

# What are some things I can be actively doing to disrupt and fight racism?

## How to be an Ally:

An ally is someone who takes social action and uses their privilege to disrupt racism.

Say something! Silence is compliance! Interrupt racist and discriminatory behaviour in the moment.

Have discussions about racism with your family, friends, peers, and colleagues.

Share your learnings about anti-racism via social media.

Amplify Black, Indigenous and people of colour (BIPOC) voices by:

- Listen to lived experiences
- Believe experiences
- Validate the impact of negative experiences

## How to interrupt racist and discriminatory behaviour in the moment:

Use your judgement to deem what is the safest way for you to disrupt the situation. *Is the racism violent or is it covert?*

Remember that BIPOC folks don't always feel more safe with police presence, ask the person if they want your help and ***in what way***. Stay with the targeted person if 911 is called.

***Say something*** - this can be anything to stop what is happening ie. *"hey, what's happening here is not okay."*

You do not have to get into a public argument with the racist person if they are yelling or acting violent.

Your goal should be to calm the situation and ***make sure the person who is experiencing racism is safe.***

Check in on the person experiencing discrimination. This is the person who needs your attention. ***Ask if they need anything, ask if you can walk them somewhere safe, or if there is someone they'd like to call.*** Ask the person being affected "are you okay" or "can I help you". Also be open if they do not directly need anything from you.

***If the person experiencing racism and the ally speak different languages*** you can try waving at the person (as if they know them) or wave them to come over or join you.

**Offer your support if the person is interested in reporting the incident**

*I am happy to go with you to lodge a complaint about this incident!*



**or offer after care.**



*You deserve respect and not treatment like this. What he/she/they did is wrong and hurtful. I trust you and am here for you.*

If the racism was covert, at this point you could return to the racist person and explain to them why what they said was racist.

***Use empathetic confrontation:***



***Do you realize how hurtful it is to hear such a comment?***

***Can you imagine what it's like to be treated like this, or to be told that you are \_\_\_\_\_?***



***Empathetic confrontation can be used in lots of settings: with your friends, family, at home, school, in public spaces etc.***

## Can you think of other situations where you can be an ally or disrupt the situation?

Being an ally accomplice and working to dismantle racism is an on-going practice. Like doing anything new - it can be difficult at first, or even uncomfortable, but stay in the work!

Imagine what our city would look like if we're all working on dismantling our own racial biases and educating those around us.

We know these resources are not one-size-fits-all, take what works, leave what doesn't, but this is an invitation to try! We can work together to make this a stronger and safer city for all of us!

Slow Factory Foundation: The Four Dimensions of Racism

CitizenU: Anti Discrimination & Anti-Bullying Training for Vancouver Youth

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