



(It's a Fight Club. We don't do "handbooks.")

Created by

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*If you're reading this, it means that you successfully completed your Anti-Racism Fight Club Initiation. Congratulations! However, your work is just beginning. This "Fistbook" will be a helpful tool as you travel down the road of becoming an anti-racist. Let's GO!*

*- Doyin*



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## PREJUDICE VS. RACISM

**Prejudice** is a belief you have about someone or something without getting to know that specific person or thing. All of us are prejudiced, and sometimes it's a good thing and sometimes it's not.

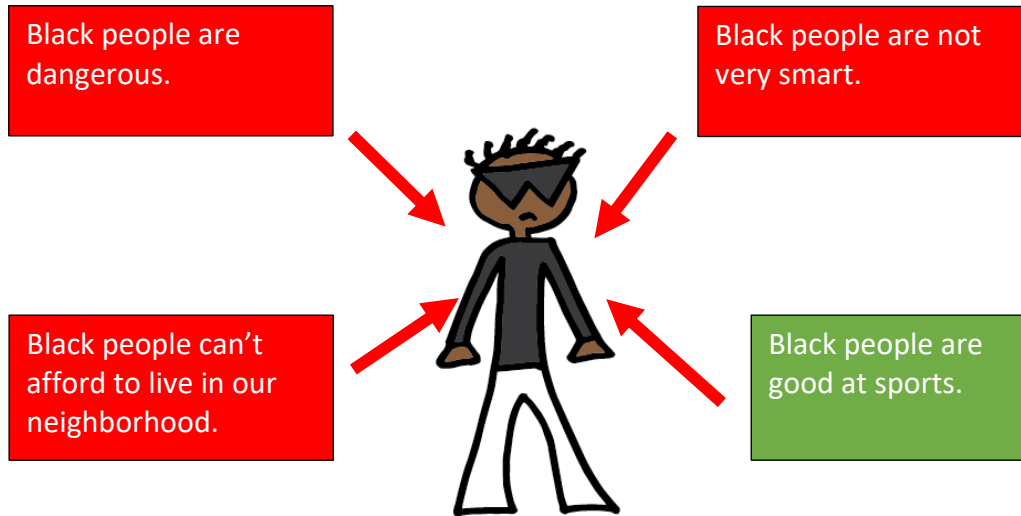
For example, if your mom told you that you were going to have Brussels Sprouts for dinner, you may react by saying, *"Eww, gross!"* That just means you're prejudiced against Brussels Sprouts and believe they will taste bad before even trying your mom's version. Maybe your dad told you that you could go to an amusement park you've never been to before. You were excited because you are prejudiced in believing amusement parks are fun.

In terms of people, the same rule applies. You may be prejudiced based on the two photos below believing one man is scary while the other one silly and it has nothing to do with the color of their skin (that's me in both photos, by the way).

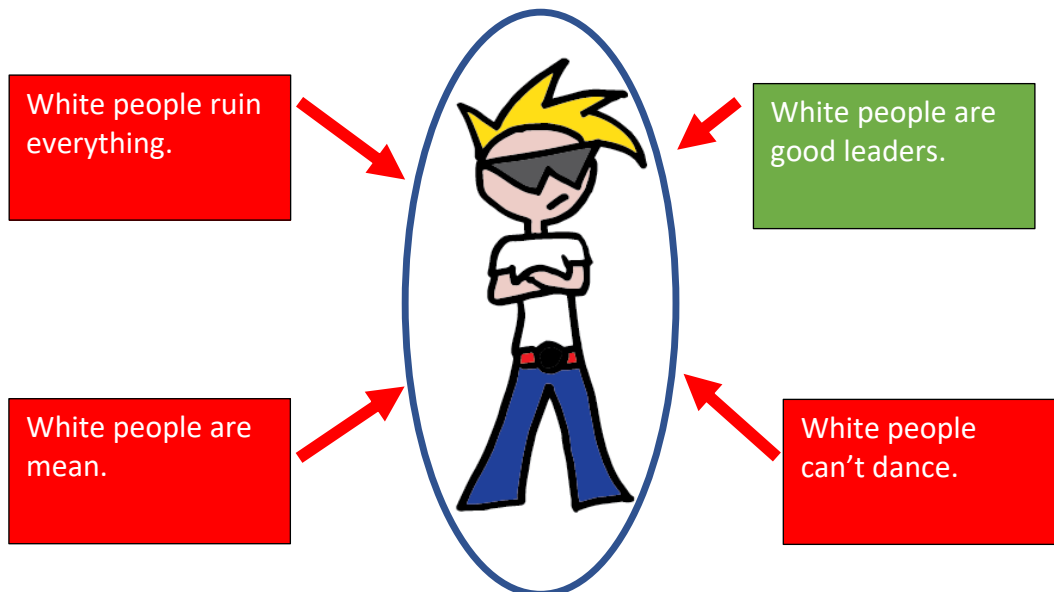




**Racial prejudice** is similar except for your belief about someone is based solely on skin color. Sometimes it's positive, but oftentimes it's not.



