



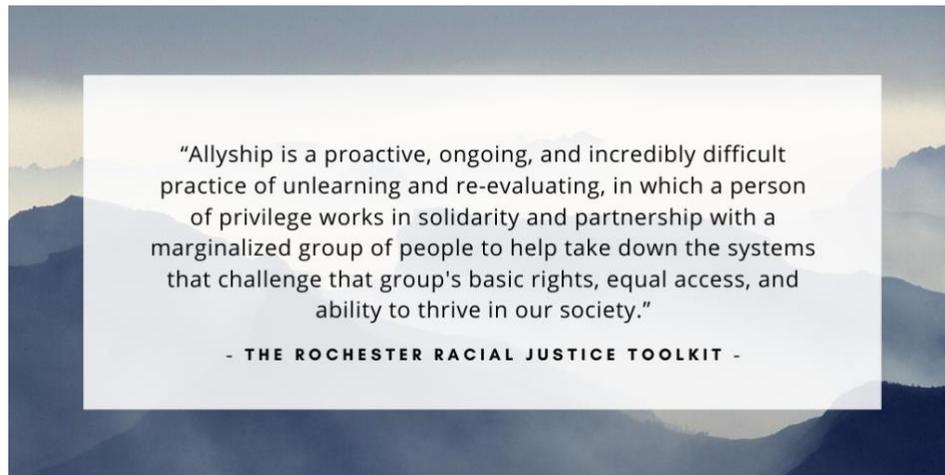
Anti-Racist and Allyship Resources for Student Organizations

Advocating for change is never easy. We must all work together to combat racism on our campus and in our communities. This resource is designed to give you practical information and tangible steps towards action in your student organizations. We're right here alongside you!

-The Office of Leadership and Student Involvement

Commit to Doing the Work: Get educated. [Use this list of resources](#) compiled by the Division of Student Affairs as a starting point for you to work through both individually and as an organization.

Educate yourself and your members on what it means to be an ally by using this [Guide to Allyship](#).



Assess the Current Environment of Your Organization: What is working and what isn't? What additional support does your organization need to be successful in engaging in anti-racist work? Ask others. LISTEN. If you are wondering where you start with an organization assessment, check out [Robin D'Angelo's Antiracist Checklist for Whites](#) or [Peggy McIntosh's "White Privilege: Unpacking the Invisible Knapsack"](#).

Create a "Change Team" Within Your Organization: *"The change team is responsible for leading the race equity change, including the formation of clear race equity goals and processes to achieve them"*. Credit: dRworks. [Find more here](#).

Create a Diversity & Inclusion Position: Ensure the position is seated at the executive level with other leadership positions. Give them resources (money, etc.) to allow them to be successful in their role. Concurrently, have ALL positions commit to doing this work within the organization. It is not just the job of one person or position.

Create Opportunities to Learn Together as an Organization:

- Read about [White Supremacy Culture](#) from Dismantling Racism Works (dRworks). Identify opportunities from readings and create action plans to move forward.
- Review Dr. Kathy Obear's [Competencies for White Allies and Change Agents worksheet](#). Commit to working through it as an organization.
- Check out [The MSW@USC Diversity Toolkit: A Guide to Discussing Identity, Power and Privilege](#). This toolkit lays out seven activities that your organization could use together to explore identity, power and privilege as a group.

Practical Ways to Get to Work:

- Support cultural and identity group events at USM that your membership does not typically attend.
- Money talks. Consider diverting organization funds from a social or other event and make a donation to support organizations that are working towards racial justice on campus or in the community.
- Set specific SMART goals for your organization each semester and plan programs around anti-racism to occur regularly. Advocate for more diverse programming within your organizations (and at USM) especially if you hold a position of privilege or power. Share progress of these goals at the start of every meeting. Share them publicly. Ask members to hold you accountable.
- How do you bring new members into your organization? Review this post titled [“How Racism Lives in Modern Fraternity/Sorority Joining Process”](#) by Matt Mattson of Phired Up. Even if your organization is not Greek, there are takeaways from the article that are relevant to all group membership processes.
- Create an Approach for Response and Accountability by making sure there is a process and follow through if a member of your organization violates the values of your organization and your commitment to being an anti-racist and inclusive community. How will you handle it? Have this process detailed in your governing documents and refer to it often as a reminder for all members accountability.
- Evaluate and shift who the organization spends time with. Create co-sponsored activities and do more cross programming with organizations whose membership and purpose is different than your organization.

Adapted from College of William and Mary Student Leadership Development & Center for Student Diversity.

The Office of Leadership and Student Involvement

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