

Dismantling Racism:

a Study and Action group for justice, liberation, and belonging at Cal

COMMUNITY AGREEMENTS

Dismantling Racism participants agree that:

- Racism exists, and exists at UC Berkeley.
- Racism is an institutionalized system that maintains and reinforces racial oppression with or without overt white supremacist attacks or bigotry.
- Whiteness, blackness, and all racial concepts are artificially constructed categories, created and perpetuated in the service of white supremacy, that impact everyone.
- We can and must all do our own ongoing work to recognize and root out our internalized racism.
- If you are not acting against racism, you are supporting racism (Ibram X Kendi).
- We can and must make change to achieve systems that are fair and just, starting here at UC Berkeley.
- In our work together:
 - We encourage honest conversation and productive collaboration.
 - We value inclusion; we want to hear all voices and perspectives.
 - We strive for the humility to continually learn from each others' experiences, thoughts, and opinions.
 - We strive not to replicate patterns of privilege and marginalization within our own group.
 - We recognize that we must be comfortable with being uncomfortable.
 - ~~We assume good intentions in group members.~~ We demonstrate our good intentions by treating each other with respect.
 - We recognize that intention and impact are not always aligned. We will take responsibility for our negative impacts.
 - We will make mistakes.
 - We will do our best to restoratively amend the mistakes we make, and learn from them together.

Community Agreement Annotations

Dismantling Racism participants agree that:

- Racism exists, and exists at UC Berkeley.
 - [see [Myth #1](#): South is the epicenter of racism; [Myth #2](#): Racists are easy to identify; also “we’re [good white people](#) vs those other bad white people”, [Nice White Parents](#)]
- Racism is an institutionalized system that maintains and reinforces racial oppression with or without overt white supremacist attacks or bigotry.
 - [see [Unequal Opportunity Race](#), [Myth #5](#)] If we woke up tomorrow with our minds magically wiped clean of racial stereotypes and bias, would our societies be fundamentally different? No, prison system will not have been reformed, wealth not redistributed, access to voting not magically made fair and equal
- Whiteness, blackness, and all racial concepts are artificially constructed categories, created and perpetuated in the service of white supremacy, that impact everyone.
 - [[Seeing White](#); [Race History](#)]
- We can and must all do our own ongoing work to recognize and root out our [internalized racism](#).
- If you are not acting against racism, you are supporting racism ([Ibram X Kendi](#)).
 - [[moving walkways](#)]
- We can and must make change to achieve systems that are fair and just, starting here at UC Berkeley.
 - see [Myth #3](#): Racism will die out with older generation
 - Berkeley idealism isn’t going to save us
 - [Myth #5](#): Racial progress is inevitable
- In our work together:
 - We encourage honest conversation and productive collaboration.
 - We are here as an intentionally multi-racial group to learn from each other’s unique vantage points, support one another, and harness the power of collective organizing. Work that we do locally can have large consequences
 - We value inclusion; we want to hear all voices and perspectives.
 - because white voices usually dominate, requires centering non-white voices. [[white tears](#)]
 - We strive for the humility to continually learn from each others’ experiences, thoughts, and opinions.
 - Listen for curiosity
 - We strive not to replicate patterns of privilege and marginalization within our own group.
 - [[white supremacy culture](#)]
 - We recognize that we must be comfortable with being uncomfortable.
 - [[white fragility](#), [white tears](#)]

- ~~We assume good intentions in group members.~~ We demonstrate our good intentions by treating each other with respect. [[good intentions](#)]
- We recognize that intention and impact are not always aligned. We will take responsibility for our negative impacts.
- We will make mistakes.
 - We aren't doing this work to make ourselves look good, we will make mistakes that don't feel good, but fear must not keep us from persisting in the work
- We will do our best to restoratively amend the mistakes we make, and learn from them together.