**TRIGGER TERM**

Anti-Racism

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| **HARMFUL DETOUR** | **HEALING REDIRECT** |
| “Anti-racism” is just another way of talking about equity, diversity and inclusion in our library/community. We don’t need separate discussions, activities or language focused on anti-racism. | One of the most powerful barriers to recognizing and dismantling racist systems is the difficulty many people experience with talking directly about race and racism. Equity, diversity and inclusion are critical focus areas for libraries, but those terms can refer to a broad range of issues and activities that touch racism only tangentially, if at all. Using the right words is required for doing the right work and getting the right results. If the library is serious about its commitment to eliminating racism, then the institution’s leadership must name anti-racism as a priority and engage both external and internal stakeholders in conversations explicitly addressing issues of race. |
| By urging me to engage in anti-racist education or work, you are calling me a racist. I am not a racist, so I don’t need to participate in anti-racist education/work. | Just because a person is not a racist does not mean they are an *anti-racist*. Racism is an enduring and malignant force that will not end without intentional, sustained and collective action. Anti-racists do more than passively avoid racist behaviors and attitudes. They commit to actively and consciously confronting racism wherever they encounter it, in themselves and in the world around them. This work is a lifelong journey without a stopping point – there is always room to grow and contribute to anti-racist progress. |