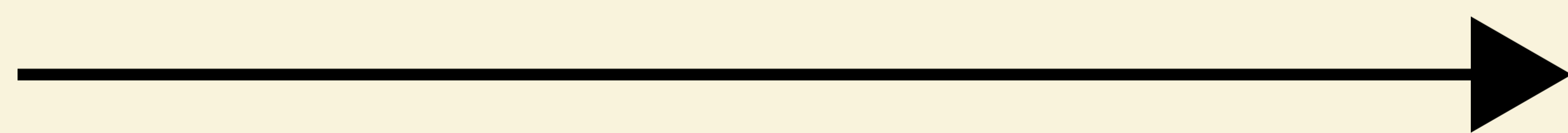


[This infographic is taken and adapted from Tre Johnson's article "When Black people are in pain, White people just join book clubs"]

White People:
Now **is NOT** the time
to join a book club:
Why joining an
anti-racist bookclub
isn't effective allyship

Learn more about why



**Reading and discussing White Privilege
is not enough. It's time to do more.**

“This isn’t the time to circle up with other White people and discuss Black pain in the abstract; it’s the time to acknowledge and examine the pain they’ve personally caused.

You’ve had access to instruction about Black humanity, freedom, mobility, happiness and health since we were brought here. It stretches as far back as slave songs and Phillis Wheatley poems and carries through Black Lives Matters activism. You’ve had your chance to say “This,” over and over again. **Now act.**”

- Tre Johnson

THIS WORK IS NOT MEANT TO BE COMFORTABLE

And book clubs, by nature, are comfortable gatherings of friends –



not a space to confront each other's behavior in meaningful ways.

AFTER ALL, "WHO WANTS TO DAMAGE A RELATIONSHIP OVER SOMETHING AS ABSTRACT AND REMOVED AS RACISM?"

COMFORT

PRODUCES INACTION

BOOK CLUBS OFTEN CREATE **TEMPORARY** RESPONSES AND ACTIONS

"Checking in" texts, DMs,
and posts on Social Media

AS IF BLACK PEOPLE'S EXPERIENCE
OF RACIAL OPPRESSION HAS BEEN
LIMITED TO THESE PAST FEW WEEKS

OR EVEN **JUST** TO POLICE BRUTALITY

**MOST SURFACE-LEVEL ACTIONS THAT
RESULT FROM BOOK CLUBS FAIL TO
ADDRESS THE ROOTS OF RACIAL INJUSTICE**

**MANY OF WHICH BOOK CLUB PARTICIPANTS
REMAIN COMPLICIT IN**

**WHAT ARE THOSE ROOTS &
WHAT SHOULD WE DO
INSTEAD? →**



***WE MUST RECOGNIZE THAT
RACIAL INEQUALITY
IS ROOTED IN:***



**HOUSING AND SCHOOL CHOICES;
SOCIAL AND PROFESSIONAL NETWORKS;
THE DEMOTION AND FIRING OF BLACK
EMPLOYEES; MICROAGGRESSIONS AND
SLIGHTS AT DINNER PARTIES,
RESTAURANTS, CAFES AND CONCERTS...**

(TO NAME A FEW CAUSES)

***NOW IS THE TIME TO
DISMANTLE THESE SYSTEMS –
NOT JUST LAMENT THEM –***

**AT YOUR JOB, IN YOUR SOCIAL NETWORK,
YOUR NEIGHBORHOOD ASSOCIATIONS, YOUR
FAMILY OR YOUR HOME**



WHAT ACTIONS SHOULD WE TAKE INSTEAD?

IT'S NOT JUST ABOUT AMPLIFYING
BLACK VOICES

IT'S ABOUT **INVESTING** IN THEM AND
IN THEIR BUSINESSES, EDUCATION,
POLITICAL REPRESENTATION,
POWER, HOUSING, AND ART

IT'S ABOUT **CONFRONTING** HOW, AT
SOME POINT, WE'VE PROBABLY CAUSED
HARM TO A BLACK PERSON'S LIFE,
INTENTIONALLY OR NOT

ABOUT HAVING THE SORT OF UNCOMFORTABLE
REFLECTIONS WE'RE UNLIKELY TO HAVE IN
THE CONTEXT OF A BOOK CLUB



SOME CONCRETE STEPS TO TAKE



FLI FOCUSES ON ERADICATING INEQUALITY IN OUR EDUCATIONAL INSTITUTIONS:

1. HAVE YOUR SCHOOL SIGN UP FOR OUR DEI WORKSHOPS

Our professional development workshops train teachers to confront their own implicit biases and adopt inclusive practices to actively ensure that all students feel that they belong in our classrooms.

2. ADOPT A CULTURALLY RESPONSIVE CURRICULUM

We work with partner schools to develop and implement multicultural curriculums that reflect all students' backgrounds and realities, preventing any student from being at a disadvantage. We can also support teams to listen to the voices of their students when making adjustments to curriculum.

3. PROVIDE PROPER SOCIAL EMOTIONAL LEARNING

Black and Latinx students suffer from emotional trauma at higher rates than their peers. Simultaneously, most schools' SEL programs are not equipped to meet the needs of non-White students, often causing more harm than good. FLI works with partner schools to develop and implement culturally sensitive SEL programs.