

“IT IS A PROFOUND EXPERIENCE FOR A PERSON OF COLOR TO HEAR A WHITE PERSON ADDRESS RACISM.”

- OCEE Participant

about this typeface:

BAYARD

designed by Tré Seals, this bold sans-serif typeface is inspired by signs from the 1963 March on Washington for Jobs + Freedom.

To view more from this series please visit www.vocaltype.co

WHAT DID YOU JUST SAY?

- I think we should be careful here. To an outside observer, it may have sounded like we are really saying...
- I wonder if other factors may be affecting... and I wonder what those might be...
- You may not realize this, but you are talking about my story. That was me growing up.
- That sounds racist / homophobic / sexist to me. If you are going to continue talking like this, I will have to leave.
- Is the fact that the person was Asian / Black / Latino / Indigenous / etc. relevant to your story?

- Help me understand your thinking. When I hear that, I feel offended.
- When and why did you start believing that?
- What evidence do you have to support this belief?
- I can see how you might think that but / and....
- So, what do you mean when you say _____?

- What you just said does not reflect for me the good person I know you are.
- Excuse me, did you mean to say something that may be interpreted as offensive?
- Can we talk in private? I was concerned with your statement earlier, it comes across as insensitive to _____.

WHAT DID YOU JUST SAY?

Responses to racist comments.*

Most of us have had that moment where someone says something racist / offensive and our brain freezes and stops us from responding. Having a couple of phrases in your back pocket can help prepare you for next time.

Read through this list and pick out a couple that roll off your tongue easily.

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For more helpful links and resources please visit: www.edequityoregon.com

- I don't agree with you, but I would like to hear more about that.
- I'm not sure I understood you correctly. Do you mean...?
- When I hear you say _____, it makes me feel _____.
- I don't know if you know how that sounded, but the way it sounded to me is... realize you think that.
- That's curious, it sounded like you just said _____.
- Hold on, I need a minute to process what you just said.
- I feel obligated as a peer / supervisor / friend to tell you.....

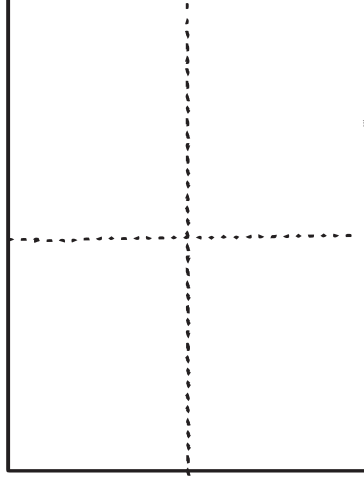
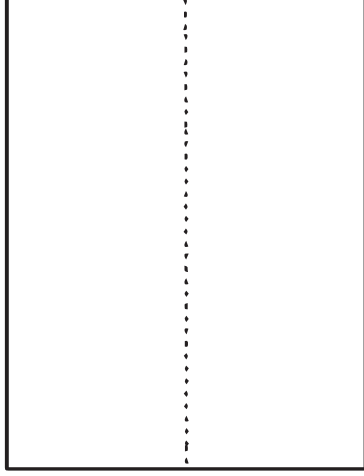
- Whoa, you can't say that.
- That was not necessary.
- What you just said is very serious.
- What if you're wrong?
- Really? Seriously?
- I'm sorry, what?
- Did you just say _____?
- Dude, pick another word.
- Ouch! That hurts.
- Wow!

- I have no idea if you realize the impact of those words.
- I don't want to put you on the spot, but that comment makes me feel uncomfortable.
- Think about what you just said. If you really mean that, we need to talk.

- That's not how we do things here.
- Think before you speak. Whatever you say, you can't take back.
- Racial jokes are not acceptable here.
- That's not funny to me. It sounds racist.
- What makes that joke funny?
- That sounds racist to me.
- Let's be careful of our words. We respect all people here.
- Let me push on that a little...
- How do you think our / your... would feel if she / he / they heard you say / call her / him / them that?

FOLDING INSTRUCTIONS

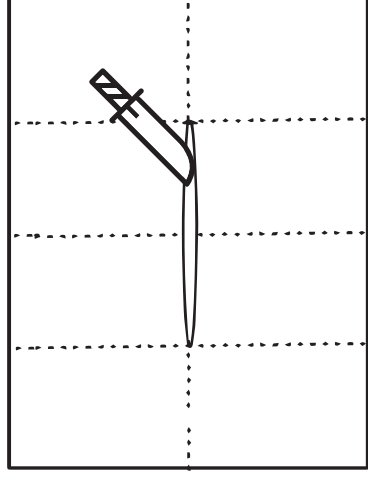
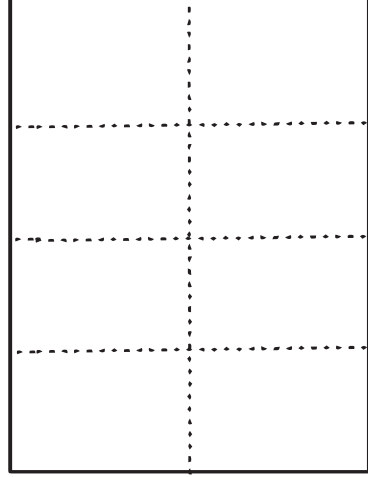
download & print the PDF on a regular piece of 8.5" x 11" paper, and follow these easy steps to fold into a tiny book!



1 this is what your piece of paper should look like.

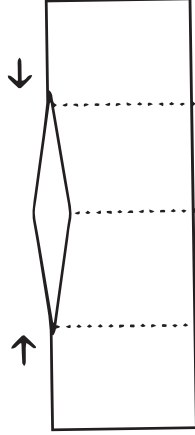
2 fold it in half.

3 fold it in half the other way.

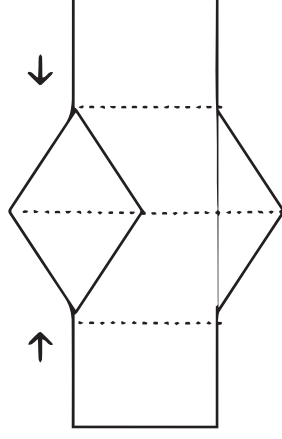


4 fold it in half two more times so you have 8 sections.

5 get a blade and slice the page in the middle, look at the picture so you don't screw it up!

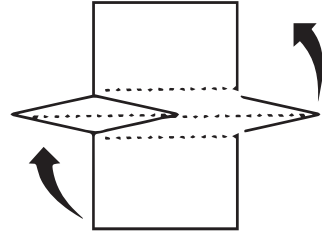


7 keep pushing the edges together until the diamond does a weird thing and looks like this

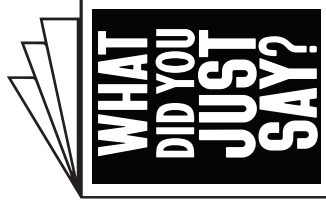


6 fold it in half and push edges towards the middle so the sliced part opens up like a diamond.

9 now it should look like a book! go over the creases to make them sharp. I use a boning tool but you can use anything that's kinda hard/soft.



8 now you gotta try to sort of flatten it out and push it down like a little booklet.



ok! that's it! you're done! now put it in your wallet or your bag and have it ready for the next time you need it!