

We asked people to share real-world examples of how they leverage their privileges to interrupt, challenge, and ultimately end white supremacy.



"I post an annual list of nonprofits run by **Black women** that my friends should donate money to."

"I've bought my **BIPOC friends dinner** when they've experienced shitty microaggressions at work."

"When I see police pulling over somebody who is not white I make an effort to pull over or stop and watch. Since my local police don't wear body cameras, I will be the camera for them until they are more accountable."

"As the descendant of enslavers, I've gone through my family's extensive documentation to find the names, ages, and families of the people my family enslaved and either pass it on to the descendants or make it publicly available to descendants who are looking for their ancestors."

"When I'm asked to speak on panels, I check to see how diverse the panel really is. If it's not, I offer to step back and introduce the organizers to a wealth of colleagues who would better fill my spot."

"After a string of attacks against elderly Asian people in my community, I approached my neighbor and asked if I could walk with her to the local market."

"I leverage my white privilege at work by insisting that every candidate pool has AT LEAST two people of color and/or women candidates. I've asked HR to make this a requirement, and to implement antibias training in the interview and promotion processes."

"I met with a white male founder of a really influential philanthropic organization to tell him the honest truth of the ways in which I think his well-intentioned organization is causing harm."

"When I'm able, I leverage my economic privilege by leaving really big tips to BIPOC service workers."

"I speak/greet people in their language if I'm able to."

"My company has a Black Employee Resource Committee, and a lot of well-meaning white folks joined to support Black colleagues. This was great, but in order to maintain the integrity of that group as a safe space for Black employees **we started pulling white folks out of that space, and into an Ally Accountability Group, which has actionable plans.**"

"**I use my educational privilege to remove barriers** for people with disabilities."

"I have a large social media following so **I use it a lot to amplify the efforts and pages of BIPOC content creators and organizers.**"

"I'm a teacher of teenagers and I **give them space to say what they need to say in their art, in their speech, and in their writing.** Sometimes people just need to be heard."

"If I'm learning from the social media account of a BIPOC and their bio includes a way to pay them, I do."

"As a white-presenting Black person, this is my life. I constantly leverage my privilege to call white people out for racist things they say and do in my presence, because they assume I'm white."

What have you done to **leverage your privilege?**

"**I use my privilege as a business owner to provide jobs and mentorship to BIPOC youth** so that they can see someone who looks like them in a leadership position."

"I'm not rich, but I'm financially stable, and **I've helped a few of my BIPOC former high school students with their expenses,** including community college tuition, rent, and bills. They're navigating adulthood without family support. I do it quietly, without asking questions or offering advice, and I expect nothing in return."

"I mentor Black junior staff who aren't getting the opportunities to get promoted, and help create those opportunities by doing things like co-authoring publications with them as the first author."

"I went to my Black neighbor's house when there were two white policemen out front. **I didn't leave until I made eye contact with her and asked if everything was OK.** She said it was, so I left, but still stayed nearby."