



REGINA DOMINICAN

## **5 Simple Ways To Be A Part Of The Solution**

### **1. Learn to recognize and understand your own privilege**

Join us to hear from Robin Diangleo, author of White Fragility at this event co-sponsored by Regina Dominican: <https://www.familyactionnetwork.net/events/white-fragility/>

### **2. Examine your own biases and consider where they may have originated.**

Here is an interesting and long running study you can participate in to test your own bias: <https://www.tolerance.org/professional-development/test-yourself-for-hidden-bias>

### **3. Validate the experiences and feelings of people of color.**

5. **Listen** when people of color talk about everyday racism and white privilege. Don't interrupt with your own thoughts and opinions.
6. **Honor** the feelings of people in color in the conversation, even if you feel guilty about your actions or the actions of other white people.
7. **Ask** lots of questions! Seek to understand the life of people of color.
8. **Learn** more about the history of racism, especially in the United States.
9. **If you make a mistake, apologize** and ask people of color how you can do better next time. How we act once doesn't define who we are, but how we handle challenges moving forward does.

### **4. Call out racist "jokes" or statements. (shared from NNDEV.org)**

**Let people know that racist comments are not okay.** If you are not comfortable or do not feel safe being confrontational, try to break down their thought process and ask questions. For example, *"That joke doesn't make sense to me, could you explain it?"* Or *"You may be kidding, but this is what it means when you say that type of thing."* Do not be afraid to engage in conversations with loved ones, coworkers, and friends. **Microaggressions**, which can appear in the form of racist jokes or statements, perpetuate and normalize biases and prejudices. Remember that not saying anything – or laughing along – implies that you agree.

### **5. Educate yourself by reading about our nation's history.**

Here is a great piece to get started. Let's make sure we don't repeat bad history. [https://www.smithsonianmag.com/smithsonian-institution/1968-kerner-commission-got-it-right-nobody-listened-180968318/?fbclid=IwAR2CYyX1Y1QRhS5FJie5npZJu4G-Ykggex28M6v17\\_hRDLKDzQ47fbRZgBg](https://www.smithsonianmag.com/smithsonian-institution/1968-kerner-commission-got-it-right-nobody-listened-180968318/?fbclid=IwAR2CYyX1Y1QRhS5FJie5npZJu4G-Ykggex28M6v17_hRDLKDzQ47fbRZgBg)