White people can also experience racial prejudice from people of other races.



The difference is that white people are a part of a society that benefits them in almost every instance. For example, on average white people have more money, better healthcare, better schools, and better neighborhoods than Black, Indigenous and People of Color (BIPOC). So if a Black person says something mean to a white person, he has no power over him. *It's as if white people walk around with an **invisible force field** because they hold all of the **power** in America.*

[PARENT REFERENCE: 7 Ways Systemic Racism Is Real](#)



To simplify what racism really is, look below:

## Racial Prejudice + Power = Racism

**White Privilege** is a term you may have heard before and it can be confusing. Think of it this way — imagine a white person raced against a Black person. The white person would be able to run at his normal speed while the Black person would have a 100-pound weight attached to his leg. Chances are the white person would win the race almost every time. BIPOC have obstacles to overcome in daily life simply due to the color of their skin.



- Having white privilege **DOES NOT** make you a bad person.
- Having white privilege **DOES NOT** mean that your life is easy.
- Having white privilege **DOES NOT** mean you don't have to work hard.
- Having white privilege **DOES NOT** mean you should feel guilty or sad.

**If you are a white person, white privilege is something you were born with and it simply means that your life is not more difficult due to the color of your skin.** Put differently, it's not your fault for having white privilege, but it is your fault if you choose to ignore it.



You can find white privilege in almost every aspect of life. The shows and movies you watch may have mostly white characters, the toys you play with may be mostly white, and it's easy to find people who look like you wherever you turn. It's *normal* for you and that is a privilege. Sadly, BIPOC do not have the same luxury.

**[PARENT RESOURCE: Explaining White Privilege To My White Friend](#)**



**KNOWLEDGE CHECK: Parents, work with your kids to answer these questions.**

**What did you learn about racism after reading the past few pages?**

**What prejudices do you have? It can be about people, places or things.**

**Where do you see white privilege in your own environment?**

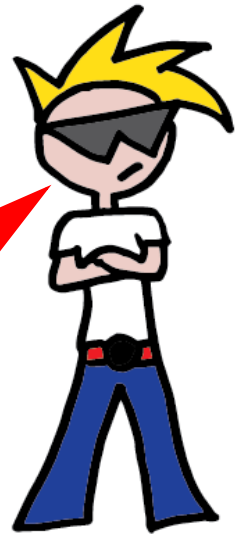


## WHAT DOES RACISM LOOK LIKE?

### Overt

- ✓ Displays of over-the-top hatred for BIPOC

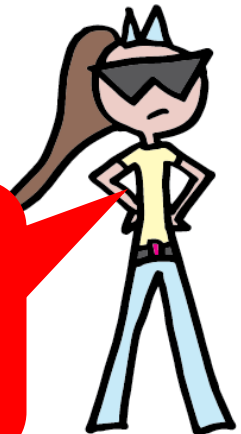
**I don't like  
Black people.**



### Subtle

- ✓ People who try to ignore or deflect racial conversations to avoid feeling uncomfortable.

**Why does everything  
have to be about race?  
Can we talk about  
something else?**



### Systemic

- ✓ Black students are [half as likely](#) to be placed in Advanced Placement courses as their white counterparts.
- ✓ Blacks make up [33% of America's prison population](#), even though we only represent 13% of our nation's population.

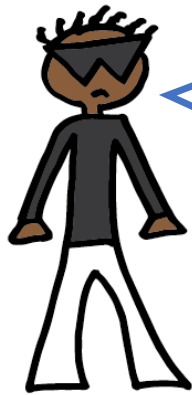


## WHAT IS ANTI-RACISM?

Anti-racism is not simply being against racism. It is an **active** mission to end 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.

*"In a racist society, it is not enough to be non-racist, we must be anti-racist."*

- Angela Davis



I don't want special treatment. I just want to be treated equally.

