**What you can do to become more inclusive:**

* Learn to confront a racist remark. Say, “I find what you’re saying offensive (disgusting). Please keep your views to yourself.
* Inform your co-workers/peers that racist remarks are forbidden under Civil Rights Laws and that you do not wish to work in an environment where racist remarks are uttered.
* Report incidents to the people in charge.
* Visit the worship service of different ethnic groups.
* Create a personal vision statement with your reasons for eliminating racism and as you change review and change it. Display your statement so you can read it frequently.
* Research and embrace your culture. Become knowledgeable about a culture other than your own (specific groups, specific individuals, holidays, customs, leaders, sports figures, artists, art, music, dance, food, clothing, family life, religion). Look for commonalities/differences.
* Reclaim a relationship
* Read a book. See a movie.
* Start a project.
* Join an organization.
* Visit a place.
* See an art exhibit.
* Become an ally (a person committed to our struggle as well as your own).
* Become knowledgeable about the history and current situation of different groups.
* Identify and learn about white heroines/heroes from white heritage who fought/fight against racism.
* Plan to do a service learning project in this, your new community.

**Ground rules to guiding a conversation about race:**

* Always ask first if someone is willing to talk with you about an issue of race (even if they seem open to it).
* Take the risk to initiate a conversation about race. Gather the courage to move beyond your discomfort.
* Engage in self-care. When you aren’t feeling up to talking, it is okay not to talk (and make it clear).
* In your conversations, strive first to *understand* and second to be understood.
* For white people: Enter into conversations about race with the perspective that people of color usually have greater insight on the topic.
* For people of color: Recognize that many white people are working hard to understand white privilege.
* For white people: Stay in the conversation and resist the temptation to retreat when people of color express strong emotions about race issues.
* For people of color: Stay in the conversation and resist the temptation to disengage from conversations about race that are emotionally challenging.
* Avoid phrases like “I didn’t mean to make you angry”, or “I didn’t intend to offend you” as ways of sidestepping responsibility for the impact you have made on another person. Instead, listen carefully and with empathy.
* Express your time limits for conversations up front.
* Monitor your feelings throughout the conversation, and be willing to share those feelings as you proceed.
* Use cross-race conversations as an opportunity to get new information and insight.

**Things you can do next:**

* Make a thought to action connection.
* Realize that this is a lifelong journey (it requires daily homework).
* Recognize your cultural blind spots and work with them.
* Ask questions – pause and wonder.
* Move beyond shame and blame to a place of mutual productivity.
* Build trust and relationships across cultures thru sharing knowledge and information.
* Participate in collective learning (fosters teamwork).
  + Check your teaching methods. Do they promote the “isms”.
  + Overtly and intentionally (name calling).
  + Overtly and unintentionally (meeting a person of color and assuming their profession).
  + Covertly and intentionally (employment discrimination, jokes).
  + Covertly and unintentionally (visual aids, unspoken messages).
* READ and talk to others.

**Here are some resources:**

* Gloria Ladson-Billings: “To Teach” and “The Dreamkeepers”.
* Beverly Daniel Tautum: “Why Are All the Black Kids Sitting Together in the Cafeteria”.
* Visit: <http://www.tolerance.org/hidden_bias/index.html> for hidden bias tests.