



INCLUSION, DIVERSITY, EQUITY, AND ANTIRACISM INITIATIVE (IDEA)

HILLSBOROUGH
COUNTY
COUNCIL
PTA/PTSA

Diversity, Equity, & Inclusion Committee

What is anti-racism?



"Anti-racism is not simply being against racism. It is an active mission to eradicate racism in all of its forms to ensure BIPOC can live in an equal and free world. In other words, this isn't a spectator sport.

It requires being loud, uncomfortable, confrontational and visible to ensure change is made."

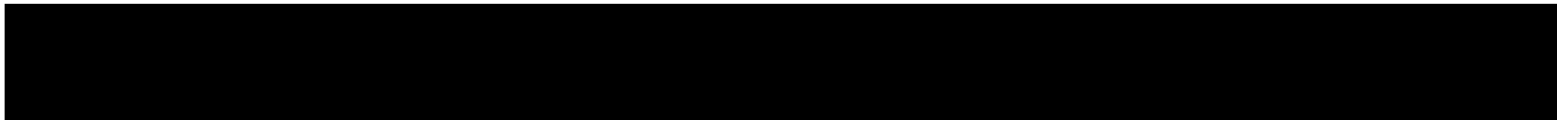
Doyin Richards

Overview

SEVEN STEP CALL TO ACTION

**TO HELP OUR FAMILIES EMBRACE INCLUSION,
DIVERSITY, EQUITY, AND ANTIRACISM (IDEA –
AN INITIATIVE DEDICATED TO THOSE GOALS).**

**WE'RE FILLING THE GAPS IN OUR LEARNING
ABOUT RACIST SYSTEMS IN OUR COUNTRY TO
TRANSITION FROM A POSITION OF PASSIVE
NON-RACISM TO ACTIVE ANTIRACISM.**



PART 1

PART 1 is aimed at educating white people, and when possible amplifying and highlighting Black voices and organizations.

“White supremacy won’t die until white people see it as a white issue they need to solve rather than a Black issue they need to empathize with.”

- Dwayne Reed
@TeachMrReed

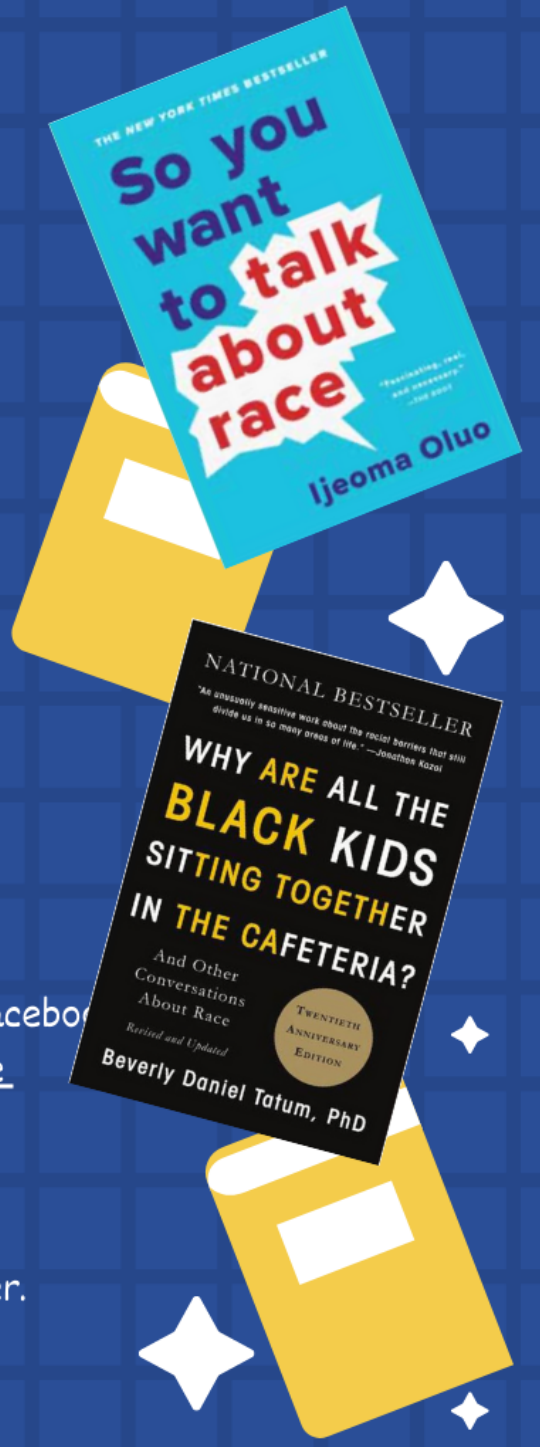
Read.

