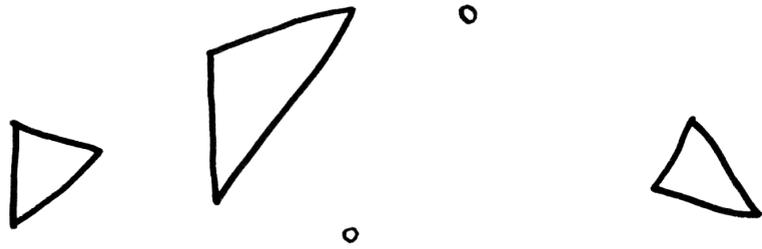


HOW TO TALK TO YOUR RACIST UNCLE

IT WAS
JUST A
JOKE,
LOVE!



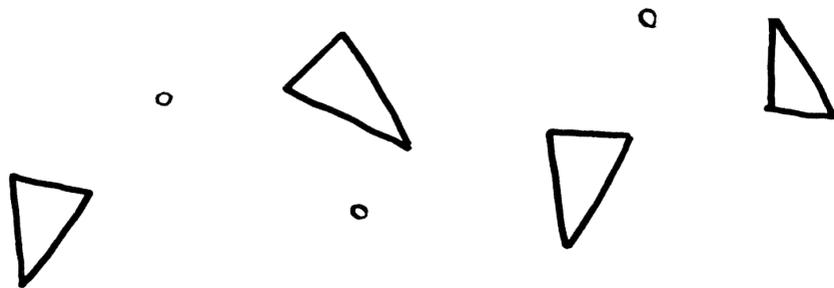
HOLDING CONVERSATIONS
ABOUT RACISM WITH
PEOPLE IN YOUR LIFE



THIS ZINE HAS A PARTICULAR POINT OF VIEW.

IT IS INFORMED BY THE VALUES OF COMPASSION, HOPE AND ENGAGEMENT WITH INJUSTICE.

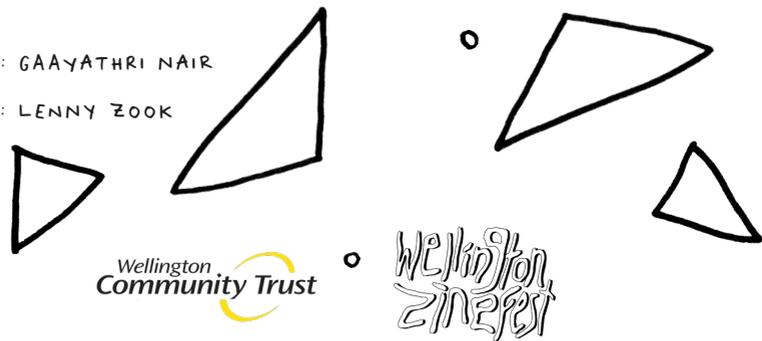
IT TAKES THE POSITION THAT RACISM IS A PRODUCT OF THE CAPITALIST, HETEROPATRIARCHAL COLONISER STATE THAT WE LIVE IN AND THEREFORE PEOPLE WHO HOLD RACIST VIEWS ARE ALSO PRODUCTS OF THIS SYSTEM.



THIS ZINE PRODUCED IN COLLABORATION WITH WELLINGTON ZINEFEST MADE POSSIBLE WITH FUNDING FROM WELLINGTON COMMUNITY TRUST

WORDS: GAAYATHRI NAIR

DESIGN: LENNY ZOOK



WHY ENGAGE WITH PEOPLE WHO HOLD RACIST VIEWS?

