did you come to be friends with them?

________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________
Who has been your closest friend whose race is different from yours? (If this overlaps with the previous questions, select a different friend.) What has it been like to be in an interracial friendship with them?

When you think about your friendships growing up, did your friends mostly share your same race? What was that like?

When you think about your friendships now, do your friends mostly share your same race? What is that like for you?

When you think of the racial patterns you have in friendships throughout your life, what are the top three patterns you would like to shift?

1. 
2. 
3. 
RACIAL HEALING PRACTICE

Race, Dating, and Intimate Relationships

Take a moment to consider your history with attraction, dating, and intimate relationships and answer the questions below.

Growing up, what messages or stereotypes did you learn (from family, friends, schools, media) about dating and intimate relationships when it came to your race and the race of others?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

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________________________________________________________________________

Who was the first person to whom you remember being attracted? Was their race different from or similar to yours?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

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________________________________________________________________________
Over the course of your dating and intimate relationships, have you tended to date within your own race or outside of your race? Why do you think that is?

________________________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________________________

If you are White, how has your racial privilege shown up in your dating and intimate relationships (e.g., were you aware of or oblivious to your race and others)? If you are a person of color, what types of messages have you internalized about who you can and can’t date or be in relationships with?

________________________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________________________

________________________________________________________________________________________________________________________________________________________________________

When you think of the racial patterns you have had in dating and intimate relationships, what are the top three patterns you would like to shift?

1. _______________________________________________________________________________________________________________

2. _______________________________________________________________________________________________________________

3. _______________________________________________________________________________________________________________
Racial Healing Practice

Exploring How I Think about Race in Schools and Work

Dive in to the prompts below to identify how race has influenced your professional relationships at school and work.

Looking back at the schools you attended, what were the main messages you learned about your own race and the race of others?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
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________________________________________________________________________

In the schools you attended, did you hang out with folks within your own racial group, or did you interact with a diverse racial group?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
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________________________________________________________________________
Reflecting on your early work experiences, what were the racial groups you worked with the most? What was that like for you?

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Across your work history, which racial groups have you never worked with, or only rarely worked with?

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________________________________________________________________________

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________________________________________________________________________
What racial stereotypes do you see at work? How do you respond (or not respond) to these racial stereotypes?

__________________________________________________________________________________

__________________________________________________________________________________

__________________________________________________________________________________

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__________________________________________________________________________________

What racial conflicts have you seen or experienced at work? How do you respond (or not respond) to these racial conflicts?

__________________________________________________________________________________

__________________________________________________________________________________

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__________________________________________________________________________________

When you think of the racial patterns you experienced at school and work, what are the top three patterns you would like to shift?

1. ____________________________________________________________________________

2. ____________________________________________________________________________

3. ____________________________________________________________________________
Think about the last conversation you had about race that didn’t go so well. Write about that conversation a little here (e.g., topic, person, strategies you used, how you felt):

Now, you have a chance for a “do-over”! How could you use effective messaging techniques with this situation to keep you more focused and grounded?

*Know your audience*—What kind of approach was needed with this particular person(s)?

*Be respectful*—How might you have demonstrated more respect?

*Find common ground*—Was there an area of actual or potential agreement?
When applicable, share a personal experience—What might you have shared?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Be mindful of language—Was there language you could have used differently?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Develop a primary message and supporting messages—Write these below.
1. ______________________________________________________________________
2. ______________________________________________________________________

Reframe the conversation—Did the person you spoke to take the conversation in a different direction? How could you have come back to your primary message?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Consider opposition framing—What research could you have done to anticipate the other side?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Practice and prepare—Who are your trusted folks and communities you could have practiced with?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
Racial Healing Practice

Making Decisions About Race Differently

In the previous Racial Healing Practices in this chapter, you ended each one identifying three patterns you wanted to shift. Take a look back over your answers and then complete the following:

What are the common racial patterns you noticed across your responses in this chapter? In other words, what are your racial comfort zones?

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________________________________________________________________________

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________________________________________________________________________

What are three next steps you could take right away to begin expanding the racial diversity of your personal and professional networks? (If you live or work in a racially homogenous place, think about how you can move beyond these homogenous communities or find diverse communities online.)

