



CAMPFIRE GUIDE

How to Be an Antiracist

by Ibram X. Kendi

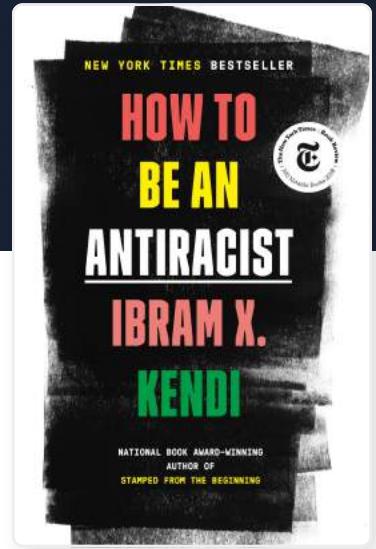
Campfire



How to Be an Antiracist

by Ibram X. Kendi

How to Be an Antiracist is about identity. The book helps teach what it means to be human and to be seen in all of your humanity. Rather than thinking in terms of fixed identity, it helps you to see identity as an aspiration—a set of things you would like to become. Of those things, one of the most important is to be antiracist. We live in a world that continues to face social injustice and racial inequity. The only way to destroy that societal cancer is to be willing to constantly seek to improve. You must look at yourself first and then identify any opportunity to stand up against racist policy and power. If we can all do this, we have hope for a world of true and equal freedom.



Why discuss this book with your team?

The book will help the reader to think deeply about their views and ideas about race. After reading the book, they will feel more prepared to articulate their perspective and provide unique contributions in the fight against racism and inequality. These discussions are important ones and the book provides a good scaffolding for talking about diversity and inclusion in both specific and broad ways.

KEY TOPICS

- Humanity
- Equality
- Bias
- Identity
- Diversity
- Power

OUR RESOURCES

- | | |
|------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
|  Detailed Guide |  Slack App |
|  Facilitation Support | |

Spark change with powerful discussion

Meaningful change will not come by buying a copy of the book for everyone and hoping for the best. We must be willing to have difficult conversations and then take action together. Each person must discover their own unique voice and contribution and we need to support each individual in their efforts to create lasting change.

FROM THE AUTHOR



“By not running from the books that pain us, we can allow them to transform us. I ran from antiracist books most of my life. But now I can't stop running after them—scrutinizing myself and my society, and in the process changing both.”

Resources to support your efforts

20-page discussion guide: Topics, quotes, and questions to get your team talking and connecting.

Slack application: Book-specific prompts and reminders keep your team on pace and in the book.

Facilitation content: Gather meaningfully with our resources to promote bravery and vulnerability.

BEFORE YOU BEGIN

Using a Campfire Guide



Each page of the guide corresponds with a chapter in the book. These pages contain one or more quotes from the chapter and a discussion question based on the quote. The page also contains additional questions related to the chapter, plus facilitator tips to guide you to be an excellent leader for your group.

INTRODUCTION

My Racist Introduction

FACILITATOR TIP

You go first. Modeling an answer to a question is a powerful way to give other people an idea of what they might say. If you are vulnerable, it will give other people permission to be.

"This book is ultimately about the basic struggle we're all in, the struggle to be fully human and to see others as fully human."

"This is the consistent function of racist ideas—and any kind of bigotry more broadly: to manipulate us into seeing people as the problem, instead of the policies that ensnare them."

MORE QUESTIONS

Who are the people in your life who have expectations of you?

Have you ever attacked a person or group of people when you should have attacked a problem instead?

Whose opinions do you really care about?

What is something that you used to believe but no longer believe?

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TOPICS

Humanity, Equality, Identity

DISCUSSION QUESTION

Describe a time when you felt like you were either more than or less than another person. What was that time like?

DISCUSSION QUESTION

Describe a time when you have focused on people instead of problems.

CAMPFIRE GUIDE

FACILITATOR TIPS

Look for these symbols throughout the guide to discover tips for becoming a better facilitator. These are great outside reading groups, too! Use them in meetings with others for improved outcomes.

TOPICS

Use these topics to find other content that might be relevant to your group.

QUOTES & DISCUSSION

We've provided quotes from the chapter and paired them with questions. Share the quotes and discussion questions with your group before your meetings to help them prepare.

MORE QUESTIONS

In addition to featured questions, we include others for you to use. Don't feel limited to the quotes and questions we provide; create your own!