This might be the most important Day of Action. We have to start somewhere to educate ourselves and our families so that we can make informed decisions and engage in conscientious actions.

HCCPTA IDEA VIRTUAL BOOK CLUB

HCCPTA SOCIAL JUSTICE VIRTUAL BOOK CLUB

Join HCCPTA Social Justice Book Club Group on Facebook
We will be reading [So You Want to Talk About Race](#)
by Ijeoma Oluo in September
and
[Why Do All the Black Kids Sit Together In
the Cafeteria?](#) By Beverly Daniel Tatum, PhD
in October.



The graphic features a blue background with a white grid pattern. On the right side, there are two book covers. The top book is 'So you want to talk about race' by Ijeoma Oluo, with a blue cover and white text. The bottom book is 'Why Are All the Black Kids Sitting Together in the Cafeteria?' by Beverly Daniel Tatum, PhD, with a black cover and white text. Both books are shown at an angle, as if they are part of a stack. There are also several white starburst shapes scattered around the books.



Watch.

Learn from watching some videos.
TV is an easy way to sit back and learn.

"THE BEAUTY OF

ANTIRACISM

IS THAT YOU DON'T HAVE TO PRETEND
TO BE FREE OF RACISM TO BE AN
ANTI-RACIST. ANTIRACISM IS THE
COMMITMENT TO FIGHT RACISM
WHEREVER YOU FIND IT,

INCLUDING IN YOURSELF.

AND IT'S THE ONLY WAY FORWARD."

IJEOMA OLUO

LISTEN.

If you've done some watching and reading, perhaps you want to have more conversations with your children about race. This is a wonderful opportunity for you to engage and listen to your children as you help them navigate a really complex issue.

PART 2

Speak-up

We have read, watched, listened, and learned. Now it is time to take that knowledge and wield it against those who uphold racist policy. We all have an opportunity, and some say a civic duty, to participate in the democracy around us. What do we care about? What needs to change?

Protest

For this section, all information is geared towards adults, so you can choose the level of inclusion and appropriateness for your family.

Promote

This action and guide is entirely geared towards adults. Time to spread the word with your likes, clicks and dollars. It's about promoting BIPOC businesses and using your money to make a statement of support.

Persist

Don't let the momentum stop. This document provides tons of resources but we must continue the endeavor of fighting racism. Watch, Listen, Speak Up, Promote but the work lies in the Persistence in which we do these things.

TO BE AN ALLY IS TO...

1. Take on the struggle as your own.
2. Transfer the benefits of your privilege to those who lack it.
3. Amplify voices of the oppressed before your own.
4. Acknowledge that even though you feel pain, the conversation is not about you.
5. Stand up, even when you feel scared.
6. Own your mistakes and de-center yourself.
7. Understand that your education is up to you and no one else

Recap



Resources

NATIONAL PTA DIVERSITY-EQUITY-INCLUSION-RESOURCES

<http://bit.ly/NPTADEI>

HILLSBOROUGH COUNTY COUNCIL PTA/PTSA DIVERSITY-EQUITY-INCLUSION-RESOURCES

<http://bit.ly/HCCPTADEI>