MY LIFE MATTERS!

**KNOWLEDGE CHECK:** Parents, work with your kids to answer these questions.

What does being an anti-racist mean to you?



Where do you see racism in your daily life? Keep in mind, this is not what you see on television or in the media — this is what you see in *your* personal environment and in yourself. Write your answers below for each category.



#### OVERT

#### SUBTLE

#### SYSTEMIC

Where do you see racism in *yourself*? This requires true soul-searching. Be real with yourself, don't feel guilt/shame and own it. It's the first step in becoming an anti-racist.





## EMBRACING COLOR

As a young person, you may not pay much attention to the color of someone's skin. As a matter of fact, when you were a baby, you probably smiled at anyone who smiled at you. But as you get older, it becomes super-important for you to recognize different skin colors and embrace what people of different skin colors bring to your life.



This quote from [WHAT'S THE DIFFERENCE?](#) explains why being color-blind is not a good idea.



Don't be COLOR-BLIND.  
The sky is blue during the day and black at night. If colors could talk, they would tell different stories about what they see when it's their turn to LIGHT UP THE WORLD.

It's the same with your friends.  
LISTEN TO THEIR STORIES.







TO-DO LIST	THE WHY
<b>Make a new friend who has a different skin color than you</b>	✓ You can learn about new foods, events, traditions, and cultures that you may not know about. Ask, <b>What can I learn from you?</b>
<b>Leave your bubble</b>	✓ Ask your parents to take you to a nearby city to explore diversity. Feeling the energy of different people is very powerful.
<b>Find a BIPOC mentor</b>	✓ A coach, a teacher, a pastor or someone virtual (via Zoom) with a different skin color than yours can help you to embrace color. If you cannot find a mentor, search for BIPOC who are doing great things OUTSIDE*of sports, entertainment, or music and learn from them.  <b>NOTE TO PARENTS:</b> This is important because you need to let your children know that BIPOC can do more than catch touchdowns and entertain them.
<b>Be on top of your online content</b>	✓ Social media and video games have a lot of racism. If you happen to see any, let your parents know right away.

*"Nothing ever gets better by ignoring it. Things will either stay the same or they will get worse."*

- Doyin Richards



## DEALING WITH RACIST FAMILY MEMBERS

It's very difficult to deal with adults who say racist things around you. However, you have the right to be treated with respect and not engage in conversation that makes you uncomfortable. Here are a few tips to help.

HOW TO DEAL WITH RACISM FROM LOVED ONES IN PERSON	
✓ <b>Even though they love you and are older than you, they can be wrong</b>	Just because someone is older than you doesn't mean that they're right all of the time. You have the right to question someone who may say something offensive.
✓ <b>Beware of "people absolutes" (never, always, all, none, etc.)</b>	Oftentimes racists will use blanket statements to describe BIPOC. For example, <i>"All of the people who support the Black Lives Matter movement are bad people."</i> That simply is not true, and it should be called out.  <i>"Wait, you think all of them are bad? Have you met them all? How can you say that?"</i>
✓ <b>Ask, "What do you mean by that?"</b>	Sometimes playing dumb will make them realize how awful their statement was to begin with.  <i>"I don't understand...what did you mean when you said rioters are like savages?"</i>
✓ <b>Leave and tell a parent</b>	If possible, leave immediately and tell a parent about the uncomfortable conversation.  <i>"I don't want to talk about this anymore."</i>

**If someone doesn't believe that people should be treated equally based on the color of their skin, then they are the problem. Parents need to stop making excuses for that behavior if they truly believe in anti-racism.**



**KNOWLEDGE CHECK: Parents, work with your kids to answer these questions.**



Who in your family has racist beliefs? Do you think you can change their ways? What is your strategy for dealing with them?



## HOW TO FIGHT

No, I'm not talking about a fist fight, but you cannot sit on the sidelines if you want to be anti-racist. Here are some things you can do right now.

### **A**mplify voices of color

When BIPOC share their experiences with you, use your voice to repeat what they are going through with your own community. We need to make sure their stories are heard far and wide.

### **L**isten to voices of color

Sit back and listen to BIPOC and then ask questions. Remember, this isn't a time to share your own experiences.

### **L**ead, don't follow the crowd

This is hard for some kids, because everyone likes to feel accepted — but you should never follow a crowd that chooses to bully BIPOC. Being a leader isn't easy, but it's the right thing to do. Remember, everyone deserves to be treated with love and respect — if your friends aren't following those rules, then you need to find better people to hang out with.