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CAMPFIRE GUIDE

BEFORE YOU READ THE BOOK

Establish a Purpose

Before you get started in reading discussions with your team, it is helpful to have an open dialogue to establish the purpose of your reading group. Each team member will have a unique perspective coming into the experience. Asking questions like these help to build a foundation of trust and guide future discussions.

Questions to ask before you read

What is the best possible outcome for your team in reading this book?

What comes to mind when you look at the cover and the back of this book?

What do you know about the topic of this book?

How do you expect to change from reading this book?

What hesitations, if any, do you have about reading this book?

Do you have any questions you hope are answered while reading and discussing this book?

Describe your feelings when you learned we'd be reading this book together as a team.

Having not read the book, could you attempt to summarize what you think it will contain?

Have you read this book, or a similar book, before?

If you could read this book with anyone, who would you choose?

Why do you think this book will be meaningful to you?

How would you predict this book will be applied to your team?

What do you expect to learn?

INTRODUCTION

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“This book is ultimately about the basic struggle we’re all in, the struggle to be fully human and to see others as fully human.”

“This is the consistent function of racist ideas—and any kind of bigotry more broadly: to manipulate us into seeing people as the problem, instead of the policies that ensnare them.”

TOPICS

Humanity, Equality, Identity, Relationships, Beliefs

DISCUSSION QUESTION

Describe a time when you felt like you were either better than or less than another person.

DISCUSSION QUESTION

Describe a time when you focused on people instead of problems.

MORE QUESTIONS

Who are the people in your life who have expectations of you?

Have you ever focused on a person or group of people when you should have focused on a problem instead?

Whose opinions do you really care about?

What is something that you used to believe but no longer believe?

What is the process you go through for changing key beliefs in your life?

Do you have any ideas or beliefs from your past that you are not proud of?

Definitions

FACILITATOR TIP

Nobody likes a meeting without an agenda. Even worse is when a meeting has no purpose at all. Start your discussions by reminding everyone of your purpose.

“Definitions anchor us in principles. This is not a light point. If we don’t do the basic work of defining the kind of people we want to be in language that is stable and consistent, we can’t work toward stable, consistent goals.”

“Like fighting an addiction, being an antiracist requires persistent self-awareness, constant self-criticism, and regular self-examination.”

TOPICS

Principles, Communication, Morality, Self-Awareness, Feedback, Taking Action

DISCUSSION QUESTION

What does it mean to be a good person?

DISCUSSION QUESTION

What do you do to actively maintain self-awareness?

MORE QUESTIONS

What words or definitions do we associate with being good?

Where does racial inequity exist today?

If someone on our team was being treated unfairly, how would you help resolve that?

What other examples of inequity exist today?

What do you do to self-criticize or self-examine?

How do you seek feedback from others?

How can our team improve our approach to giving and receiving feedback?

CHAPTER 2

Dueling Consciousness

FACILITATOR TIP

Feedback is a gift. Send a quick note to your team right after the meeting to ask them for one thing you could do to make the next meeting better.

“Americans have long been trained to see the deficiencies of people rather than policy. It’s a pretty easy mistake to make: People are in our faces. Policies are distant.”

“Antiracist ideas are based in the truth that racial groups are equals in all the ways they are different.”

TOPICS

Root Causes, First Principles, Comparison, Problem-Solving, Evaluation

DISCUSSION QUESTION

How can we better focus on problems instead of people?

DISCUSSION QUESTION

How do we assign value to individuals or groups?

MORE QUESTIONS

Can you think of an example of when you tried to solve a problem without looking at the actual root cause?

What are some big problems in the world that we try to fight without actually looking at the root cause of the problem?

What are some groups that we've unrightly asked to be more like other groups?

What makes someone valuable?

What happens when we don't fight root causes?

CHAPTER 3

Power

FACILITATOR TIP

Create space. Watch for cues that someone wants to participate and then invite them in—then thank them for their contribution.

“We are what we see ourselves as, whether what we see exists or not. We are what people see us as, whether what they see exists or not.”

“What people see in themselves and others has meaning and manifests itself in ideas and actions and policies, even if what they are seeing is an illusion.”

TOPICS

Identity, Perception, Categorization, Judgement, Inclusion, Ignorance

DISCUSSION QUESTION

How would the people closest to you describe you to others? How is that different from the way you see yourself?

DISCUSSION QUESTION

How has your position or standing in a group been hurt by others' perceptions of you?

