



## White People's Commitment to Solidarity in Black-led Space

It is important that white people recognize unearned privilege, disproportionate power, and the inherent violence white people bring into every space. To be in right relationship with Black and directly impacted-led organizing, it is essential for you to commit to lifelong learning, and a practice of uprooting the anti-Blackness within yourself. It is your duty to do this work so the labor of de-centering whiteness isn't forced onto Black folx. You must commit to holding yourself and each other accountable to these agreements.

### As a white person, in a Black-led space I agree that:

- 1. I am responsible for how I show up in this space. I am here in Solidarity with the movement for Black Liberation and my actions will reflect this.** I may not always understand systems of power, and how whiteness shows up as toxic even with the best of intentions. Because of this, I take every opportunity to STEP BACK and JUST LISTEN, unless my feedback or input is specifically asked for. I WILL NOT TAKE UP SPACE talking, tone policing, asking for receipts/proof, over-sharing, or teaching in Black spaces. I will listen with the intent to learn and understand what is being said, not with the intent to formulate a reply.
- 2. I commit to always center the leadership of Black and directly impacted people.** I know the system was designed to harm and oppress Black people, and that people closest to the problem are closest to the solution. If I am not impacted by the violence of the Prison Industrial Complex then I de-center myself as an act of solidarity and respect. If I am directly impacted by the Prison Industrial Complex, I will still center the experiences of Black people. I will always think at least twice before speaking and am aware that what I say takes up space and takes away from Black voices being heard. When Black and directly impacted people share their experiences, I trust and believe them without requesting "proof" or centering my own experiences.
- 3. I understand that both love and rigor are crucial. I am prepared to be interrupted and redirected when I start to center myself in Black-led spaces.** Understanding that I am capable and likely to engage in toxic white behavior, even and especially without meaning to, **I am open to and expect to be corrected.** When my whiteness is called out, I will STOP TALKING and allow the group to continue without further input, clarification, or defense. I understand that whatever my intent, the impact of my words and actions are what matter. If I find it difficult to let go, I will remove myself from the space to process alone so I don't derail the group. Because of my dedication to this movement, I expect to engage in the hard, rigorous learning/unlearning necessary to show up in solidarity with Black and directly impacted leaders.
- 4. I am responsible for accepting and carrying-out action items that support the goal of Black Liberation.** I understand that as I commit to being accountable in decentering whiteness, I also commit to the action and labor necessary to support the dismantling of the criminal punishment system. I know that my white comfort is never more important than Black Lives. My primary role is to listen, not lead, and to provide the SPECIFICALLY REQUESTED support by Black and directly impacted leadership.