

# ANTI-RACIST POP UP

'How-to' guide to design  
anti-racist conversations

Hosted by:



Sponsored by:



# Overview

Healing Illinois is an initiative of The Chicago Community Trust (Trust) in partnership with state leadership that engages Illinois residents in critical conversations related to anti-racism. These activities come at a crucial juncture for our city, state, and country as discontent for the status quo continues to grow and residents demand new anti-racist futures. The Illinois Institute of Technology Institute of Design (ID) seeks to help Chicago residents not only talk about anti-racism but also support their ability to imagine and create anti-racist futures. The Institute of Design utilized our expertise in design to work with Chicago residents to craft anti-racist futures through a series of design studio pop-ups.

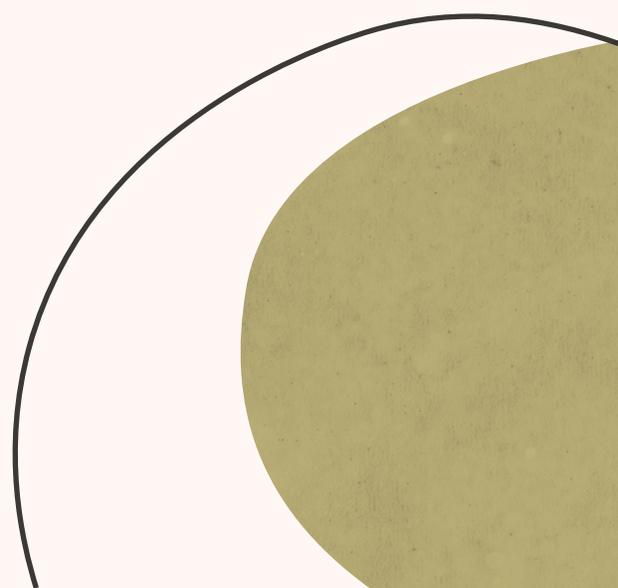
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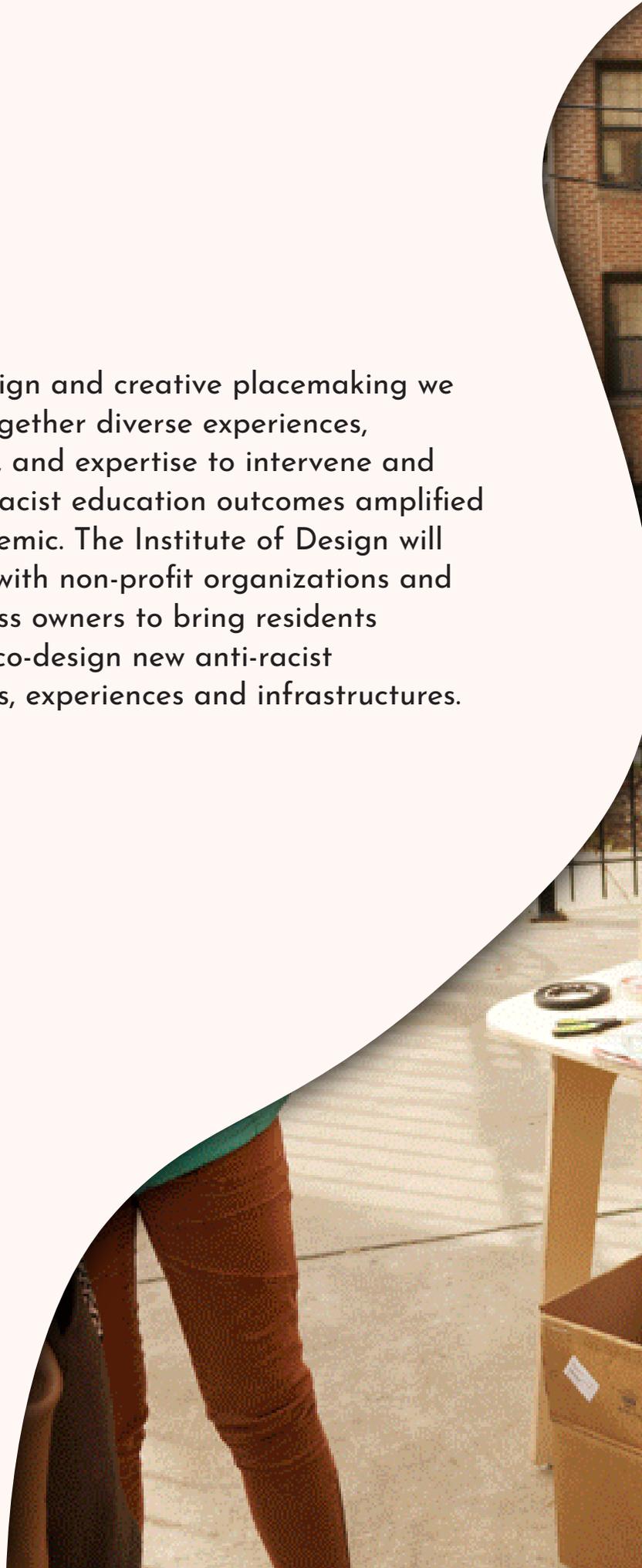


