



WHY  
WE BULLY

## TALKING ABOUT RACE

# Confronting Racist Ideas and Comments

- **Stay calm.**
- **Identify the IDEA as racist, not the person.**
  - "That idea was racist. I'm not calling you a racist, but the idea you shared is racist in our culture."
- **Challenge the thinking with prepared sentences:**
  - "What do you mean by that?"
  - "I'm surprised to hear you say that... Can you say more about that?"
  - "How do you 'know' what you know? Where are you getting your facts and research?"
  - "I'm not sure I'm fully hearing or understanding your thoughts or context. Can you elaborate?"
  - "Who or what stands to benefit, or to lose, from this perspective?"
  - "Can we explore the impact of that statement or idea?"
- **Notice audience** - Check in with anyone who heard comments or ideas that may have been harmed.
  - "That was terrible. Are you okay?"
  - "I support you."
  - "I see you."
- **Create boundaries** - Make it clear that you will not tolerate the ideas or language when they are around you.