1. ______________________________________________________________________

2. ______________________________________________________________________

3. ______________________________________________________________________
**Racial Healing Practice**

**Taking a Pulse of My Multiple Identities**

Have two different color pens, markers, or highlighters available. Below you’ll find a table of social identities, systems of oppression, and related privilege and oppression identities that could intersect with your race, either in an additive fashion (contributing to the privilege your racial identity affords you or to the oppression that people with your racial identity encounter) or by serving as a buffer for a racial identity you might otherwise face more oppression for. For each row in the table, do the following:

- Use one color to circle the privilege status that applies to you.
- Use a different color to circle the oppression status that applies to you.

### Social Identities, Privilege, and Oppression Outside of Race

<table>
<thead>
<tr>
<th>Social Identity/System of Oppression</th>
<th>Privilege Status</th>
<th>Oppression Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>White</td>
<td>Person of Color</td>
</tr>
<tr>
<td>Disability/Ableism</td>
<td>Able-bodied</td>
<td>Physical Disability, Cognitive Disability, Mental Health Disability</td>
</tr>
<tr>
<td>Gender/Sexism</td>
<td>Men, Cisgender</td>
<td>Women, Trans, Nonbinary, Genderqueer</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>Heterosexual</td>
<td>LGBTQ+, Polyamorous, Asexual, Aromantic</td>
</tr>
<tr>
<td>Religion</td>
<td>Christian</td>
<td>Muslim, Eastern, Pagan, Jewish, Hindu, Sikh, Buddhist, etc.</td>
</tr>
<tr>
<td>Social Class</td>
<td>Middle Class, Upper Class</td>
<td>Working Class, Poor</td>
</tr>
<tr>
<td>Age</td>
<td>Young Adults, Middle-Aged Adults</td>
<td>Children, Adolescents, Older Adults</td>
</tr>
</tbody>
</table>
Racial Healing Practice

(Dis)ability + Race = My Intersecting Identities of Privilege and Oppression

Write a little about how you think your (dis)ability intersects with your race.

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

How do you think others perceive your (dis)ability intersecting with your race?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

How do you think you perceive the (dis)ability of others intersecting with their race?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

As you work to reduce ableism—either as a White person by using your racial privilege or as a person of color by using your own and others’ experiences of racism—what experiences, knowledge, or understandings do you need to keep in mind in terms of your (dis)ability intersecting with your race?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
Racial Healing Practice

Gender + Race = My Intersecting Identities of Privilege and Oppression

Write a little about how you think your gender intersects with your race.

_________________________________________________________________
_________________________________________________________________
_________________________________________________________________

How do you think others perceive your gender intersecting with your race?

_________________________________________________________________
_________________________________________________________________
_________________________________________________________________

How do you think you perceive the gender of others intersecting with their race?

_________________________________________________________________
_________________________________________________________________
_________________________________________________________________
_________________________________________________________________

As you work to use your racial privilege as a White person to reduce racism or as you work as a person of color to reduce racism you experience in the world around you, what experiences, knowledge, or understandings do you need to keep in mind in terms of your gender intersecting with your race?

_________________________________________________________________
_________________________________________________________________
_________________________________________________________________
_________________________________________________________________
_________________________________________________________________
_________________________________________________________________
RACIAL HEALING PRACTICE

Sexual Orientation + Race = My Intersecting Identities of Privilege and Oppression

Write a little about how you think your sexual orientation intersects with your race.

_________________________________________________________________________

_________________________________________________________________________

_________________________________________________________________________

How do you think others perceive your sexual orientation intersecting with your race?

_________________________________________________________________________

_________________________________________________________________________

_________________________________________________________________________

How do you think you perceive the sexual orientation of others intersecting with their race?

_________________________________________________________________________

_________________________________________________________________________

_________________________________________________________________________

As you work to reduce heterosexism—either as a White person by using your racial privilege or as a person of color by using your own and others’ experiences of racism—what experiences, knowledge, or understandings do you need to keep in mind in terms of your sexual orientation intersecting with your race?

_________________________________________________________________________

_________________________________________________________________________

_________________________________________________________________________
Racial Healing Practice

Religious Identity + Race = My Intersecting Identities of Privilege and Oppression

Write a little about how you think your religious identity intersects with your race.