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# Opportunity 01

Utilizing design and creative placemaking we can bring together diverse experiences, perspectives, and expertise to intervene and disrupt the racist education outcomes amplified by the pandemic. The Institute of Design will collaborate with non-profit organizations and small business owners to bring residents together to co-design new anti-racist environments, experiences and infrastructures.



# INFRASTRUCTURE INFRAESTRUCTURA

POLICY

## ANTI-RACIST ACTION

A race specific initiative or action that seeks to address and repair or reverse racial inequity, disparity, and/or disproportionate outcomes.

"La paz es el equilibrio, es el respeto mutuo, es la reciprocidad, es la consulta."

Rigoberta Menchú

IDENTIFY - EXAMPLES		ANTI-RACIST	
Language	English	Spanish	Other languages
Media	Television	Radio	Print
Technology	Smartphone	Tablet	Computer
Transportation	Car	Bus	Train
Health	Hospital	Pharmacy	Community center
Education	University	High school	Elementary school
Work	Office	Factory	Construction site
Government	City hall	County government	State government
Community	Neighborhood	City	County
Environment	Urban	Suburban	Rural
Demographics	Age	Gender	Ethnicity
Income	High	Low	Very low
Home ownership	Owned	Rented	Homeless
Health insurance	Private	Public	Medicaid
Food access	Supermarket	Corner store	Food bank
Transportation	Car	Bus	Train
Health	Hospital	Pharmacy	Community center
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## RACISMO

La marginación y opresión de las personas basada en una jerarquía racial, que se construye a través de intercambios económicos, políticas públicas, prácticas



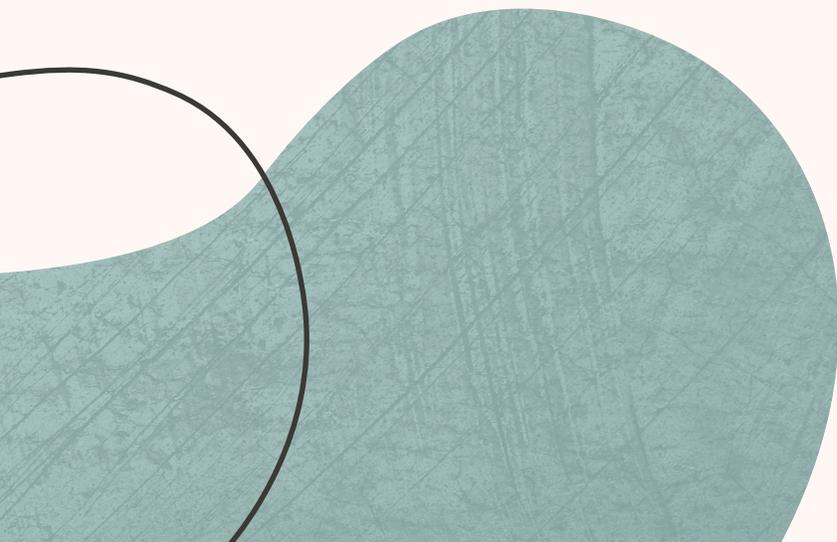
# 02

## Pop-up model

Antiracist pop-up is a set of activities that engage people in critical conversations around anti-racist experiences and ideas for equitable futures by utilizing methods and frameworks of design to amplify community creativity.

