

# humantold

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## **Becoming an Ally**

Explore how Okun's six components (*read, reflect, remember, take risks, rejection, and relationship building*), plus the seventh step added—(*rest*)ore— might fit together to help you develop a more realized antiracist identity. Write about where you think you are for each component—what your strengths might be and where you might need to grow.

1. Read and educate yourself on the effects, impacts, and other structures of racism.

*My strengths:*

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*Areas needing growth:*

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2. Reflect on what this education means for you as someone developing an antiracist identity.

*My strengths:*

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*Areas needing growth:*

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3. Remember how you participate in the thoughts, beliefs, and actions that internalize and uphold racism.

*My strengths:*

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*Areas needing growth:*

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4. Take risks to challenge racism when you see it or realize when you are participating in it.

*My strengths:*

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*Areas needing growth:*

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5. Rejection is a part of being an antiracist. If you are White and are rejected, hearing the anger that people of color have about racism, you don't take it personally; you allow people of color to have and express that anger. If you are a person of color, you are comfortable with your anger, which helps establish and strengthen the boundaries you have against racism. In both racial groups, you continue to stay in the fight against racism.

*My strengths:*

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*Areas needing growth:*

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6. Relationship building is a part of what you do along the way—with White folks and people of color who are somewhere on their journey from nonracist to antiracist.

*My strengths:*

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*Areas needing growth:*

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7. (Rest)ore for the next steps in your antiracist identity.

*My strengths:*

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*Areas needing growth:*

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Adapted from: *The Racial Healing Handbook: Practice Activities to Help You Challenge Privilege, Confront Systemic Racism, and Engage in Collective Healing* by Anneliese A. Singh