

PERSONAL PLAN WORKBOOK

ADVOCATING FOR STUDENTS OF COLOR



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Advocating for Students of Color

Introduction

Using the listed prompts, describe yourself to others in the workshop. You can share as much or as little as you prefer.

Name:

Pronouns:

Campus Department:

Why this workshop:

Interesting Fact:

Experiences of Students of Color on College Campuses

Definitions:

Tokenization

Fetishization

Stereotypes

"Acting White"

Microaggressions

Experiences of Students of Color on College Campuses

Did anything stand out to you about the experiences of Students of Color on college campuses?

Understanding Racism

Take the sticky notes in front of you and write three (3) scenarios that come to mind when you hear the word racism.

You can use the following space to write notes before you transfer your scenarios to the sticky notes.

What is INTERNALIZED racism?

What is INDIVIDUAL racism?

What is INSTITUTIONAL racism?

Advocate Action Reflection

Use the Space below to reflect on your current thoughts about serving as an advocate for Students of Color.

Tips: Serving as an Advocate

1. Remove a Colorblind Ideology: Understand that removing color strips POC of their identity, it suggests something is wrong with POC, and doesn't recognize their specific struggles in the US based on race.
2. Recognize that you are White: Understand that being White comes with certain privileges.
3. Resist being a "good" white person: Do not declare how you are a "good" white person, as "good" white people have the mentality that everything is fine if they personally try to treat everyone the same. However, this does nothing to dismantle a system of racism.
4. Be an accomplice, not a self-proclaimed ally: An accomplice is someone who puts themselves on the line the same way POC put themselves on the line every day to demand justice.
5. Don't demand to be educated, but also don't take education for granted: POC are not required to educate you about racism. You can take the time and research that on your own. However, when a POC does take the time to share their story or research on racism, be grateful.

Tips: Serving as an Advocate

6. Listen: There have been many conversations, but not enough listening. POC have been sharing their stories for years and are still telling those same stories. When true listening occurs, we can work together to end systems of oppression.

7. Educate other White people: If you encounter an ignorant White person, take the time to educate them. It could save a POC some emotional trauma later. It can be emotionally draining for POC to continually try to education White people.

8. Address and Unlearn Biases: Make genuine efforts to unlearn biases. When confronted about personal racial biases, reflect on it and address it.

9. Understand the Cultural Background of POC, but also View POC as Individuals: Understanding the cultural backgrounds of POC are important and at the same time, understand that POC aren't a monolithic group.

10. Challenge the Status Quo: If you encounter a situation that reinforces the status quo and disenfranchises POC, speak on it. Challenge it.

Tips: Serving as an Advocate

11. Do Your Own Research: Attending a workshop is great, but there is a great deal of literature out there to learn more. Doing research will also help you reflect on your own journey to be an advocate for POC.

Advocate Action Reflection

How well do you do the following:

1. Reject Colorblindness as a way to dismantle racism

- A. I do not do this at all
 - B. My approach needs work
 - C. I do this, but not well
 - D. I actively use this approach and look for ways to learn more
-

2. Serve as an accomplice rather than a self-proclaimed ally

- A. I do not do this at all
 - B. My approach needs work
 - C. I do this, but not well
 - D. I actively use this approach and look for ways to learn more
-

3. I do NOT demand to be educated or take education about POC for granted

- A. I do not do this at all
- B. My approach needs work
- C. I do this, but not well
- D. I actively use this approach and look for ways to learn more

Advocate Action

Reflection

How well do you do the following, continued...

4. I listen to the stories of POC and take to heart what is said

- A. I do not do this at all
 - B. My approach needs work
 - C. I do this, but not well
 - D. I actively use this approach and look for ways to learn more
-

5. If I see other White people engaging in racist actions, I attempt to educate them

- A. I do not do this at all
 - B. My approach needs work
 - C. I do this, but not well
 - D. I actively use this approach and look for ways to learn more
-

6. I am constantly trying to unlearn biases related to race

- A. I do not do this at all
- B. My approach needs work
- C. I do this, but not well
- D. I actively use this approach and look for ways to learn more

What is my Advocate Type?

According to Edwards (2006), there are three types of advocates/allies:

#1 Ally for Self-Interest: An ally who is invested in social justice for the people they know and care about. Allies for Self-Interest do not believe that there is a system of social justice problems, but that if people are "good" and follow societal rules, "good" will follow them. They don't see privilege.

#2 Ally for Altruism: An ally who is invested in helping the "other." They care about social justice but they are not open to critique. They struggle with exploring their own issues. They feel guilty about privilege and try to distance themselves from it.

#3 Ally for Social Justice: An ally who is invested in working with (rather than for) individuals from target group populations. Has the philosophy that we need justice for all and actively works to dismantle the current system. Thinks privilege should be highlighted and uses unearned privilege against itself.

What is your advocate type?

Advocate Action Plan

Use the Space below to reflect on at least three (3) areas where you can improve as an advocate for Students of Color. As you are writing your answers, think of your Sphere of Influence on campus.

Area 1:

Area 2:

Area 3:

Implementing Your Plan

What challenges do you foresee when thinking about implementing your plan? How do you plan to overcome these challenges?

Challenges for Area 1:

Challenges for Area 2:

Challenges for Area 3:

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