# Support local culinary entrepreneurs

The local culinary community has adapted and created innovative ways to serve its customers in the difficult conditions created by COVID-19. The restrictions created in response to the COVID-19 pandemic have created an enormous strain on this group of entrepreneurs, especially Black and Brown entrepreneurs. The Institute of Design collaborated with local minority owned restaurants, food trucks and non-profits for the anti-racist design studio pop-ups. ID provided gift cards for participants in the studio to patronize the local business and we utilized the local business's brand to attract participants and their COVID-19 plan to ensure the safety of participants at the studio.



# 04

## Process

The anti-racist design pop-ups utilize a variety of design methodologies to help participants create anti-racist infrastructures. The sequence of activities takes participants on a cognitive journey (image below) that starts with grounding in the present (Identify), next they are propelled into a new future where racism does not exist (Imagine) and finally the participant returns to the present to craft anti-racist infrastructures that will guide us to their preferred future. This is a political series of activities and we ask participants to lean into biases towards anti-racism.





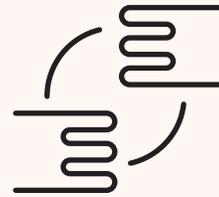
## Identify

Identify racism by reflecting on a past, personal experience and reflect on what makes this situation racist.



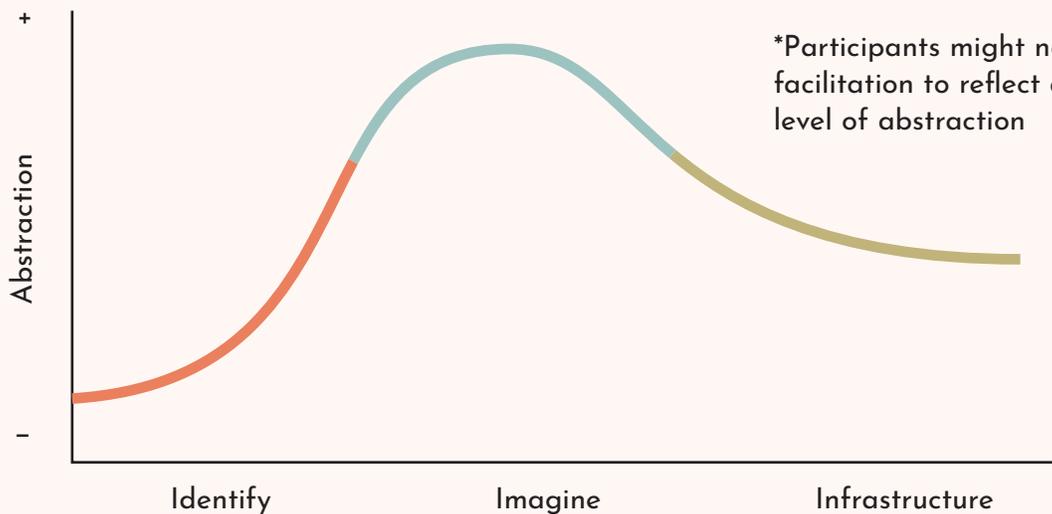
## Imagine

Imagine an equitable future situation where there exists no racist barrier to accomplish one's goals and surface how this would feel.



## Infrastructure

Infrastructure an anti-racist policy, organization or an object that can help build an equitable future.



# Identify

The 'Identify' section serves as the anchor for the participant's experience of designing something that is anti-racist. This is accomplished by situating the participant's interaction in a personal lived experience by recreating the context related to an instance where they were impacted by racism. This exercise helps participants surface a chain of key components to capture the main racist barriers and biases that they are impacted by.

## Racism

The marginalization and oppression of people based on a racial hierarchy, which is constructed through economic exchanges, institutional policies, societal practices and the shaping of cultural beliefs and values.



# Facilitation

- Walk the participant through the goals of this activity as well as each of the key components to help familiarize with the process and materials.
- Visibly display a predetermined definition of racism in order to make sure all participants are aligned on their understanding of racism.
- As it may take some time to think through and document the experience, distributing copies of multiple examples will assist participants in working through the exercise.
- Be prepared to answer questions related to the key components of the activity that participants are asked to capture.
- This activity will probably surface a painful memory for some participants, make sure to provide space for participants as needed.



# Imagine

This section asks participants to imagine a future where they are able to accomplish their goals in the same environment, identified in the previous section. This is to help participants imagine and reflect upon an ideal, equitable future situation or society. The participants do so by noting down their feelings and the reasons behind this emotion.