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

How do you think others perceive your religious identity intersecting with your race?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

How do you think you perceive the religious identity of others intersecting with their race?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

As you work to reduce religious privilege—either as a White person by using your racial privilege or as a person of color by using your own and others’ experiences of racism—what experiences, knowledge, or understandings do you need to keep in mind in terms of your religious identity intersecting with your race?

________________________________________________________________________
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Racial Healing Practice

Social Class + Race = My Intersecting Identities of Privilege and Oppression

Write a little about how you think your social class intersects with your race.

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

How do you think others perceive your social class intersecting with your race?

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

How do you think you perceive the social class of others intersecting with their race?

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

As you work to reduce classism—either as a White person by using your racial privilege or as a person of color by using your own and others’ experiences of racism—what experiences, knowledge, or understandings do you need to keep in mind in terms of your social class intersecting with your race?

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________
Racial Healing Practice

Age + Race = My Intersecting Identities of Privilege and Oppression

Write a little about how you think your age identity intersects with your race. Note your privilege and oppression identities related to adultism and ageism.

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

How do you think others perceive your age intersecting with your race?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

How do you think you perceive the age of others intersecting with their race?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

As you work to reduce adultism and ageism—either as a White person by using your racial privilege or as a person of color by using your own and others’ experiences of racism—what experiences, knowledge, or understandings do you need to keep in mind in terms of your age intersecting with your race?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
Racial Healing Practice

My Most Important Identity Intersections with My Race

What are the three most important identities to you other than your race? Write those here. Refer to the earlier table in this chapter if you need a quick refresher.

1. 
2. 
3. 

How do these three identities influence how you feel about your race?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

How do these three identities multiply your privilege or buffer your oppression?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

How can you value these three identities further and be more aware and conscious about them on your healing from racism journey?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
Racial Healing Practice

Becoming a Racial Ally

Whether being a racial ally is a new idea to you or whether it’s something you have been doing for a while, it’s helpful to reflect on what it means to you personally to be a racial ally. Remember that whether you are White or a person of color, you can be a racial ally to your own race and to others outside of your race.

Write about three times you have been a racial ally in the past.

1. 

2. 

3. 


Write about three opportunities you have right now to be a racial ally (e.g., at work or school, with your family or friends, in your community).

1. 

2. 

3. 

Write about three times it has been tough to be a racial ally. If you can't think of three times you've practiced allyship, think about three reasons you might be apprehensive about being a racial ally in the future.

1. 

2. 

3. 
Racial Healing Practice

Applying the Dos of Racial Allyship

Whether you are White and identifying ways to use your privilege more effectively to challenge injustice or whether you are a person of color looking to ally more with your fellow people of color and communities of color, being a racial ally requires ongoing awareness and practice. Respond to the following questions to identify how to grow your awareness of the practice of racial allyship.

What are three ways that you can educate yourself about racism in an ongoing manner?

1.  

2.  

3.  

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What are three ways you can become a good listener as a racial ally?

1. __________________________________________

2. __________________________________________

3. __________________________________________

What are three ways you can connect with other racial allies as a White person or person of color?

1. __________________________________________

2. __________________________________________

3. __________________________________________
What are three instances in the past when, as a racial ally, you could have apologized when you got it “wrong” (and not over-apologized to the point the person felt they needed to take care of you)?

1. ___________________________________________________________

2. ___________________________________________________________

3. ___________________________________________________________

What are three ways you can endeavor to believe the experiences that people of color have?

1. ___________________________________________________________

2. ___________________________________________________________

3. ___________________________________________________________
RACIAL HEALING PRACTICE

Knowing My Comfort, Growth, and Danger Zones as a Racial Ally

Now that you know a little bit about how being in different zones can shift the effectiveness of your racial allyship, take some time to reflect on how your comfort, growth, and danger zones show up in your own life.

Comfort Zone—Write about a time as a racial ally where you were somewhat effective in your efforts, but you could have been more effective.

