

# RACISM, DISRUPTED

## Script Support

### RACIAL DISCRIMINATION

Racial discrimination can be described as any action or distinction based on race, color, descent, or national/ethnic origin which has the effect of imposing burdens on an individual or group. Racism has a very real impact on an individual's identity, sense of belong and safety and social and emotional well-being.

It's common to be at a loss for words when you are subject or witness to racial discrimination. When you experience racism or see someone else is being victimized it's important to know how to respond. Being silent perpetuates the cycle of discrimination. It is up to each of us to interrupt and address acts of racism we see or experience them.

#### **BE ASSERTIVE.**

- "Those comments sound racist/discriminatory."
- "Please don't say those things around me."

#### **EXPRESS YOUR EMOTIONS.**

- "Your comments are making me uncomfortable."
- "How would you feel if someone made a comment like that about YOUR friend/family/loved one?"

#### **DIG DEEPER.**

- "Can you explain why you think that? What experiences have you had that lead you to that opinion?"
- "I'm not sure I understand. Can you explain what you mean by that comment?"

#### **NAME IT.**

- "Did you mean for your comment to sound racist?"
- "Are you aware of how that comment sounds? It could be considered discriminatory/racist/racism.."
- "That is a hurtful comment."

**HOW NOT TO RESPOND: Silence.**