

Engaging in Difficult Conversations on Race:

Tip #1:

- Doing some prep work before starting a race-based dialogue goes a long way toward establishing positive intention and authenticity. Reading a few credible online articles, or watching a couple of films or documentaries, can put you in a better position to have a conversation.
- Coming to the conversation with a foundational understanding of history and the modern day impact of racial dynamics in our country, will help your colleagues to trust you, and maybe bring some guards down.

** Resources will be shared at the end of this guide.*

Tip #2:

- A major part of preparing to have a conversation about race and racism is to first deal with our own fears and biases and acknowledging your privilege.

How does your racial identity affect the way they view others and the way others view them?

- Understanding oneself as a racial/cultural being goes hand in hand with how well-grounded and secure one will be in a racial dialogue.

Tip #3:

- Formal conversations about racial justice are a lot more likely to be productive if there is a clearly defined purpose.

Example) The goal might be to invite members to share their personal experiences and anecdotes about how bias manifests at their organization.

- To create a safe space to share and receive information on a sensitive topic, like race, you must first clearly establish why you want to engage on the topic.
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Resources on Anti-Racism:

What is anti-racism?

Race does not biologically exist, yet how we identify with race is so powerful, it influences our experiences and shapes our lives. In a society that privileges white people, racist ideas are considered normal throughout our media, culture, social systems, and institutions.

Being antiracist is fighting against racism.

Racism takes several forms and works most often in tandem with at least one other form to reinforce racist ideas, behavior, and policy.

How to be an Antiracist?

No one is born racist or antiracist; these result from the choices we make. Being antiracist results from a conscious decision to make frequent, consistent, equitable choices daily. These choices require ongoing self-awareness and self-reflection as we move through life. In the absence of making antiracist choices, we (un)consciously uphold aspects of white supremacy, white-dominant culture, and unequal institutions and society. Being racist or antiracist is not about who you *are*; it is about what you *do*.

Read the Racial Healing Handbook [here](#).

“Reframing of the Mind”

A commitment to being antiracist manifests in our choices. When we encounter interpersonal racism, whether obvious or covert, there are ways to respond and interrupt it. Asking questions is a powerful tool to seek clarity or offer a new perspective.

Here are some suggestions to use in conversations when racist behavior occurs:

Seek clarity: “Tell me more about _____.”

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 _____ but we can agree on _____."

Give yourself the time and space you need: "Could we revisit the conversation about _____ tomorrow."

Set boundaries. "Please do not say _____ again to me or around me."

As you practice, take note of your responses and ask: *How am I processing the experience? What body sensations do I have? What is my emotional reaction?* Notice what triggers your response and how it manifests in your body.

Educate Yourself on Race and Systemic Racism in America:

Books and Articles:

1. White Fragility - Written by Robin D'Angelo
2. How to be An Antiracist -- Written by Ibrahim X. Kendi
3. The Origin of Others -- Written by Toni Morrison
4. Choke Hold [Policing Black Men] -- Written by Paul Butler
5. Racial Healing Handbook: Practical Activities to Help you Challenge Privilege
6. Between the World and Me -- Written by Ta-Nehisi Coates
7. The Fire Next Time -- Written by James Baldwin
8. An African American and Latinx History of the United States -- Written by Paul Ortiz
9. So you Want to Talk About Race -- Written by Ijeoma Oluo
10. Why all Parents should Talk with Their Kids about Social Identity

Documentaries and Movies:

1. Do the Right Thing -- Spike Lee
2. 13th: Amendment on Netflix by Ava DuVernay
3. The Namesake -- Jhumpa Lahiri
4. 12 Years a Slave -- Steve McQueen
5. I Am Not Your Negro -- James Baldwin
6. Malcolm X -- Spike Lee
7. Birth of a Nation
8. When They See Us -- Ava Duvernay
9. Get Out -- Jordan Peele
10. American History X
11. Watch 8:46 by Dave Chappelle [here](#)
12. Amistad

Organizations to Support:

1. [Building Impact](#) -- non profit
2. [Justice for Breonna](#)
3. [Petitions to sign here!](#)
4. [Different ways to donate](#)
5. [Black led Civil Rights Organizations](#)
6. [The Trevor Project Organization](#)

Additional Resources:

[21 Day Equity Challenge](#)

[Guide to Allyship](#)

[The Seattle Civil Rights & Labor History Project](#)

[Coalition of Anti-Racist Whites](#)

[About Black Perspectives](#)

[Racial Equity Tools](#)

[Seattle Racial and Social Justice Initiative](#)

[Racial Equity Glossary](#)

Black Organizations in the Boston Area to Support:

1. **Black Economic Council of MA:** The mission of the Black Economic Council of Massachusetts, Inc. (BECMA) is to advance the economic well-being of Black businesses, organizations that serve the Black community and Black residents of Massachusetts.
2. **Loveland Foundation:** Brings opportunity and healing to Black women and girls through fellowships, residency programs, mental health support, listening tours, and more.
3. **Stable Ground Boston:** Addresses chronic housing insecurity in the city through a residency program that embeds artists, legal designers, and trauma experts into community settings.
4. **BAMS Fest:** This non-profit hosts an annual festival and yearly events to break down racial and social barriers to arts, music, and culture across Greater Boston.
5. **Families for Justice as Healing:** Works to end the incarceration of women and girls in Massachusetts. Currently their website is under construction, but you can join the cause through their social channels.
6. **Boston Bail Funds and Legal Assistance:** Posts bails of up to \$2,000 in Essex and Suffolk counties in Massachusetts.
7. **Lucy Parsons Collective:** A volunteer-run nonprofit operating as a radical, independent bookstore and community center for activist groups and community activities.
8. **Massachusetts ACLU:** A state affiliate of the national American Civil Liberties Union, Mass ACLU defends the principles enshrined in the Massachusetts Declaration of Rights, as well as the U.S. Constitution and Bill of Rights.
9. **Black Lives Matter Boston:** A chapter of the greater international movement Black Lives Matter, this organization works to organize and build Black power in Boston by supporting new Black leaders, creating a network where Black people feel empowered, and igniting communities to end state-sanctioned violence against Black people.
10. **Project Hope:** Project Hope is a multi-service agency at the forefront of efforts in Boston to move families up and out of poverty. We provide low-income women with children access to education, jobs, housing, and emergency services; fosters their personal transformation; and work for broader systems change.