

How to respond to Racism

The 4 Ds of dealing with inappropriate comments and behaviours:



Direct action-Distraction-Delay-Delegation

Empathy and Understanding:

- Try to understand the person's perspective, even if it's misguided.
- Encourage open conversation to foster mutual understanding.

Establish Boundaries:

- Clearly express that certain comments are not acceptable.
- Set boundaries to protect yourself and others from offensive remarks.

Report Incidents:

- If racism occurs in a workplace or public setting, report it to appropriate authorities or supervisors.
- Document incidents with details for a clear record.

Seek Support:

- Reach out to friends, colleagues, or support groups for guidance and emotional support.
- Share experiences with people who can empathize.

Promote Inclusivity:

- Encourage inclusive language and behaviour in your community.
- Advocate for diversity and equity.

Engage in Allyship:

- Stand up against racism when you witness it happening to others.
- Be an ally by actively supporting and amplifying marginalized voices.

Lead by Example:

- Demonstrate inclusive behaviour and attitudes.
- Encourage others to follow suit in promoting a diverse and tolerant community.

1. Subtle Confrontation:

- Shift the conversation by expressing personal experiences.
- Use phrases like "I experience that like..." or "That could also mean..."

2. Challenge Racism:

- Counter with phrases such as "I've heard/experienced the opposite..." or "Some people would tell you..."
- Ask questions like "Where have you heard that?" or "Do you think there are other opinions about that?"

3. Express Disagreement:

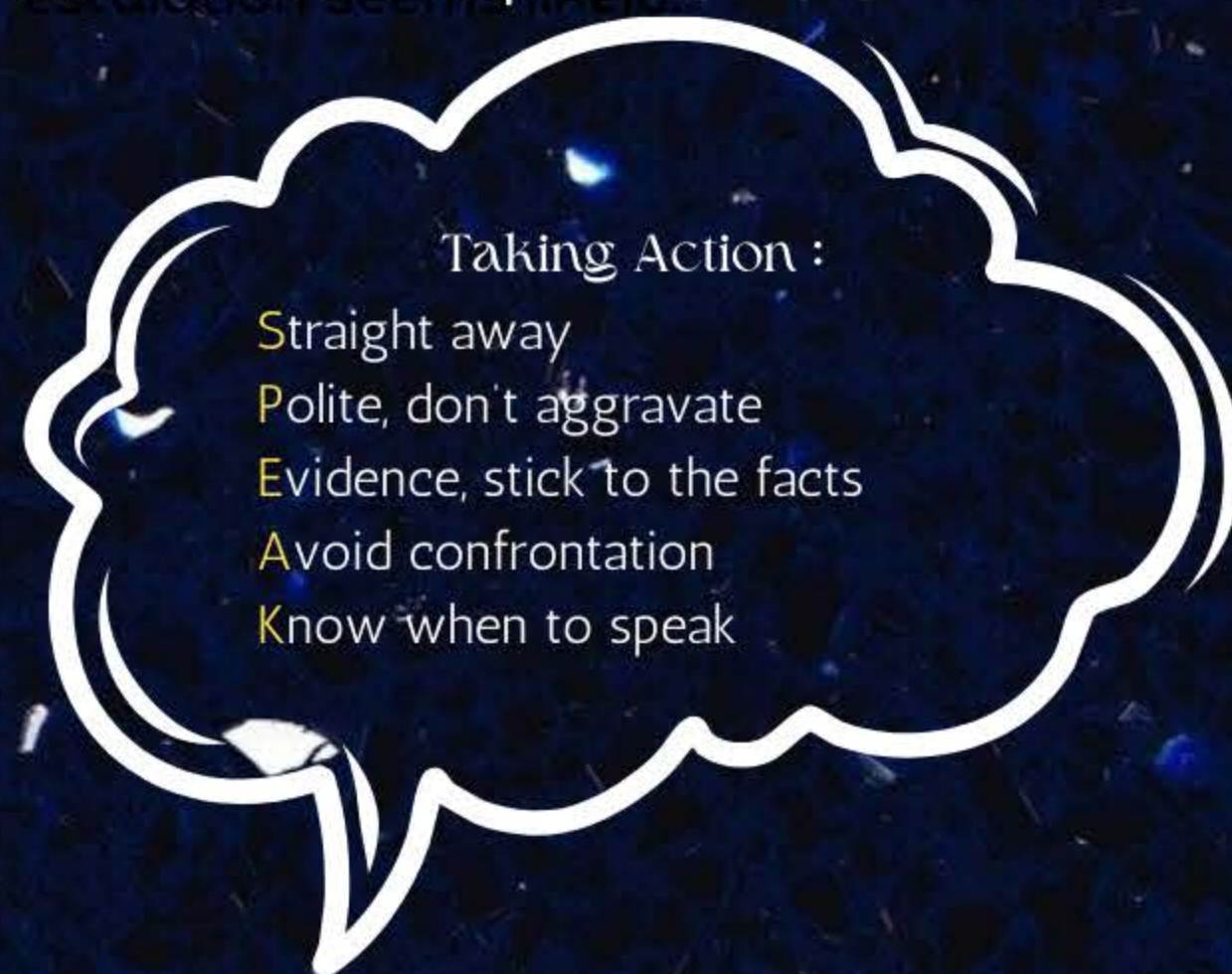
- Simply state, "That's not right."
- Make it clear that you're not interested in continuing the conversation, setting boundaries.

4. Educate and Explain:

- Plant seeds of dissent by providing information to counteract inappropriate messages.
- Acknowledge that good people can engage in racism and emphasize the importance of challenging it.

5. Change/Redirect the Conversation:

- Indirectly confront racism by changing the topic.
- Redirect when uncomfortable or when escalation seems likely.



Canterbury Christ Church University



University of Brighton