

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 of you 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 and fight against oppressive systems that you may benefit from.

LEARN

Own your responsibility to educate yourself about the history of whiteness 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 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

[Where did the notion of "whiteness" come from Podcast](#)



REFLECTION FROM WEEK ONE

Can you describe where the notion of “whiteness” came from? What is white privilege? If you are white, how can you use your privilege? 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](#)



TAKE

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



REFLECTION FROM WEEK TWO

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

LISTEN

Listen to friends, colleagues, students of color and black activists. Listen to their stories and experiences and believe them 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 black 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 black owned businesses and black owned organizations doing social justice work and donate funds. Take time to talk to, connect with and affirm black 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 black owned business you can support.



READ

The Speak Up Handbook

[Black owned businesses in Metro Detroit](#) | [Black owned food/beverage businesses](#) | [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).