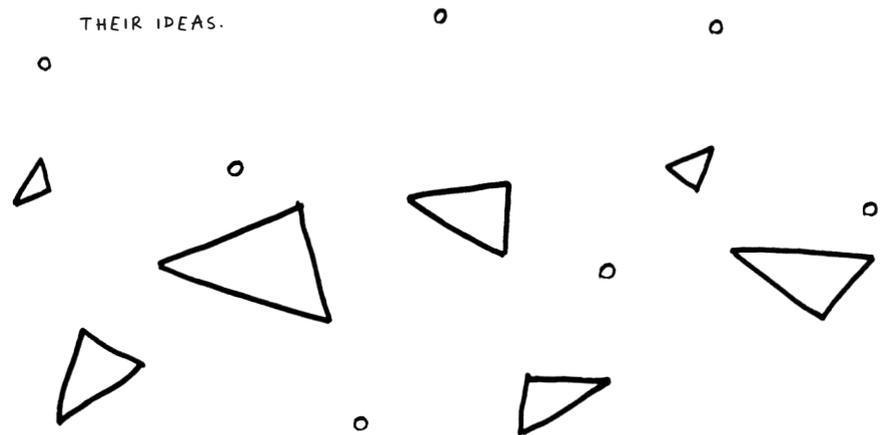
WHEN WE CUT PEOPLE WITH RACIST VIEWS OUT OF OUR LIVES, THESE PEOPLE ARE LEFT WITH ONLY OTHER PEOPLE WHO SHARE (AND SOMETIMES AMPLIFY) THEIR RACIST VIEWS.

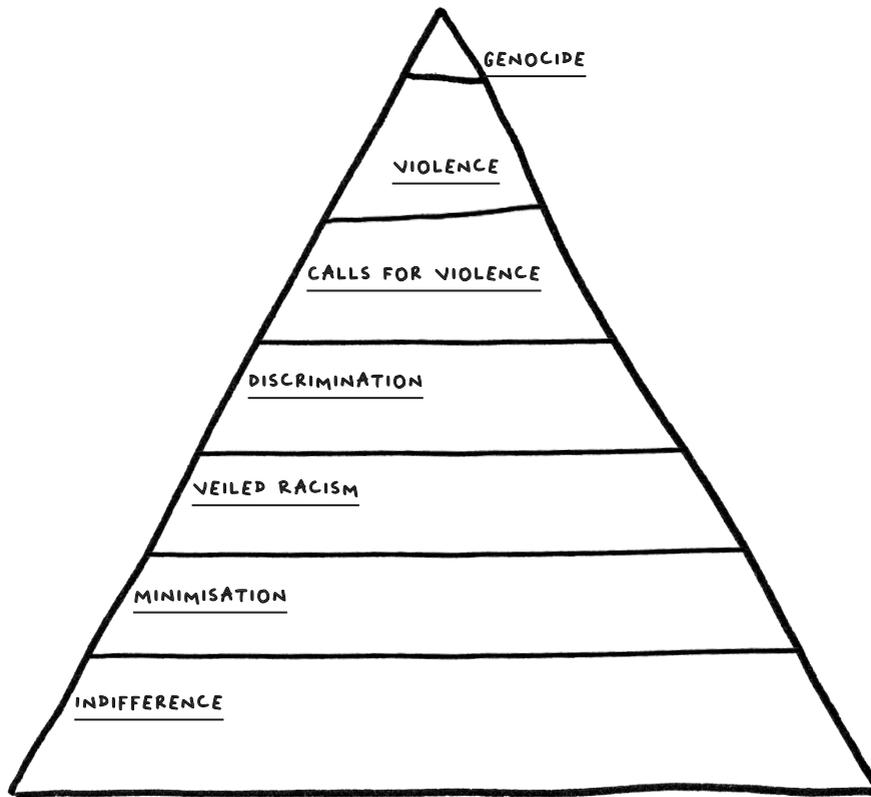


ISOLATION CAN CONTRIBUTE TO HATRED AND EXTREMISM. SOME PEOPLE WHO HAVE RACIST IDEAS ARE REALLY GREAT IN OTHER WAYS, SOMETIMES WE LOVE THESE PEOPLE, OR NEED THEM, OR ARE COMMITTED TO THEM AND CANNOT JUST CUT THEM OUT.



