



We Must Do Better: A Toolkit for non-Black Latinxs Who Choose to Address their anti-Blackness

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“We do not dream that the world will change, we dream with a community that has awakened their racial consciousness. If racial consciousness is gained by the people, then dreams are not necessary.”

(Subcomandante Marcos, 2002).

Problematic Ways Latinxs Avoid Talking About Race & Anti-Blackness

- Deny the impact of race, racism, and colorism within the Latinx community.
- Use of common phrases that obscure the racialized realities that Black Latinxs face including:
 - We are all *mestizos* (racially mixed).
 - In Latin America, social class “matters more” than skin color.
 - We have had Black presidents in Latin America.
 - There is no racism in Latin America.
 - Using language that deflects from or denies racial privilege (e.g., white passing, proximity to white/ness, white adjacent).
 - Race is a U.S. imposed construct, we don’t fit into the racial binary.
 - Latinx/a/o, Hispanic is a race.
 - They don’t know me.
- When Latinxs avoid naming whiteness and racial privilege it cannot be addressed.

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Eight Steps to Awaken Your Racial Consciousness

- 1. See Color.** Make a conscious effort toward seeing and acknowledging how skin-color and phenotype contribute to different experiences within the Latinx community. Accept that race is an integral part of who we are as Latinxs.
- 2. Acknowledge Anti-Blackness** within yourself and in the Latinx community and how it has benefited you while negatively impacted the lives of Black Latinxs and Afrodescendants.
- 3. Engage in Self-Reflection** about how you have benefited from anti-Blackness and what has allowed you to remain silent until now.
- 4. Feel and Sit with the Discomfort** of knowing that you have contributed to the oppression of Black Latinxs before you jump into action.
- 5. The Change Begins with You.** Before educating others, work on yourself by developing a plan for how you will address anti-Blackness in your personal, interpersonal, and professional life.
- 6. Do the Work.** Before portraying yourself as an expert on race or anti-Blackness, spend time learning, reading, and listening to the voices of the people who are affected by anti-Blackness.
- 7. Center the Voices of Black Latinxs.** Black Latinxs can speak for themselves. Pass the mic, do not speak for them. Uplift their work and celebrate their contributions.
- 8. Do not Be an Opportunist.** Addressing anti-Blackness within the Latinx community is more than a popular trending topic, it is a matter of human rights. Performative allyship is violent and deadly. If you find yourself speaking up as a way to deal with your feelings of discomfort, or to gain personal, or professional attention and reward, then you have not awakened. Refer to recommendations 2 – 4.