



Last month, I spoke about my own inherent racism and I heard from a number of you that this sharing provided space for you to consider the racism you see in your life. That letter provided some thoughts on how to handle it if you see signs within yourself. This month, I'd like to explore that a little more as well as how to broach the subject with others.

I wanted to share because it's hard to know what to say. And when I get called out, I don't want to brush it off. I want to learn. But for that, I need to ask God for grace and humility so I'm receptive.

I was listening to an interview with Mary Trump the other day.

This is what she said:

“Being racist is something that’s done to you. It’s drilled into you. If you had parents that would lock the car doors as you drove through a black neighborhood, you saw that. In a way, you were indoctrinated. THAT is not your fault. And to undo racism, you have to be very conscious. I’m not talking about people who hate POC (people of color) and actively believe POC are less than. I’m talking about well meaning white people. All you can take responsibility for undoing it. It’s going to make you a better person and us a better country. But if you don’t work on it, then you have to own the problem.”

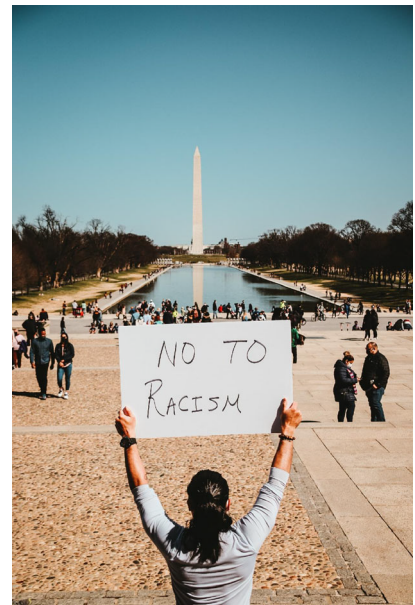
What made me examine my implicit racism? Thinking about my kids and my grandson. What sort of world do I want them to leave them? I feel I need to speak up when I see or hear racism (if it's safe to do so) and most of all address it within

myself. So, this month, I want to share some ideas about how to address racism when we hear it, how to move through our own racism, and how to hear it when people bring concerns to us.

I can't speak as an expert on this topic. I'm still learning. But I found some wonderful articles I'll summarize below - and provide links for them as well.

For starters, what can you say when you hear a racist statement?

- Seek clarity: "Tell me more about that."
- Offer an alternative perspective: "Have you ever considered..."
- Speak your truth: "I don't see it the way you do. I see it as..."
- Find common ground: "We don't agree on that, but we can agree on this."
- Give yourself the time and space you need: "Could we revisit this conversation tomorrow?"
- Set boundaries. "Please do not say that again to me or around me."



Here's the link to the entire article:

<https://nmaahc.si.edu/learn/talking-about-race/topics/being-antiracist>

I love these statements because they really focus on bringing us together rather than dividing us - while still speaking up.

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Here's some helpful information from Greater Good about how to examine our own implicit racism:

- Consciously commit yourself to egalitarianism.
- But recognize that unconscious bias is no more "the real you" than your conscious values. You are both the unconscious and the conscious.
- Acknowledge differences, rather than pretend that you are ignoring them.
- Seek out friendship with people from different groups, in order to increase your brain's familiarity with different people and expand your point of view.

It's natural to focus on how people are different from you, but try to consciously identify what qualities and goals you might have in common.

When you encounter examples of unambiguous bias, speak out against them. Why? Because that helps create and reinforce a standard for yourself and the people around you, in addition to providing some help to those who are the targets of explicit and implicit prejudice.

Here's a link for the full article if you'd like to read more:

[https://greatergood.berkeley.edu/article/item/how\\_to\\_stop\\_the\\_racist\\_in\\_you](https://greatergood.berkeley.edu/article/item/how_to_stop_the_racist_in_you)

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And how do we hear it when people say something to us? I'm grateful for the people who mention concerns to me. That's a brave thing to do and I've learned a lot. I tend to respond with "I didn't realize that. Thank you for letting me know."

Racism is embedded in our language. I was in a meeting and said, "Any word from the peanut gallery?" and someone spoke up and asked me not to use that term. I agreed and after the meeting, I reached out to them to ask about it. They told me about the racist roots and suggested I look it up. I looked it up, but also looked for other words and phrases and found several that I say from time to time. I really had no idea how those phrases might land with people of color.

I think the basic thing is being respectful, listening, and being open to learning.

Thanks for taking this journey with me. Happy Thanksgiving to you all!

Many blessings,
Ari