In order to enable this new equitable future, certain anti-racist actions need to be taken. The last section of this worksheet suggests three key categories under which these actions may be activated:

Policy, Organization and Object.

## Equity

Providing people with tools and resources that their circumstance requires in order to ensure fairness in their ability to realize the goals they want to achieve.

# Facilitation

- Walk the participant through the worksheet if required. These should be in the form of questions, investigating their previous choices (as noted down on the 'Identify' worksheet) and helping the participant reflect on what their preferred future would look like:
- Ask the participant to reflect on the barriers that impact them when doing the activities as noted in the 'Identify' worksheet.
- Ask them then to imagine what this situation would be like if these racist barriers and biases did not exist and then note down how this makes them feel. You may also engage them in a higher-level conversation about the outcomes of the accomplishment they have listed: What this would mean for the future of their family, peers, education, employment etc.
- Then ask them to once again reflect on the barriers they currently face, and what actions can be taken in order to challenge or quell them. These actions may be in the form of policies, organizations or objects. Render additional explanations if necessary to help the participant envision how policies, organizations and objects may work. participants as needed.
- Introduce the participants to the infrastructure worksheets if required to explain what the choices they make on the 'Imagine' worksheet would entail.
- Be flexible and allow participants to go back to change their reflections if they desire to do so. Surface their attitudes about this activity by asking them what they were thinking and feeling when doing the activity.

# Infrastructure

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In order to enable this new equitable future, certain anti-racist actions need to be taken. The last section of this worksheet suggests three key categories under which these actions may be activated:

Policy, Organization and Object.

## Anti-racist Design Principles

- Challenge the concept of race
- Initiate critical conversations
- Facilitate collective anti-racist action

# Facilitation

- Introduce participants to the structure of the worksheets or the physical prototyping materials if prototyping an object. Make sure to check occasionally if they have any questions.
- Ask questions to facilitate thinking rather than giving examples of what their prototype might look like. Provide examples for different contexts if necessary to avoid over-guiding (ex. Talking about how turnstiles make us move in a specific way or the influence of a policy)
- Give participants time and space to reflect and engage in dialogue.
- Be flexible about how they engage with the materials, people might choose to make a tangible prototype for an organization or to fill in multiple sheets.
- Ask them if they would like to keep the material or turn it in, provide extra worksheets if they would like to keep a copy.
- Engage in dialogue as they finish the activity: What did they prototype? What made them think in this way? How did the activity make them feel?