MORE QUESTIONS

Do you believe that perception is reality? Why or why not?

When have you benefited from the way someone has seen you?

In what ways are you driven by power?

What are some ways our team can be more accepting of each other?

Where do you see disparities or inequities in power?

CHAPTER 4

Biology

FACILITATOR TIP

Ask a question. Give people time to write down an answer. Have each person share what they wrote. This limits the length of responses and gets everyone involved.

TOPICS

Stereotypes, Race, Humanity, Assumptions, Microaggressions

“What other people call racial microaggressions I call racist abuse. And I call the zero-tolerance policies preventing and punishing these abusers what they are: antiracist”

DISCUSSION QUESTION

What microaggressions do you think are common in the workplace?

“In genetic terms, all human beings, regardless of race, are more than 99.9% the same. What that means is that modern science has confirmed . . . [that] the most important fact of life on this Earth is our common humanity.”

BILL CLINTON

DISCUSSION QUESTION

Why is it so important to know that we are 99.9% genetically the same? How does that help you to see people as more equal?

MORE QUESTIONS

When have you stood up to abuse?

How does our biological similarity change your perspectives?

Can you think of a time when you looked the other way when you witnessed abuse?

Why is it still important to acknowledge race?

Why do you think you looked the other way?

How does acknowledging race impact the fight against racism?

CHAPTER 5

Ethnicity

FACILITATOR TIP

Ask participants to answer each others' questions before you give an answer. This will increase participation and connection in the group.

TOPICS

Hierarchies, Nationality, Heritage, Critical Thinking

“The fact is, all ethnic groups, once they fall under the gaze and power of race makers, become racialized . . . The racializing serves the core mandate of race: to create hierarchies of value.”

DISCUSSION QUESTION

Where have these hierarchies become embedded into mainstream ideas and thinking?

“Where are you from? I am often asked this question by people who see me through the lens of ethnic racism [which] presumes I . . . cannot be a so-called lowly, lazy, lackluster African American.”

DISCUSSION QUESTION

How does the question, “where are you from?” often turn into ethnic racism?

MORE QUESTIONS

Have you ever heard people talk about how “Black” or “White” someone is? How is this a form of racism?

What do you do to make sure that you are thinking critically, analyzing data, identifying truth, and asking the right questions?

CHAPTER 6

Body

FACILITATOR TIP

Assign specific roles. For example, you might ask someone who likes to share a lot to take notes and then provide a read-out at the end of key insights and actions.

TOPICS

Inaction, Assumptions, Fear

“Black people are apparently responsible for calming the fears of violent cops in the way women are supposedly responsible for calming the sexual desires of male rapists.”

DISCUSSION QUESTION

How has the focus on police brutality and racism impacted you in life and at work?

“It all happened right in front of me. I did nothing. I did nothing . . . I did nothing.”

DISCUSSION QUESTION

When have you done nothing when you should have done something?

MORE QUESTIONS

Have you ever experienced an irrational fear of other people?

Describe a time when you wish someone would have stood up for you.

What “body racism” have you encountered or expressed?

When has fear kept you from necessary or needful action?

Culture

FACILITATOR TIP

A note on icebreakers: "What's your favorite cereal?" is a fun icebreaker, but not very meaningful. The best icebreakers can be answered quickly, they tie to your meeting purpose, and generate stories that create safety.

"Whoever makes the cultural standard makes the cultural hierarchy. The act of making a cultural standard and hierarchy is what creates cultural racism."

"To be antiracist is to see all cultures in all their differences as on the same level, as equals. When we see cultural difference, we are seeing cultural difference—nothing more, nothing less."

TOPICS

Social Standards, Language, Religion

DISCUSSION QUESTION

What hierarchies exist on our team, in our company, or in this group?

DISCUSSION QUESTION

What role do cultural hierarchies play in the way that we think about our own identity?

MORE QUESTIONS

What cultural hierarchies have you personally experienced?

Are there valid cultural standards?

What is your reaction when someone speaks differently than you?

What does it mean to be "more civilized"?

What are some common social prejudices with languages, accents, etc.?

Why do dress codes exist? Should they?

What can you do to more fully focus on problems and policies instead of people?

CHAPTER 8

Behavior

FACILITATOR TIP

Set expectations early and stick to them. For example, start your meetings on time and plan to end a couple minutes early.