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
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________________________________________________________________________
________________________________________________________________________

Growth Zone—Use the example you just wrote about, and now write about how you might have moved more toward your growth zone in this situation. What are the actions you might have taken if you had a “re-do” of that same situation? How could you have made your racial allyship more effective?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
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________________________________________________________________________

Danger Zone—Again, take the same instance you wrote about in your comfort zone above. What about that situation would push you into your danger zone? Think about the things that might make you shut down, numb out, get defensive, and so on, whether as a White or privileged person or as a disadvantaged person or person of color. What would you need in terms of support from yourself and others to move you out of that danger zone?
RACIAL HEALING PRACTICE

Moving from “Ally” to “Accomplice” or “Co-Conspirator”

How might you see your activism moving from “ally” status to “accomplice” or “co-conspirator” status? Take a moment to write about that below:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
Racial Healing Practice

My Relationship to Community

You can be involved in lots of types of communities, from those that have to do with settings you are in (e.g., school, work, neighborhood), which may or may not be of personal value to you, to those that spring from your social identities—race, religion, gender, and so on. Respond to the following prompts.

List some communities of which you are a part right now.

1. ____________________________
2. ____________________________
3. ____________________________
4. ____________________________
5. ____________________________
6. ____________________________

How did you develop the communities you listed above?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
What are the rewards of being in these communities?

What are the challenges of being in these communities?

How does your race play a role in these communities? Are your communities people of color, White folks, or a mixture of races? Do you think about your race when you are in these communities? Why or why not?
Racial Healing Practice

Making the Connection to Community with Racial Healing Strategies

Identify some possibilities that exist right now for you to participate in racial justice communities in person and online. Most likely, you will need access to a computer while you do this Racial Healing Practice so you can search around to see what exists in your local community and beyond, as well as both online and in-person options for each racial healing strategy.

Know Your Racial Identity (chapter 1)
In-person options: 
Online options: 

Explore Your Internalized Racism (chapter 2)
In-person options: 
Online options: 

(Re)learn the History of Racism (chapter 3)
In-person options: 
Online options: 

Grieve and Name Racism (chapter 4)
In-person options: 
Online options: 

Raise Your Race-Consciousness (chapter 5)
In-person options: 
Online options: 

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**Catch Yourself in the Flow of Racism (chapter 6)**

In-person options: 

Online options: 

**Understand Racism in Relationships (chapter 7)**

In-person options: 

Online options: 

**Reclaim Your Whole Racial Self (chapter 8)**

In-person options: 

Online options: 

**Be a Racial Ally (chapter 9)**

In-person options: 

Online options: 

Looking back at your list above, what are the top three online and in-person communities you could access right now?

<table>
<thead>
<tr>
<th>Online</th>
<th>In-Person</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>1.</td>
</tr>
<tr>
<td>2.</td>
<td>2.</td>
</tr>
<tr>
<td>3.</td>
<td>3.</td>
</tr>
</tbody>
</table>
Racial Healing Practice

Exploring My Role in Racial Justice Change

When you think about participating in a racial justice community related to movement building, which one of the four roles fits you best? Respond to the following prompts to explore this.

Are you more of a helper, advocate, organizer, or rebel? Why is this role a good fit for you?

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

What specific strengths do you have related to this racial justice role that you could share with a racial justice community? List six of them here.

1. _______________________________________________________________________

2. _______________________________________________________________________

3. _______________________________________________________________________

4. _______________________________________________________________________

5. _______________________________________________________________________

6. _______________________________________________________________________

For the three roles in social justice change that don’t fit you as much, write a little bit about why this is. Might assuming one of these roles push you into your comfort or danger zones?

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________
Take a moment to reflect on the ways you are different now from when you started this workbook. What have you learned about yourself and how have you grown?

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

When you think about your next steps in your racial healing journey, what are the five most immediate next steps for you to take to keep increasing your clarity and vision?

1. _______________________________________________________________________

2. _______________________________________________________________________

3. _______________________________________________________________________

4. _______________________________________________________________________

5. _______________________________________________________________________
Racial Healing Practice

What Does a Racially Just World Look Like to Me?

Close your eyes and let yourself envision a racially just world. Dream big, remove any barriers that come up, and write your vision here.

________________________________________________________________________

________________________________________________________________________

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________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
Below, write what you need to keep in mind as you work toward your vision of a racially just world.