BEING ABLE TO HOLD OUR VALUES IN A WAY WE FEEL GOOD ABOUT CAN HELP MAKE IT POSSIBLE TO SURVIVE THESE RELATIONSHIPS AS WELL AS INCREASING THE CHANCES THOSE PEOPLE WILL RECONSIDER THEIR IDEAS.





ADAPTED FROM ELLEN TUZZOLO AND SAFEHOUSE PROGRESSIVE ALLIANCE FOR NONVIOLENCE'S DIAGRAM

PYRAMID OF WHITE SUPREMACY

"IN A PYRAMID EVERY BRICK DEPENDS ON THE ONES BELOW IT FOR SUPPORT. IF THE BRICKS AT THE BOTTOM ARE REMOVED THE WHOLE STRUCTURE COMES TUMBLING DOWN"

GENOCIDE
MASS MURDER

VIOLENCE

UNJUST POLICE SHOOTINGS ↔ LYNCHING ↔ HATE CRIMES ↔ POLICE BRUTALITY

CALLS FOR VIOLENCE

NEO-NAZIS ↔ KKK ↔ THE N-WORD ↔ CONFEDERATE FLAGS
BURNING CROSSES ↔ SWASTIKAS

DISCRIMINATION

MASS INCARCERATION ↔ RACIAL PROFILING ↔ HIRING DISCRIMINATION
SCHOOL-TO-PRISON PIPELINE ↔ STOP AND FRISK ↔ FEARING PEOPLE OF COLOUR
REPLINING ↔ ANTI-IMMIGRATION POLICIES ↔ RACIAL SLURS ↔ FUNDING SCHOOLS LOCALLY
PREDATORY LENDING ↔ RACIAL SLURS

VEILED RACISM

VICTIM BLAMING ↔ RACIST JOKES ↔ PATERNALISM ↔ ENGLISH-ONLY INITIATIVES EURO-CENTRIC
CURRICULUM ↔ TOKENISM ↔ CLAIMING REVERSE RACISM
CULTURAL APPROPRIATION ↔ COLOURBLINDNESS ↔ TONE POLICING ↔ BOOTSTRAP THEORY

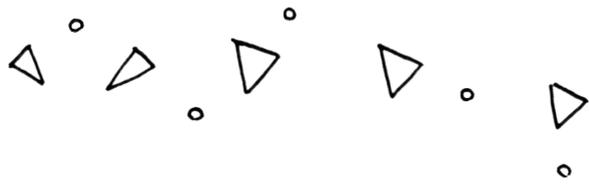
MINIMISATION

'WE ALL BELONG TO THE HUMAN RACE' ↔ DENIAL OF WHITE PRIVILEGE ↔ WHITE SAVIOUR COMPLEX
'POST-RACIAL SOCIETY' ↔ 'WHY CAN'T WE ALL JUST GET ALONG?'
WHITE ALLY SPEAKING OVER POC ↔ 'IT DOESN'T MATTER WHO YOU VOTE FOR'
FALSE EQUIVOCATION ↔ 'NOT ALL WHITE PEOPLE' ↔ 'IT'S JUST A JOKE'
'NOT BELIEVING EXPERIENCES OF POC' ↔ PRIORITISING INTENTIONS OVER IMPACT
'BUT MY BLACK FRIEND SAID...'

INDIFFERENCE

'POLITICS DOESN'T AFFECT ME' ↔ TWO SIDES TO EVERY STORY
NOT CHALLENGING RACIST JOKES ↔ REMAINING APOLITICAL
AVOIDING CONFRONTATION WITH RACIST FAMILY MEMBERS



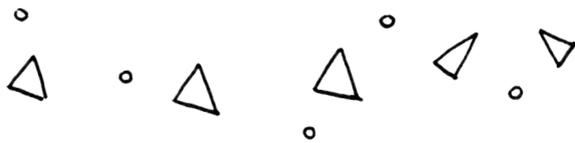


ON DEFENSIVENESS

WHEN WE FEEL JUDGED, EMBARRASSED, ASHAMED, OR GUILTY WE ARE NOT RELAXED ENOUGH TO MANAGE THE NATURAL ANXIETY THAT COMES WITH TAKING ON NEW IDEAS. WE ARE LIKELY TO BECOME DEFENSIVE.



