

# ACTIONS FOR WHITE EDUCATION CO-CONSPIRATORS

Co-conspirators utilize access, power and privilege to create anti-racist conditions and opportunities that enable Black and Brown people to lead

## What Actions Can You Take?

### SPEAK

Speak boldly in defense and support of Black and Brown education leaders, teachers and students -- especially in places and with people of power and privilege. If you are silent, you are complicit.

### AMPLIFY

Success stories should be told by Black and Brown leaders, teachers and students who have benefitted from your actions. Amplify their stories. Invite their voice. Do not center your anti-racist actions.

### RECOGNIZE

Acknowledge you do not have the lived experience or expertise to create diverse, culturally-affirming academic and social systems and programs that honor the identity and needs of Black and Brown educators and students. Invest in and support the leaders and teachers who know how.

### COLLABORATE

Build authentic relationships with Black- and Brown-led organizations and educators prior to an urgent need or funding opportunity. Trusted collaborations start when there is no incentive outside of connecting to learn about and support their work.

### ADVOCATE

Vocally advocate and stand boldly for anti-racist policies with your state and board policymakers. Fight for systemic change as if your life own life depended on it. Enlist political leaders who can enact anti-racist policies at the highest levels.

### CONNECT

Powerful networks of influence are out of reach for Black and Brown leaders due to racist practices. Analyze your sphere of privilege and influence. Make and follow through on connections that will advance the work of leaders of color.

### EMPLOY

Hire Black and Brown talent because it is the right thing to do. Don't pigeon hole people of color in diversity or student behavior roles. Provide leadership opportunities of value and growth.

### INVEST

Organizations led by people of color are underfunded. Schools serving Black and Brown students are financially starved. The funding imbalance must stop. Utilize your privilege to change philanthropy and school funding formulas. Yes, you may receive less. Co-conspirators focus on the greater good.