

# ANTI-RACIST RESOURCE GUIDE

## START CONVERSATIONS

### BEGINNERS GUIDE TO CONFRONTING IMPLICIT BIAS

"If we want people to hear what we're saying and potentially change their behavior, we have to think about things that will not immediately make them defensive."

– Diane J. Goodman, Ed.D.

#### Ask for clarification

What do you mean by that?

Could you explain that further?

How have you come to that conclusion?

I don't get it.

*This tactic causes the person who made the comment to think harder about what they said and how others may perceive that statement*

#### Repeat the statement

So what I'm hearing is \_\_\_\_\_. Is that correct?

*By hearing you say what they said, they will either agree that it wasn't cool or they will get the point that you don't approve.*

#### "You're better than that"

You're way too smart to think that is true

You're too kind to continue to speak that way

It's a process to be better about this, I know you can do it

*You don't think they are a bad person. In fact, you know they are a good person and you are holding them accountable to their potential for growth.*

#### Share your journey

Hey, I noticed you said \_\_\_\_\_. I used to stay stuff like that too but recently I've learned that can be hurtful. Instead, I now say \_\_\_\_\_.

*This framing shows that you understand where they are coming from and are trying to make yourself better while helping others along the way.*

#### Separate intent from impact

Hey, when you said \_\_\_\_\_, I know you didn't mean for it to be offensive, but it made me think/feel \_\_\_\_\_. Next time maybe use \_\_\_\_\_ instead?

*This helps the person see that you are trying to connect with them, not attack them.*

#### Appeal to their values

I know you really care about \_\_\_\_\_. Acting in this way really undermines those intentions.

*Hold them accountable to being the person they say they are, the person they aim to be, and the person you know they can grow to be.*

#### Challenge the Stereotype

Actually, in my experience \_\_\_\_\_.

"I think that's a stereotype. I've learned recently that \_\_\_\_\_."

Really? I've read something that would suggest otherwise: \_\_\_\_\_.

*Provide information, share your own experience and/or offer, alternative perspectives. Challenge ignorance with education.*



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The Anti-Racist Resource Guide was created for anyone looking to broaden their understanding of anti-racism and get involved to combat racism, specifically as it relates to anti-Blackness and police violence. Within this guide, please find a variety of resources to explore practical ways to understand, explain, and solve seemingly intractable problems of racial inequity, white supremacy, police violence, & systemic injustice.

This document is a free resource but does require a great deal of labor to create and update. Should you wish to compensate this document's contributor, Victoria Alexander, please find her on Venmo at victoriaalxndr, and on CashApp at \$victoriaalxndr. Please share widely to your friends, family, students, & colleagues. Thank you for leaning into this work.



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### RESPONDING TO ANTI-BLM STATEMENTS

#### Isn't racism over, or not so bad anymore?

Nah. There are significant gaps between outcomes for Black people/BIPOC and outcomes for white people in nearly every measurable category: housing, education, wealth, employment, discipline/incarceration, maternal mortality, etc. This is not a result of individual choices made by BIPOC, but systems and institutions set up to benefit some at the expense of others (white supremacy & racism).

**BLACK  
LIVES  
MATTER**

#### I don't see color.

What I am hearing you say is "I am choosing to ignore this very visible part of someone's identity, which affects a variety of their life experiences, because it makes me more comfortable." You are placing your discomfort with acknowledging racism above Black/BIPOC lives. By ignoring racism by not "seeing it" you yourself are allowing it to persist.

**BLACK  
LIVES  
MATTER**

#### I'm not racist

Nobody is free of bias. Regardless of identity, education, or benevolence. Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These are mental shortcuts that help us more easily make sense of our incredibly complex world. Once you acknowledge that you have biases, you can work on identifying and rectifying them.

**BLACK  
LIVES  
MATTER**

#### All lives matter

Correct. However, Black lives are in particular danger. Black people are twice as likely to be killed by a police officer while unarmed, compared to white people. Right now, many (most) U.S. institutions and systems act as if Black lives don't matter and until we address and change this, all lives can't matter. If you genuinely believed that all lives mattered, you would join this fight.

**BLACK  
LIVES  
MATTER**

#### What about Black-on-Black Crime?

According to FBI crime statistics, every race in the US commits crime against others of the same race far more frequently than those of different races. When controlling for income/wealth there is virtually no difference between "Black-on-Black" crime and "white-on-white" crime. Your comment is a common white supremacist talking point that pathologizes a human problem as a Black problem. Do better.

**BLACK  
LIVES  
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#### I'm white but my life is hard too.

#### Where is my white privilege?

I am sure you have had to overcome many things in your life, and your pain is valid. However, your argument is invalid. I get you've had struggles but, racism and white supremacy were not one of them, that is a privilege. BIPOC can't earn money to buy their way out of racism, educate themselves out of racism, or reach a point of fame where racism is escapable.

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