**“Nothing is behaviorally wrong or right—
inferior or superior—with any of the
racial groups. Whenever the antiracist
sees individuals behaving positively or
negatively, the antiracist sees exactly that:
individuals behaving positively or
negatively, not representatives of whole
races . . . Behavior is something humans
do, not races do.”**

TOPICS

Behavioral Racism, Standardized Tests,
Opportunity Equality

DISCUSSION QUESTION

Have you ever expected more or less of someone because of their racial group?

DISCUSSION QUESTION

What if we measured kinds of achievement instead of levels of achievement?

MORE QUESTIONS

How much control do people have over their behavior?

What are valid excuses or reasons for poor behavior?

What should we make of our privileges and advantages?

What if we evaluated knowledge of your environment and ability to influence it over intelligence?

What if we measured intellect based on someone's desire to learn instead of their IQ?

CHAPTER 9

Color

FACILITATOR TIP

Keep the discussion going outside of the meetings. Send a follow-up email with notes from the previous meeting or drop questions into Slack.

TOPICS

Lightness Bias, Income, Employment

“Colorism is a collection of racist policies that cause inequities between Light people and Dark people.”

DISCUSSION QUESTION

What is something that you can do to help solve the problems these inequities create?

“Skin lighteners are used by 70 percent of women in Nigeria; 35 percent in South Africa; 59 percent in Togo; and 40 percent in China, Malaysia, the Phillipines, and South Korea.”

DISCUSSION QUESTION

Is tanning for white people better or worse than skin bleaching for black people? Why?

MORE QUESTIONS

How do you control for biases that you have towards certain standards of beauty?

How do we reconcile romantic attraction with the ideal that we eliminate beauty standards and biases?

CHAPTER 10

White

FACILITATOR TIP

Silence is golden. You can use moments of silence as a tool. Plan for quiet moments of reflection and be comfortable when a question hangs in the air. Deep thoughts love silence.

“Courage is not the absence of fear, but the strength to do what is right in the face of it.” ANONYMOUS

“I have always been a man who tries to face facts, and to accept the reality of life as new experience and new knowledge unfolds it.” MALCOM X

TOPICS

Binary Thinking, Adaptability, Shame

DISCUSSION QUESTION

What is something that you know you should do, something clearly right, that you haven't done yet?

DISCUSSION QUESTION

What do you do to challenge and change your own perspectives? What more could you do to be open-minded?

MORE QUESTIONS

What statements would you make if you knew that they could not come back to hurt you?

How does shaming impact us and the shamed?

What role does nuance play and what roles do labels play?

How might full equality either benefit or hurt you?

CHAPTER 11

Black

FACILITATOR TIP

Owning the room—or the Zoom. You are in charge of the physical and technical space. Consider the chairs and tables. Decide whether you will require cameras to be on for all participants.

TOPICS

Labels, Duality, Power, Influence

“The ‘powerless defense’ shields people of color from charges of racism even when they are reproducing racist policies and justifying them with the same racist ideas as the White people they call racist.”

DISCUSSION QUESTION

What would you like to be able to change even though you feel powerless? How might you influence that?

“When we stop denying the duality of racist and antiracist, we can take an accurate accounting of the racial ideas and policies we support.”

DISCUSSION QUESTION

How does thinking about beliefs in less binary terms help you to have more productive conversations?

MORE QUESTIONS

What characterization, label, or other moniker has been **harmful** to you in your life?

What characterization, label, or other moniker has been **helpful** to you in your life?

Can black people be racist? How so?

Why would it be wrong to say “something is wrong with black people?”

In explaining duality, Kendi describes that you can do both racist and antiracist things. What do you think he means by this?

CHAPTER 12

Class

FACILITATOR TIP

Prepare an agenda. Have at least one quote and question selected for each discussion. Consider sharing the agenda beforehand so people can gather their thoughts.

TOPICS

Capitalism, Economic Design, Regulation, Purpose

“Was there ever a nation on God’s fair earth civilized from the bottom upward? Never; it is, ever was, and ever will be from the top downward that culture filters.”

W.E.B. DU BOIS

DISCUSSION QUESTION

How can people who are not in positions of power influence culture and cultural norms?

“I believe in markets and the benefits they can produce when they work.”

ELIZABETH WARREN

DISCUSSION QUESTION

What are some examples of companies that care more about doing good than they do about profits?

MORE QUESTIONS

What is capitalism to you?

Kendi describes that racism will end of unnatural causes. What are some of these unnatural causes?

Why does capitalism matter to you?

