

What can I do?

For those who identify as Black, Indigenous and Persons of Color (BIPOC), engagement with these resources may be triggering. This roadmap is intended as a starting place for those who want to understand racism and oppressive systems, to learn together.

For those who identify as white, you may find yourself reacting to and/or defending yourself while engaging with the roadmap. Challenging your own culture, privilege and bias can be uncomfortable as you learn things about yourself and systemic racism. This is necessary as you begin to take action to fight against oppressive systems.

LEARN

Own your responsibility to educate yourself about the history of racism in the United States and how a system of white supremacy has both benefited and harmed us. Commit to lifelong learning and continually challenge yourself to discover and unearth the answers to the questions you have, and to learn about how systemic racism functions..

WEEK ONE Learning Opportunities

Select at least one of the following:



READ

[White Privilege: Unpacking the Invisible Knapsack](#)



WATCH

[13th](#)



LISTEN

[1619: Episode 1 The fight for a true democracy](#)



REFLECTION FROM WEEK ONE

Can you describe where the notion of “whiteness” came from? What new historical context did you learn about the fight for true democracy and the construct of race? What is the connection between racial inequity and the prison system?

LEAN

Lean into the discomfort of vigilantly working to unlearn your own racisms and biases. Create spaces and conversations with other people to learn, heal, organize and take action.

WEEK TWO Learning Opportunities

Select at least one of the following:



TAKE

[Community Organizing for Social Justice](#)



WATCH

[Robin DiAngelo on White Fragility*](#)
see the question on our [Ask Us Anything](#) page about some critique of Robin DiAngelo's work



TAKE

[Confronting Bias: Thriving Across Our Differences](#)



REFLECTION FROM WEEK TWO

What are two ways you will actively counter bias? What is white fragility? What is one action you will take to connect with others to heal, organize and drive change?

LISTEN

Listen to friends, colleagues, students of color and Black activists. Listen to their stories and experiences and **believe** what you hear without defending, minimizing or doubting. Start by understanding perspectives outside your own and learning from shared experiences. Connecting back to week 1, learning is your responsibility. Listening does not equate relying on BIPOC friends and colleagues to educate you.

WEEK THREE Learning Opportunities

Select at least one of the following:



FOLLOW

[@privtoprog](#) (or similar) on your social media channels



SUBSCRIBE

to the podcast [tellblackstories](#)



WATCH

[A Conversation About Growing Up Black](#)



REFLECTION FROM WEEK THREE

What did you observe after following Privilege to Progress or someone similar on social media? Write your reflections on the video: A Conversation About Growing Up Black. What are three ways you can increase listening to the voices of others?

LOVE

Support minoritized people and groups. Find local BIPOC owned businesses and BIPOC owned organizations doing social justice work and donate funds. Take time to talk to, connect with and affirm BIPOC colleagues and friends. Speak up when you witness racism and bigotry.

WEEK FOUR Learning Opportunities

Select at least one of the following:



SUBSCRIBE

[To the weekly "5 Ally Actions" and put them into practice](#)



FIND

One organization or local BIPOC owned business you can support.



READ

[The Speak Up Handbook](#)

[Black owned businesses in Metro Detroit](#) | [Black owned food/beverage businesses](#) | [AWIB - Michigan Resources from Asian Women in Business](#)
[South Asian Americans for a Stronger Michigan](#) | [Blackstone Bookstore & Cultural Center](#) | [Source Booksellers Online](#)



REFLECTION FROM WEEK FOUR

What organization did you choose to support and how? What one ally-action did you put into practice? What was the result? Which story or aspect from the Speak Up handbook resonated with you? How can you integrate that into your toolbox for speaking up?

Connecting the dots



George Floyd, Minneapolis Protests, Ahmaud Arbery & Amy Cooper
WATCH [The Daily Social Distancing Show with Trevor Noah](#)

Journal your thoughts around what you heard in Trevor’s message. As Trevor suggested: “Imagine you were them, watching that contract being ripped up every single day — **ask yourself how you’d feel.**” Explore this helpful [Anti-Racism Support and Toolkit](#) provided by the U-M Office for Health Equity and Inclusion (OHEI).

