### Spectrum: From Non-Racist to Anti-Racist Advocate

*(Examples adapted from [Marlon James video](https://www.youtube.com/watch?v=example) & Dr. Gordon Hodson’s article “Being Anti-Racist, Not Non-Racist” *Psychology Today*, 1/20/16)*

<table>
<thead>
<tr>
<th>Passive Non-Racist is:</th>
<th>Active Non-Racist is:</th>
<th>Ally behavior/action is:</th>
<th>Anti-Racist Advocacy is:</th>
</tr>
</thead>
</table>
| **Individual:**  
Being friendly & courteous to people of different backgrounds | Not participating in racist or derogatory remarks/humor in person or online | Expressing your surprise or disagreement; asking speaker for clarification; listening without interrupting when someone says to you “That’s racist” or “white people...” | Participating in talks/ rallies/ protests against injustice & state-sponsored police brutality |
| **Communal:**  
Valuing diversity in your community | Extending your home to people of different backgrounds | Living in a neighborhood with people who look different from you; being aware of the imbalance of power and pointing out racism & injustice; | Working to secure equity in your spheres of influence (home, workplace, schools, place of worship, city, etc.); Advocating for equitable distribution of power, resources & opportunities |
| **Educational:**  
Building awareness by educating self: reading & learning about racism, white privilege & power | Observing how privilege & racism are in action in your own life and community; talking to family about respecting differences | Evaluating how you contribute to systems of oppression and working to change that in your circles: where do you get your news? How do you include people who don't look like you in your decision-making? Starting early in education by providing books on diversity to schools and supporting teachers who have culturally-responsive classrooms | Giving public attention to issues of inequity & injustice; advocating that kids in schools/activities are treated justly & have equitable opportunities for success; attending school board meetings & serving on community advisory boards |
| **Systemic:**  
Knowing who in power works toward racial justice | Signing online petitions or sharing with others information on Equity track record of companies, candidates & representatives | Building trust & relationships with others who can affect change on larger scale; challenging systemic racism when you experience unearned privileges | Campaigning for candidates who work for racial justice; using your spheres of influence to connect with larger groups & institutions to dismantle racism |

---

**Campbell Consulting ©**  
Facilitating • Presenting • Training  
Rina@Rinacampbell.com