## Anti-racist Action

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# 05

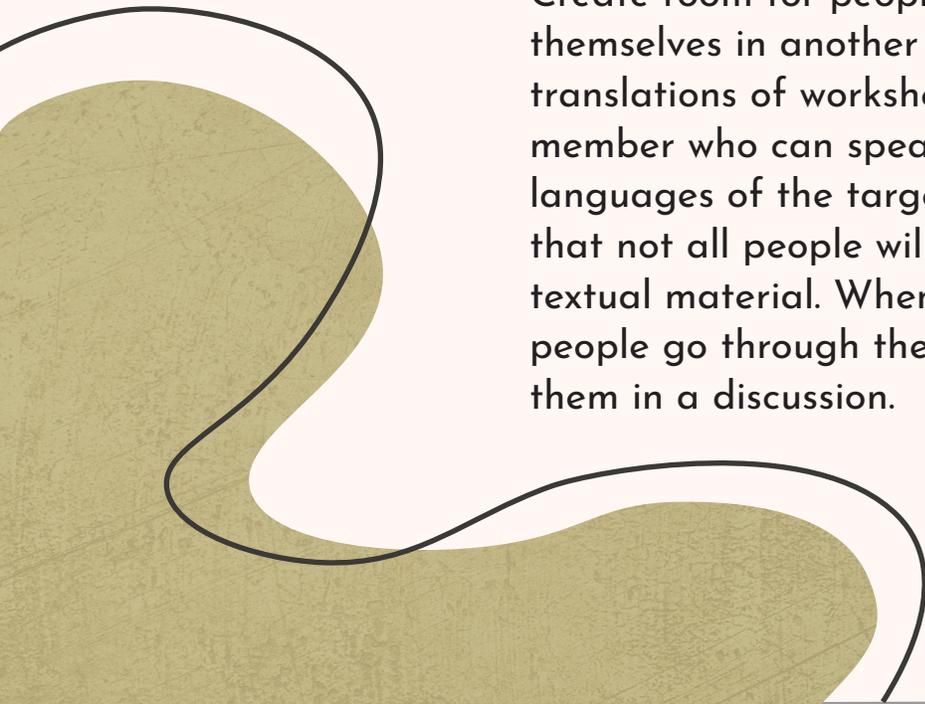
## Tips

### Make people comfortable

Be mindful that participants are not always naturally equipped with the skills and habits that would let them shape preferred futures in the most effective way. Therefore, it is imperative to create a comfortable and inviting space that people would like to be part of. Think about the location, weather and safety measures. Make sure people are comfortable for having hard conversations in your designated space. Play some music in the background to create a more enjoyable experience.

### Language

Create room for people who can better express themselves in another language. Create translations of worksheets and include a team member who can speak one of the native languages of the target audience. Be mindful that not all people will be able to engage with textual material. When this is the case, help people go through the activities by engaging them in a discussion.



# Extend the experience

One of the most valuable things in collectively prototyping equitable futures is the plurality of worldviews, imaginations and insights that come together. Try to share this collection by extending the experience in a physical or digital space. For instance, participants can sign up for a virtual exhibition or access the collection of prototypes later.



# 06

## Glossary



IMAGINE | IMAGINA

no one didn't say!

equal opportunities!

integrated, better neighborhoods

freedom for all of us (especially the whites!)

"The master's tools  
cannot dismantle the master's house"  
Audre Lorde

CRE

# Racism

The marginalization and oppression of people based on a racial hierarchy, which is constructed through economic exchanges, institutional policies, societal practices and the shaping of cultural beliefs and values.

# Equity

Providing people with tools and resources that their circumstance requires in order to ensure fairness in their ability to realize the goals they want to achieve.

# Anti-racist action

A race specific initiative or action that seeks to address and repair or reverse racial inequity, disparity, and/or disproportionate outcomes.

# Anti-racist design principles

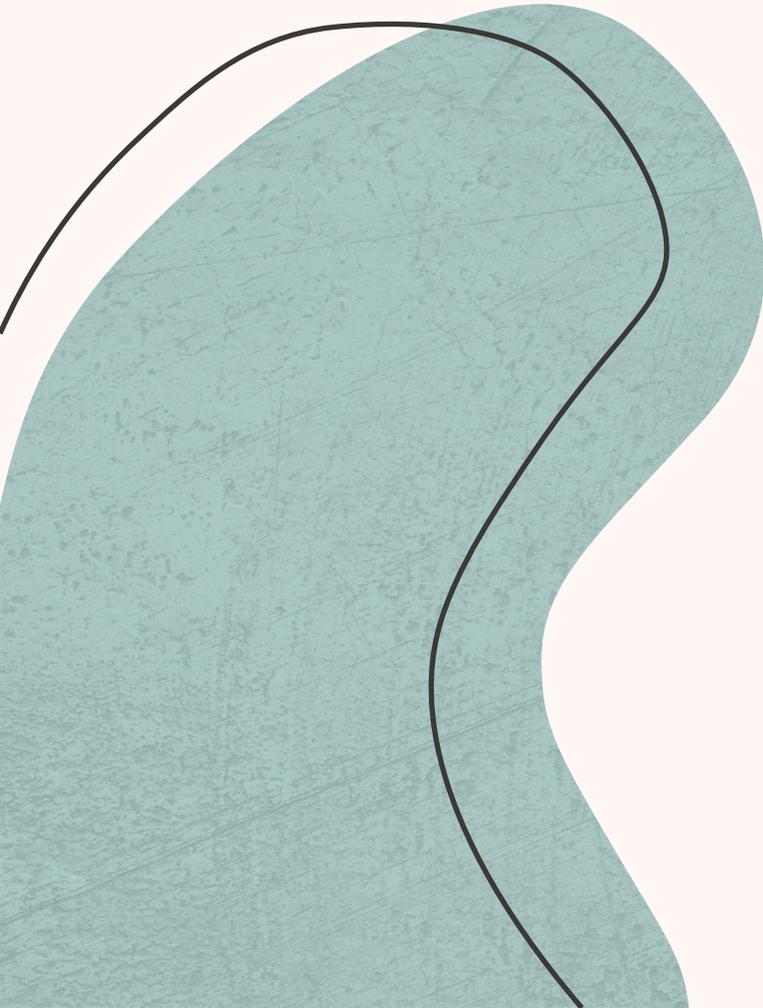
- Challenge the concept of race
- Initiate critical conversations
- Facilitate collective anti-racist action







# Appendix





# IDENTIFY

## Describing the present

Objective: Share an experience about how racism is exercised against you.

