



How to Talk About Racism

A CONVERSATION GUIDE

Having conversations about racism and inequality can be difficult and challenging, but they are a powerful and necessary step towards justice. Here are some helpful tips to guide your discussions:



TIP #1

Maintain a demeanor of patience, respect, and understanding. Everyone may not be at the same level of comfort, so lead the way with your actions.



TIP #2

Keep the initial conversation short when possible. Know what you would like to talk about, and if the other party is interested in continuing the conversation, set a time to continue later on.



TIP #3

Increase the frequency of your conversations with everyone around you.



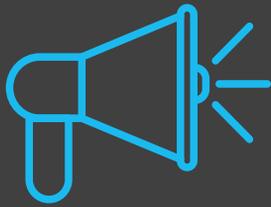
TIP #4

Honor the past. We all have biases shaped by our lived experiences. When speaking up recognize what you have learned, and are working to address in your life.



TIP #5

Appeal to human connection whenever possible. We all want to be seen, cared for, and heard.



Responding to Racism

IN INTERRUPTING NEGATIVE PATTERNS

If you hear someone saying comments that are racist, discriminatory, or unjust, there are steps you can take to interrupt the behavior and redirect for a more positive outcome. If you feel safe to do so, try any of the following methods to intervene.

SEIZE THE MOMENT

CALL OUT THE BEHAVIOR

STAY IN CONVERSATION

USE YOUR BODY LANGUAGE

Seize the moment – don't wait!

Ask the individual to refrain from making such comments in the future, or reconsider their statement.

Call out the behavior, not the person.

Let them know that their behavior is unacceptable and will not be tolerated.

Be willing to stay in the conversation, if you can.

This shows that you are willing to call out the behavior again, but also provide support to someone who may be willing to address and change their behaviors.

Non verbal cues can be helpful.

If someone makes a joke at the expense of someone else, meet the joke with silence, or use your body language as a way to express your distaste for poor humor.





PHRASES THAT INTERRUPT RACIST COMMENTS

RESPONSIVE LANGUAGE

IF YOU EXPERIENCE AN ACT OF RACISM

- That's not okay with me.
- What you just said is harmful.
- We don't say things like that here.
- Hold on. I need to process what you just said.
- I'm sorry, what?
- I didn't realize you think that.

SUPPORTIVE LANGUAGE

IF YOU WITNESS AN ACT OF RACISM

