

Call out Racism

If we want people to hear what we're saying and potentially change their behaviour, we have to think about things that will not immediately make them defensive.

Tactics we could try...

1. Repeat the Statement

So, what I'm hearing is..... Is that correct?

Example:

So, what I'm hearing is that you are frustrated and that you said [insert individual / name] is causing a problem because of their [skin colour / ethnicity / clothing]. Is that correct?

By hearing you say what they said, they will either agree that it wasn't appropriate, or they will get the point you don't approve, and they will likely apologise for their behaviour.

2. Separate intent from impact

Hey, when you said....., I know you didn't mean for it to be offensive, but it made me think/feel..... Next time maybe use.....instead?

Example:

Hey when you said that we should not allow this person to join us, I know you did not mean for it to be offensive, but it made me feel uncomfortable as it does not show respect.

Next time maybe you could say that you are struggling to understand how this would work or how this changes things, and you would like some help with this.

This helps the person see that you are trying to connect with them, not attack them.

3. Appeal to their values

I know you really care about..... Acting in this way undermines those intentions.

Example:

I know you really love being involved with [insert name of group / organisation]. Saying these kinds of things however does not represent our values.

Hold them accountable to be the person they say they are, the person they aim to be, and the person you know they can grow to be.