Your Name: \_\_\_\_\_

### How do you experience racism?

I have been impacted by racism at/in

when / while I

imposes racism on me by   
what prevents you from doing what you want to do?

which prevents me from

They are able to do this because

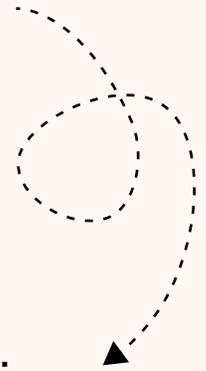
I know it was racist because

It makes me feel  because   
what is the ultimate negative consequence of the policy?

# IMAGINE

## Describing an equitable future situation

Objective: Share an ideal situation in an equitable future



### We've built an equitable future, where, unlike my past experience;

In my

I am able to   
what are you able to do?

It makes me feel  because

For this future to exist an anti-racist policy, organization, or object needs to be designed, pick one to develop it further:

policy  
rules or guidelines to make decisions

organization  
group that offers a particular service with a purpose

object  
tool, technology, device or thing



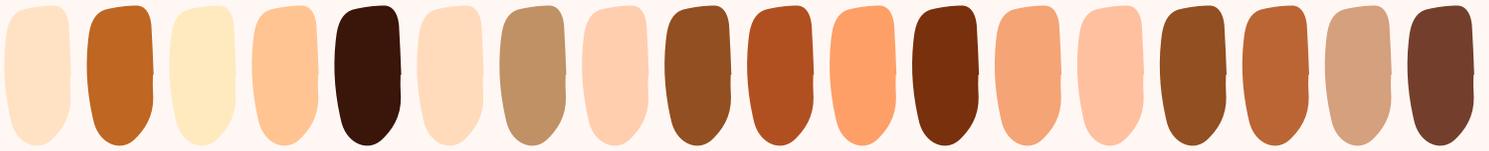
Sign up to receive updates from our upcoming virtual exhibition

## Designing an **anti-racist policy**

Objective: Create a new policy that helps build the equitable future situation you just described

Name the policy (e.g. Breathe Act)

Who would benefit most from this policy? Choose all the skin colors that apply.



What behaviors or actions does your policy stop?

What new behaviors or actions do you want to see?

What are the consequences for breaking this policy?

How much does your policy **benefit** in each area? Color in the bars to show percentage:

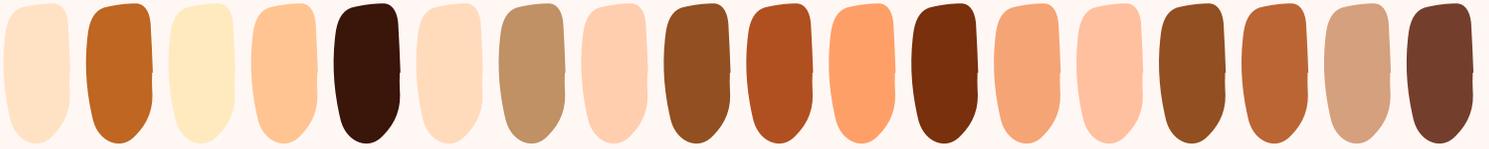
 Economics	<input type="text"/>				
Ownership of and access to monetary and other types of resources that are necessary to gain access to desired opportunities and experiences					
 Health	<input type="text"/>				
Ability to positively affect your physical condition whether through consumption, physical activity, or access to healthcare					
 Employment	<input type="text"/>				
Ability to obtain and retain a job that allows you to earn income					
 Justice	<input type="text"/>				
The fair evaluation of situation and circumstance by those holding power to determine a morally right decision impacting a persons life.					