### **I**nvolve Yourself

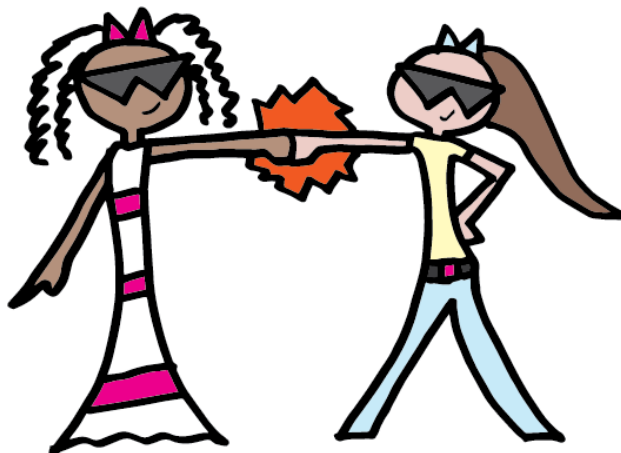
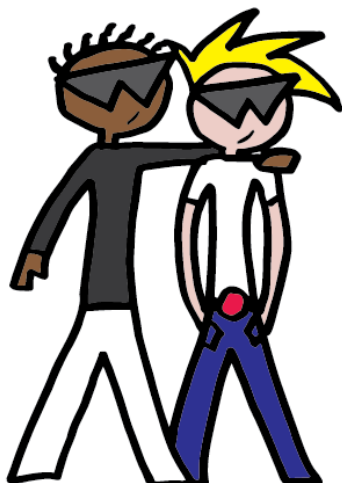
Stand up for BIPOC who are getting harassed or bullied at school, playgrounds, and beyond. Telling an adult doesn't make you a tattletale or a "snitch." It means that you're a good human who values the wellbeing of others.

### **E**ducate Yourself

Read more books on diversity and inclusion, visit more diverse cities, make friends with kids who don't look like you. Never stop learning.

### **S**how Up

This is probably the most important one of all. You always need to show up for BIPOC. Put an arm around them, tell them that you love them, and listen to them vent if they are upset. Some days BIPOC may be mean to you, but keep in mind that it's rarely personal. You still need to show up anyway. Remember, being anti-racist requires effort.





**KNOWLEDGE CHECK: Parents, work with your kids to answer these questions.**



**One of your friends says she doesn't like being around Black people because they are "dumb and smelly." How would you handle that?**

**One of your Black friends says it's hard being Black in America. You try to console him, but he snaps at you and says, "You're white! You don't know how I feel!" How would you respond to him?**

**Your Aunt comes by to visit and says it's not smart to talk about race, because we are all part of the human race. How would you respond to her?**



## A FEW WORDS FROM DOYIN

I'm so happy that you signed your kiddos up for the **Anti-Racism Fight Club**! As is the case with any muscle, they need to keep exercising it to ensure it stays strong. With that in mind, I have some parent resources.

First off is the ARFC Course Roadmap.

### PHASE 1:

- ✓ **Anti-Racism Fight Club Initiation:** This is for adults, and completing this course allows you to join the ARFC private Facebook group and move to Phase 2.

**NOTE:** *Parents should take this course ASAP as the adult Fistbook has even more resources and tips to help children on their anti-racism journey.*

### PHASE 2:

- ✓ **Throat Punching Racism In Schools and/or Curb Stomping Racism In The Workplace:** You can take both courses, but only one is required to move to Phase 3.  
NOTE: These courses will be available in August 2020.

### PHASE 3:

- ✓ **Choking Out Systemic Racism:** This will be available in September 2020.

[CLICK HERE TO VIEW ARFC COURSE OFFERINGS](#)



In the meantime, please stay in touch! This is just the beginning of a lifelong movement.

**Doyin**

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**IMPORTANT!** Did you enjoy the ARFC? If so, please write a 2-3 sentence review and email it to **doyin@doyinrichards.com**. That's how we can get more members and continue the movement.

## HELPFUL LINKS

- ✓ [20 children's books to help foster conversations on race](#)
- ✓ [Talking to children about racial bias](#)
- ✓ [Are your kids too young to talk about race?](#)
- ✓ [7 ways we know systemic racism is real](#)
- ✓ [17 films, shows, and documentaries that can help educate your tweens and teens about race](#)

