

**BEYOND BLM
SOLIDARITY
STATEMENTS :
QUESTIONS TO
CONSIDER**

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How will you engage with critique from Black people whose experiences with your organization are shaped by AntiBlack racism, who now find your solidarity statements hypocritical?

You can't "train out" anti-Blackness and systemic racism, how will you actively engage in dismantling white supremacy beyond gaining access to the language of liberation?



How has your organization actively participated in Anti-Blackness and harmed Black folk?

How do you plan to practice abolitionism as an organization?



How will you share and give up power at the decision making level and leadership to Black folk from communities, and not just those you cherry pick?

How will you confront deeply anti-Black norms of “professionalism” and “cultural fit”?



How has your organization actively silenced, dismissed, gaslighted and pushed out Black people for naming their experiences of Anti-Black racism?

How do you plan to care for the wellbeing of Black staff and community members as you undertake this work and make mistakes that continue to harm us?



What resources will you commit in the long term towards addressing anti-Black racism?

How will you navigate white centrism and white fragility as you engage in this work?



Will you pay reparations to or make amends towards the Black staff, community members and stakeholders who were actively harmed by your policies, behaviours and interpersonal violence within your org?

What is your history of doing this work?
What are they ways in which you have failed?



How do you plan to centre Black safety and liberation over white fragility and comfort?

How do you ensure that your interventions are rooted in disability justice and do not amplify lack of access, exclusion, violence, and saneist/ ableist frameworks?



How do you plan to engage and educate
the often curated, racist
audience/community of white and non
Black folk you've developed?

How do you plan to build accountability
and transparency into your culture?

How will you engage meaningfully with
critique and call outs now and in the
future?



What responsibility does your organization have towards broader social transformation?

Have you recognized and reconciled your institutional histories?

Do you ask Black communities to produce evidence of our traumas or do you uptake our experiences and expertise?



How will you decentre and divest from
white supremacy, capitalism,
institutionalised patriarchy and
colonialism?

How will your approach be radical,
transformative and intersectional?

How will your interventions and futures
centre and be led by Black folk without
demands for unpaid labour?



How do you plan to engage in this work in a holistic and longterm way that does not include assigning the work to a single diversity officer? or as extra volunteer work? or as an undersourced committe with no power?

What skills are you individually and collectively cultivating so you can change yourselves for our collective future?



How do you plan to take responsibility
for lateral teaching and learning?

How do you ensure that your
interventions are rooted in disability
justice and do not amplify lack of access,
exclusion, violence, and saneist/ ableist
frameworks?



How will you actively and simultaneously address transphobia, homophobia and cis-hetnormativity within your systems, organizational culture and interpersonal behaviours?



How will you bring your boards along with you ? How will you scrap them all together to make space for communities at the decision making level?

How will you allocate resources to the work of justice more broadly?

How will you compensate Black staff and consultants more meaningfully?
How will you address wage gaps and pay inequity?



How will you address coercive power and reward power within your org culture, dynamics & systems?

How committed are you to standing your ground when it comes to dismantling ABR? What risks will you take (loss of partnerships, funding, standing, audiences etc...)?



How will you confront the intersection of institutionalized patriarchy and ABR that deeply impacts the physical, spiritual and financial wellbeing of Black women within organizations and mark them specifically as problems and proceed to push them out?



How have you centered white voices and the myth of a decorative "diversity" over the actual needs, experiences and realities of Black communities in the past?

How will you engage in this work without tokenism?



What skills do you need and how will you develop them in order to hold one another accountable with regards to microaggressions, violence, abuse of power etc?

How will you honour the labour of Black staff (past/present) and community members whose suffering has instigated changes within your organization? how will you name and account for that cost?



Do you undertake anti-racism work and social justice work as an afterthought or a small part of your work? or is an anti-racist, anti-oppressive lens omnipresent in your work?

What are the ways in which you participate in implicit anti-Black racism? How is that minimized? how will you address that? How will you learn to recognize it without exhausting Black people?



How will you challenge the myth of inclusion to radically give up power?

How will you protect Black community members/stakeholders/staff who will become targets as you undertake this work?



How will you confront academic privilege and classism in your psyches and approaches so that the most marginalized Black communities can be centered in interventions/reimaginings?

Do you centre professional experience & academic knowledge over lived experiences and insights?



How have you developed a monolithic understanding of Black identities, experiences and futures? how will you take responsibility for transforming that?

How have you contributed to a monolithic understanding of Black identities, experiences and futures? how will you take responsibility for transforming that?



What Black folks have access to leadership positions in your organization if any?

How do you learn from the wealth of Black knowledge production and ongoing work of anti-racism and Black liberation advocates, activists and scholars?



Do you invite the same few Black
"expert" voices or are you engaging with
broader Black communities and ways of
knowing/being?



While you're at it, betray the white supremacy, donate to bail funds, and talk to your racist auntie too.



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