## Designing an **anti-racist organization**

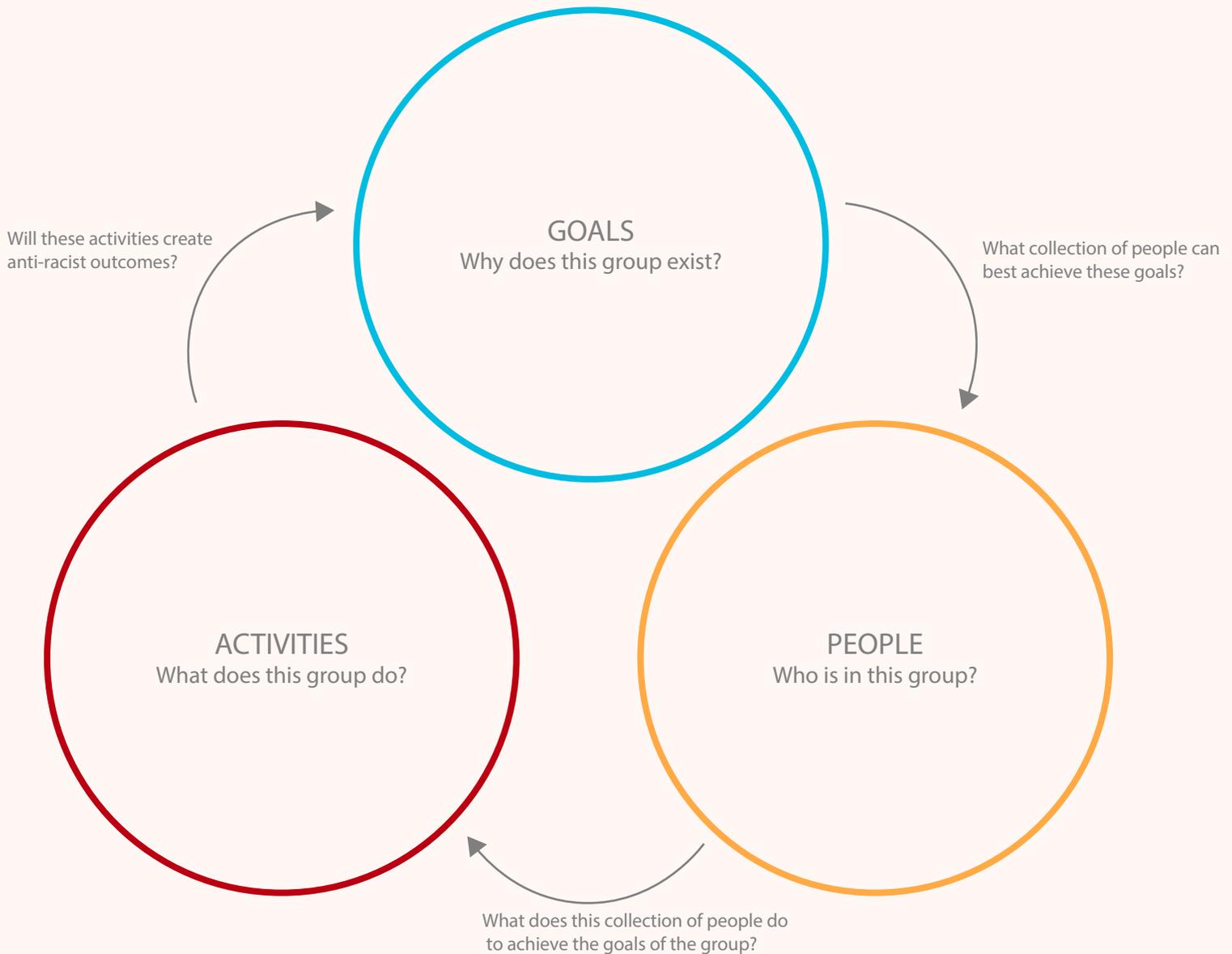
Objective: Create a new organization that helps build the equitable future situation you just described

### Name of the organization

Who needs this organization the most? Choose all the skin colors that apply



Describe the organization in three areas:



# Prototyping Materials

Here is a list of prototyping materials that you can provide for the 'Object' option of 'Infrastructure' activity. Make sure that there is a working station for this hands-on exercise and that cutting tools are placed off limits for kids.

- Sticky Notes
- Thread
- Felt Sheets
- Push Pins
- Soft Craft Wire
- Masking Tape
- Double-sided Tape
- Permanent Markers
- Playdough
- Scissors
- Glue Stick
- Craft Sticks
- Peel & Stick Shapes
- Sticky Putty
- Clipboards

