

## **2014 Responding to Racism Effectively Program**

### *General Discussion Topics to be Covered*

#### **Expanded Program Goals**

- Communicate deliberately and intentionally
- Realize impact of others' actions or statements
- Keep communication channels open
- Avoid defensiveness
- Interrupt racist behaviors
- Help others see people as individuals instead of stereotypes
- Nurture empathy for those discriminated against
- Encourage long-term personal change
- Take small steps

#### **Intervention Considerations**

- Who is involved--co-worker, judge, friend, relative, stranger, etc?
- Where is the intervention taking place--office, in the criminal justice system, personal life?
- Recognize racism
- Consider the racism grid: overt vs subtle and intentional vs unintentional
- Be aware of power imbalance
- What are the collateral consequences of intervening?
- Is this a good *time* to talk?
- Is this a good *place* to talk?
- Be prepared!
- Question your gut reaction, where does your "gut" come from?
- Acknowledge your own less than positive responses to race. We all have them.
- Try not to appear arrogant or condescending as you talk about social justice
- Learn the history of racism and have examples

#### **Communication Considerations**

- Be deliberate and intentional
- Have "interrupting" statements or questions ready
- Observe without judgment
- Repeat statement back
- Maintain balance of "I don't have all the answers" and "I need to say something."
- Consider whether it's an appropriate time to include feelings
- Ask questions, sincerely
- Listen, listen, listen
- Be curious, genuinely
- Listen for what is important to them personally. A person with a negative attitude about affirmative action probably values fairness. This could be common ground to start a conversation.
- Be aware that we all can detect insincerity
- Consider whether what you are about to say will create defensiveness
- Respond to defensiveness
- Acknowledge any tension and maybe continue the discussion another time
- Create a compassionate and safe place to talk