

Understanding You!

- Understand that it is okay to feel "uncomfortable" when talking about and dealing with race matters.
- When people are presented with ideas that counter their "own", there is a psychological stress reaction called Cognitive Dissonance... This occurs when you begin to consider new ideas that conflict with what you previously believed. This uncomfortable reaction can be distressing and cause people to avoid important conversations or avoid listening to reason...

Key Take Away:

- We have to learn to be "comfortable with being uncomfortable" so we allow ourselves the space to learn and grow.
- Be Supportive of each other and understand that challenging ideas can be and will be difficult. This is how you contribute to influencing change.
- Not every person of color has had the SAME experiences when it comes from racism, discrimination, etc. One person may have been severely affected, while others may not. Make sure you are not making assumptions about individuals. Listen and remain objective until you know exactly how that person needs you to react, help or just be available
- Be aware of your implicit biases, also be aware that everyone has them too. Implicit biases: is the unconscious attribution of particular qualities to a member of a certain social group. They are shaped by your life experiences and learned associations between particular qualities and social categories such as race.

Key Take Away:

- Understand that these biases affect our understanding, actions, and decisions in a subconscious manner.
- Be aware of your own emotional responses and how it affects your ability to communicate with others.

Please DON'T!!!

- Use people of color to justify your point versus other people of color. It is highly offensive.
- Apologize for your whiteness. We should not have to apologize for our differences. It reflects guilt onto those who you are supposed to be supporting.
- Dominate the conversation. Listen to your counterparts.

Please DO!!!

- Influence change where you can. You don't have to be the MLK of the world. Stop thinking so grand. Be the MLK in your little circles.
- Stop saying NO all the time! True supporters will help find resources for a greater good of the people they claim they care about.
- Communicate, ask someone how are they doing? Last weekend was not a good weekend for most of black America.

Classroom Strategies

- Create a safe space in the classroom to promote inclusion and openness by inviting students to create strategies/ground rules for discussion.
- Reflect on your own identity as a faculty member and don't be shy to acknowledge your privileges as well as your vulnerabilities (This creates openness to engage the other).
- Show interest in students; learn their name, their everyday life. Encourage them to express their everyday experience

[White Fragility by Robin DiAngelo](#)



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