

Talking About Racism in the Classroom

RACISM



NOTES FROM PRESENTATION

Key Terms

- Racism vs. Anti-Black Racism
- Systemic Racism
- Microaggressions
- Ally

Methodologies

Implicit Bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Before acting on bias, consider the following actions of awareness:

- **STOP!**
- **BREATHE** – Take a breath. This gives you a moment to reflect.
- **QUESTION** – Ask why am I about to do this? Who benefits from this course of action?
- **REPLACE**. Replace false narratives with other possibilities.

When a student chooses to share his or her experience of racism with you:

- **LISTEN** with intent – minimize/eliminate distractions and focus on the speaker;
- **VALIDATE** understanding – repeat, paraphrase, reframe racism to focus on the behavior, not the individual;
- Demonstrate **EMPATHY** by holding space. You might not relate to the experience, but you can empathize with the emotion;
- **TAKE** action

As good people that mean well, we still have the capacity to cause harm through our actions and words. **If you say or do something racist, here is how to take accountability:**

- **Reframe** and *focus on the behaviour, not the individual*.
- **Take time to formulate a response** – later that day or within 24 hours.
- **Apologize**. Be specific. It is not about your intent. Focus on the impact.
- **Outline your accountability**.
- **Move forward**.