

**WORKING ASSUMPTIONS FOR WHITE ACTIVISTS SEEKING TO RECRUIT
OTHER WHITES AS ALLIES IN THE PROJECT OF ELIMINATING RACISM**

1. Assume that all human beings desire warm, close relationships with each other. This is also true of you and of all other white people.
2. Assume that you are a regular white person (not an exceptional white person) and that all whites are good people, caring, intelligent, compassionate, and hard working.
3. Recognize that we have much to celebrate about our histories and our diversities; we have rich traditions of music and dance, and proud histories of struggle.
4. Assume that all white people have undergone some variety of systematic conditioning or 'training' to take on the 'oppressor role' in relation to people of color. Sometimes this training has been to participate in acts of violence, or to join in racial slurs or jokes; sometimes this training has been to keep silent in the face of injustice. Sometimes this training has been to be 'extra nice' towards people of color
5. Assume that no human being would have ever agreed to take on any aspect of an oppressor role if they had not first been mistreated or oppressed themselves—originally as young people, and in a variety of other ways.
6. Assume that no white person ever chose to acquire any of the conditioning or training and that every one of us attempted to resist taking on any aspect of the oppressor role.
7. Assume that the history of our own acts of resistance has been obscured and hidden from us and that many of us feel no pride in our own heritages and traditions.
8. Recognize that most whites in the United States have a history of immigrant oppression in which their own ethnic group has been the target of mistreatment at the hands of other white ethnic groups who were in a position of relative social power.
9. Recognize that all people need the acknowledgement that their liberation issues are legitimate.
10. Assume that in spite of the material rewards and preferential treatment that our society gives to white people, these 'advantages' do not offset the real costs of racism to us as human beings.

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