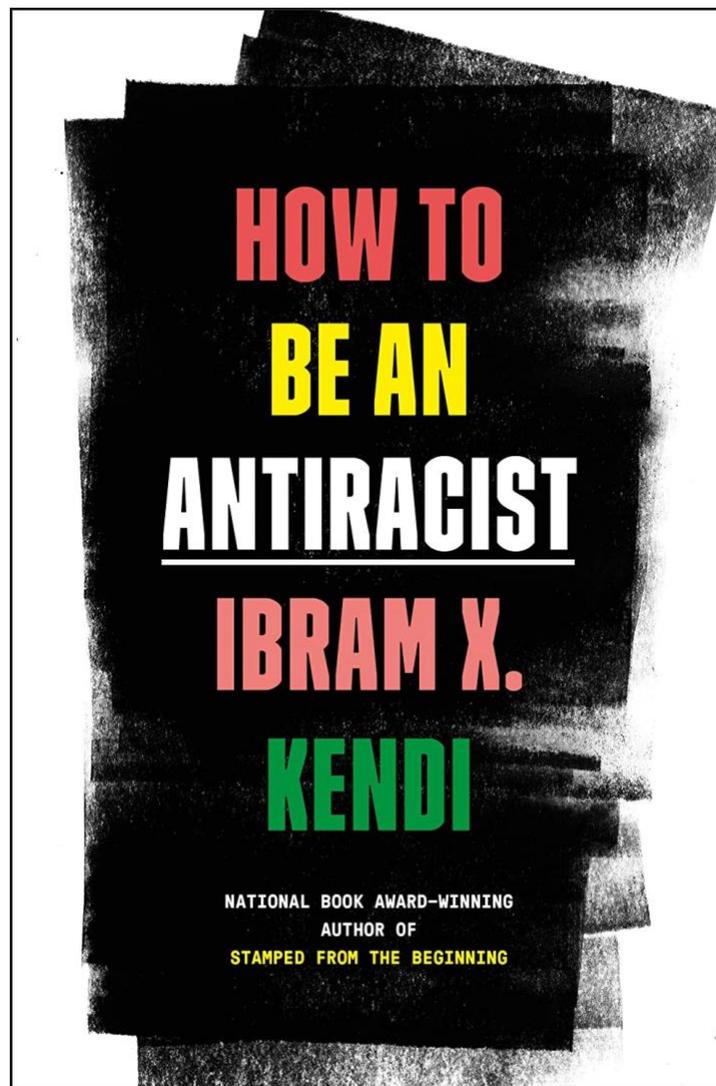


Name _____

Group _____

Companion Guide to How to be an Antiracist (2019) by Ibram X. Kendi



Fall 2020

Sponsored by the Teaching Transformation and Development Academy

“What gives me hope is a simple truism. Once we lose hope, we are guaranteed to lose. But if we ignore the odds and fight to create an antiracist world, then we give humanity a chance to one day survive, a chance to live in communion, and chance to be forever free.” (How to Be an Antiracist, p. 238)

Welcome to our book discussion. We are excited you have chosen to join us!

Facilitators:

- *Khalifa Alshaya*
- *Zarrina Azizova*
- *Nikki Berg-Burin*
- *Stacy Borboa-Peterson*
- *Sharon Carson*
- *Julia Ernst*
- *Jeff Gibson*
- *Birgit Hans*
- *Wendelin Hume*
- *Cheryl Hunter*
- *Margret Jackson*
- *Cindy Juntunen*
- *Heather Terrell*
- *Andre Kehn*
- *Anne Kelsch*
- *Krista Lynn Minnotte*
- *Kizito Mukuni*
- *Casey Ozaki*
- *Manush Rami*
- *Nicole Redvers*
- *Jenny Reichart*
- *Todd Sabato*
- *Michelle Sauer*
- *Betsy Scharf*

Dates

Kick Off Zoom Meeting Monday, Sept. 14, 11-12:30pm (you will receive a Zoom link)

Small group discussions (you will receive a Zoom link from the facilitator you signed up for)

- *Week of September 28 Intro and Ch. 1-4 discussion*
- *Week of October 12 Ch. 5-8 discussion*
- *Week of October 26 Ch. 9-13 discussion*
- *Week of November 9 Ch. 14-18 discussion*

