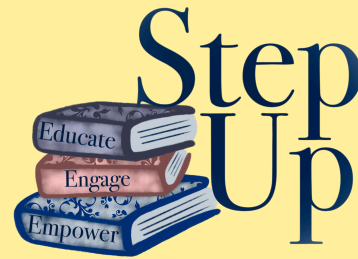


About Step Up AA


Our mission is to use education to take action against racial injustices within our community and around the world.

Join us in our mission!



EDUCATE.
ENGAGE.
EMPOWER.

Contact Us

 @Stepup_YEG

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Step Up Anti-Racist
Association

**HOW TO BE
ANTI-RACIST**

**“In a racist society,
it is not enough to be
non-racist, we must
be anti-racist.”
– Angela Davis**



Steps to Take to be Anti-racist

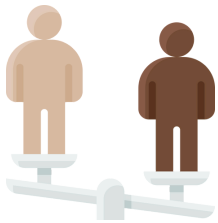
1. Understand the types of racism

Individual racism refers to the beliefs, attitudes, and actions towards people based on their race, in conscious and unconscious ways.

Interpersonal racism occurs between individuals. These are public expressions of racism, often involving slurs, biases, or hateful words or actions.



Institutional or Systemic racism is when rules or systems in place give unfair treatment towards people because of their race. These policies often may not directly mention race.



Internalized Racism is when racialized people accept the beliefs, ideas and/or actions that uphold racism.



Racial Equity Tools

Scan to learn more about the fundamental concepts of racism

2. Reflect & take accountability

Think about the ways you or people around you may have been upholding racism. As residents on colonized lands, we are already part of many racist systems. It is now your job to **hold yourself accountable** when you find yourself believing certain **stereotypes**, or showing **prejudice** towards someone.

In addition, go out of your way to **educate your social circle**, or to encourage them to seek out their own education.



3. Bring an anti-racist lens everywhere you go

It is important to disrupt systems that have been upholding anti-racism far too long. This can be done through starting conversations and proposing ways to practice anti-racism.

Scan this for ways you can take actions towards anti-racism in your office and on your own



UC Davis Diversity, Equity and Inclusion

Resources

Step Up AA Resources

General anti-racism resources & ways to support Edmonton Community



Micropedia

Learn about real-life examples of microaggressions towards marginalized groups

Centre for Race and Culture

Learn about the systemic impact of racism and stories of racialized Canadians



Sources

nmaahc.si.edu/learn/talking-about-race/topics/being-antiracist
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www.racialequitytools.org/resources/fundamentals/core-concepts/internalized-racism