What is your take on the "conjoined twins" of capitalism and racism?

What is your reaction to Kendi's definition of capitalism?

Space

FACILITATOR TIP

Make time. Give your participants time to read while at work—we recommend 15 minutes each day. Your discussions should be at least 45 minutes long.

“To be antiracist is to recognize there is no such thing as the ‘real world,’ only real worlds, multiple worldviews.”

“The idea of the dangerous Black neighborhood is the most dangerous racist idea...”

“...we will find good and bad, violence and nonviolence, in all spaces, no matter how poor or rich, Black or non-Black.”

TOPICS

Objectivity, Perspective, Hierarchies
Open-mindedness

DISCUSSION QUESTION

What are some ways we can observe and even experience different worldviews?

DISCUSSION QUESTION

How can we influence the resources provided to predominantly Black spaces instead of comparing spaces based on race?

MORE QUESTIONS

Do you think it is possible to be truly objective?

How are crimes of theft different in their danger? (e.g. white collar vs. not)

Why do we compare rich white neighborhoods to poor black neighborhoods?

Gender

FACILITATOR TIP

You are the host. While it's great to get other people involved, we recommend a single facilitator for each book. The continuity will help.

TOPICS

Safety, Bravery, Intersectionality, Authenticity, Hope

“They saw the potential in me I did not see in myself.”

DISCUSSION QUESTION

Describe a time when you were able to have a surprisingly positive discussion with someone who disagreed with you.

“Intersectional theory now gives all of humanity the ability to understand the intersectional oppression of their identities, from poor Latinx to Black men to White women to Native lesbians to transgender Asians.”

DISCUSSION QUESTION

What intersectional identities define you? In what ways do they impact you?

MORE QUESTIONS

What does it mean to “be yourself”?

Where do you feel safe and brave enough to be yourself?

How would your closest friends impersonate you? What would you be afraid to see in their impersonations?

What are you silent on that you wish you talked about more?

What beliefs have you inherited “by default” or without thinking them through?

Describe a time when you wrongfully jumped to a conclusion.

CHAPTER 15

Sexuality

FACILITATOR TIP

Listen. Listen. Listen. Your role is to start the meeting off right, get everyone else involved, and then close it well. You should listen more than you talk.

“It is best to challenge ourselves by dragging ourselves before people who intimidate us with their brilliance and constructive criticism.”

“Why didn’t he feel comfortable sharing his sexuality with me?”

TOPICS

Growth, Identity, Mindset, Advocacy, Critical Thinking

DISCUSSION QUESTION

Who are your intellectual role-models? How do they challenge your thinking?

DISCUSSION QUESTION

What would someone close to you find difficult to say to you because of how you might react?

MORE QUESTIONS

What do you think is fixed about people? (i.e., what cannot be changed?)

Reflect on a part of your identity that is difficult to tell others.

Who is someone that has been an example to you of advocacy or standing up for others?

Where are some places you go or things you do to challenge your own ideas and thinking?

Who is a role model of yours for taking action when things seem hard or even impossible?

Failure

FACILITATOR TIP

Get back to safety. When there's disagreement, thank each person for their unique perspective and ask for permission to move on to another topic.

TOPICS

Improvement, Authenticity, Feedback, Outcomes, Blame, Fear

“The failure doctrine avoids the mirror of self-blame. The failure doctrine begets failure. The failure doctrine begets racism.”

DISCUSSION QUESTION

How do you accept blame for your personal failures?

“Knowledge is only power if knowledge is put to the struggle for power. Changing minds is not a movement. Critiquing racism is not activism.”

DISCUSSION QUESTION

How does focusing on outcomes affect your ability to achieve success?

MORE QUESTIONS

What risks do people face by fighting for what's right?

What are some good things you've done for the *right* reasons?

Why is failure scary?

What are some good things you've done for the *wrong* reasons?

Why is it important to understand why our team failed at something?

How are you going to use the knowledge you've gained reading this book for power?

Describe a workplace where you'd feel free to be your imperfect self.

Success

FACILITATOR TIP

Give everyone a turn. Consider giving people a poker chip to use when they speak. Then, don't let people speak again until everyone has used their chip.

“The story of our generation will be based on what we are willing to do. Are we willing to endure the grueling fight against racist power and policy? Are we willing to transform the antiracist power we gather within us to antiracist power in our society?”

“We become unconscious to racist policymakers and policies as we lash out angrily at the abstract bogeyman of ‘the system’.”