Wrap up Meeting Wednesday, Nov. 18; 3-4:30pm (you will receive a Zoom link)

Conversation starters and discussion questions

Introduction & Chapters 1-4

1. *Dr. Kendi shares his own experience with racist thinking. How does his honesty help give us space to acknowledge and name our own racist behaviors and attitudes?*

2. *Dr. Kendi writes, “The only way to undo racism is to constantly identify it and describe it—and then dismantle it.” Why does he believe we need to call out racism when we see it, even if it can be uncomfortable to identify?*

3. *What is the difference between being “not racist” and being “antiracist”? Have you ever heard someone use the phrase “I’m not racist”? How can this phrase prevent us from examining our own ideas, thoughts, and actions? What language can you use in place of saying, “I’m not racist”?*

4. *W.E.B. DuBois writes about double-consciousness in *The Souls of Black Folk* as a “sense of always looking at one’s self through the eyes of others.” How can this dueling consciousness nourish a sense of pride in Black identity? How does it also cultivate shame?*

5. *When did you first become aware of your own racial identity? Did you learn about your racial identity in schools or at home?*

Ch. 5-8

1. *Dr. Kendi thinks that we should assess candidates as being racist or antiracist based on what ideas they are expressing and what policies they are supporting—and not what they say is in their “bones” or “heart.” Do you agree? Why or why not?*

2. *Discuss the unique resilience and resourcefulness people possess if they leave everything in their native country behind and immigrate to another. Those who value immigrants from European countries and devalue immigrants from Latin America is supporting racial inequity. Have you witnessed this type of racism?*

3. *Dr. Kendi internalized his individual academic struggles as being connected to his race. How do educational policies create disparities between racial groups?*

4. *Can you think of a time that you have attributed someone’s behavior to their race? How can you practice separating racial identity from behavior?*

5. *What messages about the Black body are taught in the United States? How do these messages show up in the media, in policies, and in our perceptions about communities?*

Ch. 9-13

1. *Why is it important to separate the history and behavior of a racial group from the genes and culture of that same group?*

2. *People tend to focus on defining individuals as racist rather than focusing on policies that produce inequities. What steps can you take to interrogate and examine racist policies rather than focusing your attention on individual people or groups of people?*

3. *How is colorism, including preferences for particular skin and eye colors, hair textures, and facial features, reflected in today's beauty standards?*

4. *Inequities between Light and Dark African Americans can be as wide as inequities between Black and White Americans. How have you seen colorism play out in real life and/or in the media?*

5. *Kendi writes, "White supremacist is code for anti-human, a nuclear ideology that poses an existential threat to human existence." How are white supremacists and their ideology actually harmful to all of humanity—including white people?*

Ch. 14-18

1. *Dr. Kendi makes the case that to be antiracist, one must stand against all forms of bigotry. Why is standing against other bigotries so essential to standing against racism?*

2. *How does racism disproportionately impact women, particularly Black women?*

3. *How are homophobia and racism intertwined?*

4. *What does it mean to be courageous in the face of racism? How is this different from being fearless?*

5. *Dr. Kendi recommends that we approach antiracist work with vulnerability. Why is it difficult to acknowledge our own beliefs or perspectives as being racist? How can recognizing and sharing our own beliefs create an opportunity for self-reflection? How can you help others in their own reflection and learning?*

6. *The book's central message is that the opposite of "racist" isn't "not racist." The true opposite of "racist" is antiracist. "The good news," Kendi writes, "is that racist and antiracist are not fixed identities. We can be racist one minute and an antiracist the next." What does it mean to have to constantly reaffirm your identity as an antiracist? Is there any benefit to the fact that you can't just decide you are "not racist" or an antiracist and be done with it?*

7. *The author compares the spread of racist ideas to the spread of cancer. Does this analogy make sense to you? What can be done to stop the spread of racist ideas?*

8. *Many people argue that racism will go away if we stop focusing on race and stop talking about race. After reading this book, how would you respond to this argument? What happens when we ignore or minimize racist acts and behaviors? What happens when we define and focus on racist acts and behaviors?*

9. *Kendi believes we can defy the odds, heal society of racism, and create an antiracist society. Do you? Why is hope so central to the antiracist movement?*

Notes