TOPICS

Hope, Systemic Racism, Discernment, Strong Opinions, Hope

DISCUSSION QUESTION

What will you do to fight racist power and policy in your community?

DISCUSSION QUESTION

What problems feel impossible to solve because “the system” is so broken?

MORE QUESTIONS

In what ways do you fear success?

Why can it be harmful to call it “systemic racism”?

What gives you hope that we can succeed in the fight against racism?

What have you experienced that leads you to feel hope that there will be meaningful change?

How do you discern truth from error in a world filled with such biased ideas?

How do you keep “cleaning your gut and mind in your ‘journey towards true and useful ideas’”?

Survival

FACILITATOR TIP

Read the book. Everyone will know if you didn't. Consider it an opportunity to learn something a little bit more deeply than you might have otherwise.

“What am I doing to change policy? How can I genuinely urge people to focus on changing policy if I am not focused on changing policy?”

“We must believe. Believe all is not lost for you and me and our society. Believe in the possibility that we can strive to be antiracist from this day forward... Racist ideas are not natural to the human mind.”

TOPICS

Action, Persuasion, Policy, Hope, Accountability, Responsibility

DISCUSSION QUESTION

What are you going to do about what you've learned from this book? What's one small action you can take?

DISCUSSION QUESTION

What are some things that give you hope for a better world than the one we live in today?

MORE QUESTIONS

Reflect on the things you could be doing to help change policy.

What is going well in your home, community, work, church, etc.?

In what ways are you best at influencing people and their perspectives?

Kendi describes that people that make bad policy are not bad people. Thoughts?

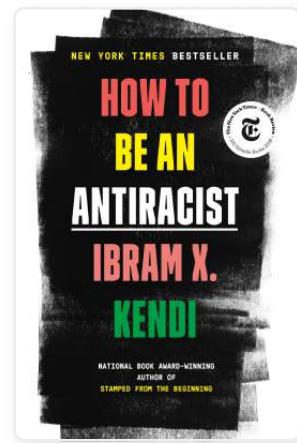
Why do you believe that the problems Kendi describes in this book are fixable?

AFTER YOU READ THE BOOK

Reflect on your progress

You have made a significant investment with your team, but this should be considered the beginning of your journey, not the end. Discussion and reflection are forms of progress if they lead to meaningful action and change. Take some time with your team to reflect on what action each of you will take.

“Knowledge is only power if knowledge is put to the struggle for power. Changing minds is not a movement. Critiquing racism is not activism. Changing minds is not activism. An activist produces power and policy change, not mental change.” IBRAM X. KENDI



Questions to ask after you read

Let's revisit the questions from the beginning of this guide and make a plan to continue to take action as individuals and as a team. Guide your team through discussion and decision on what to do next.

Did your team achieve any of the “best possible outcomes” you came up with before reading?

What did you learn about the topic of this book, and how did it meet your expectations?

Reflect on any hesitations you had in reading this book. Were they warranted?

What are some similar books you hope to read next?

How has this book changed you?

What questions did this book answer for you?

What surprised you the most in this book?

Who would you recommend this book to?

How can your team continue to apply what you learned in this book?

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About Campfire



Build a Campfire Culture

Inspiring your team and clarifying focus doesn't have to be a full-time job. Campfire gives you superpowers to lift your team, spark connection and drive growth for individuals and your business.

Our solutions



Facilitation guidance

Step-by-step guides for nurturing relationships and driving meaningful discussion together

We gather your team around the best books, guide them to learn meaningfully, develop relationships, and discover new ways to create impact.



Reminders and prompts in Slack

We take the toil out of keeping your team on the same page

Most of what Campfire does lives within Slack so you don't have to remember to use it. We come to you!



Content curation

We're your librarians! We'll help you pick the best books for your goals.

Monthly

\$ 5
Per user

Whether you have a cozy team of four or a team of a thousand, our pricing is simple.

Connect with us

For detailed tips and how-tos on developing a culture of reading or using our tools visit our website getcampfire.com.

 @getcampfire

If you prefer to talk to a human, reach out anytime at team@getcampfire.com or find us on Twitter @getcampfire, and we'd be happy to help.

 team@getcampfire.com

Campfire

“If we ignore the odds and fight to create an antiracist world, then we give humanity a chance to one day survive, a chance to live in communion, a chance to be forever free.”

Ibram X. Kendi, *How to Be an Antiracist*

Campfire