DEFENSIVENESS IS A SELF-PROTECTIVE POSITION - WHICH SOME PEOPLE ARE MORE PRONE TO THAN OTHERS. WHEN WE ARE DEFENSIVE OUR MINDS ARE CLOSED AND TIGHT. WE ARE PROTECTIVE OF WHAT WE ALREADY KNOW AND BELIEVE AND DEFENDED AGAINST ANY IDEAS THAT DIFFER FROM WHAT WE ALREADY BELIEVE. NEW IDEAS FEEL LIKE A PERSONAL ATTACK. THEY CHALLENGE OUR SELF-ESTEEM. WE FEEL DEFENSIVE WHEN WE ATTACK OURSELVES AND ALSO WHEN OTHER PEOPLE ATTACK US.



WE ALL HAVE SOME INTERNALISED RACISM - THE FORM THAT THIS TAKES WILL BE DIFFERENT FOR ALL OF US. BUT IT'S IN THERE AND IS POWERFUL AND DESTRUCTIVE AND UNCONSCIOUS. BECAUSE IT IS UNCONSCIOUS IT WILL TAKE US BY SURPRISE WHEN WE FIND IT AND THAT IS LIKELY TO MAKE US FEEL UNCOMFORTABLE. WE MAY ATTACK OURSELVES. THIS CAN MAKE US FEEL DEFENSIVE. THE PROCESS WE'VE JUST BEEN DISCUSSING CAN BE ONE BETWEEN TWO OR MORE PEOPLE BUT IT CAN ALSO BE A PROCESS THAT HAPPENS INSIDE OUR OWN HEADS. IT'S HARD TO LEARN WHEN WE FEEL DEFENSIVE.

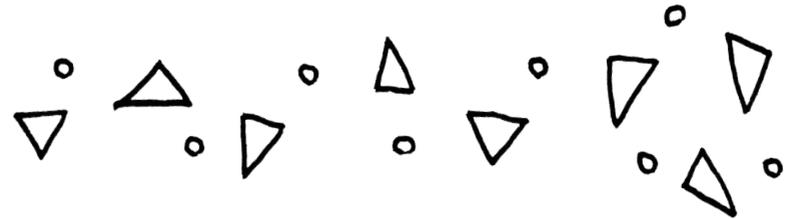


THE MORAL OF THE STORY: IF YOU WANT SOMEONE TO BE ABLE TO TAKE ON NEW IDEAS YOU HAVE TO HELP FACILITATE AN OPTIMAL LEARNING ENVIRONMENT FOR THEM. YOU CAN'T HAVE A CONVERSATION WITH SOMEONE WHEN YOU ARE THINKING OF THEM AS A BAD PERSON AND EXPECT THEM TO CHANGE. LEARNING/ GROWING/CHANGING - HAS TO HAPPEN WITHIN SOME CONTEXT OF SAFETY/GOODWILL/SUPPORT/COMPASSION. THIS HAS TO BE AN ACT OF GENEROSITY. IT'S HARD TO DO WHEN WE DON'T FEEL GENEROUS. WHEN WE ARE VERY HURT OR VERY ANGRY, WE DON'T FEEL GENEROUS. THIS IS WHY IT TAKES MORE SPOONS FOR PEOPLE DIRECTLY IMPACTED BY RACISM TO HAVE THESE CONVERSATIONS THAN THOSE OF US WHO ARE NOT.



A FRAMEWORK FOR ACTION

OFTEN WHEN WE SEE RACISM OUT IN THE WORLD WE DO NOT ACT BECAUSE WE DO NOT KNOW WHAT TO DO. HERE IS ONE FRAMEWORK FOR ACTION WHICH CAN HELP US DECIDE WHAT TO DO IN THE MOMENT.



<u>CATEGORY</u>	<u>WHAT DO I DO?</u>
ONE OFF INTERVENTION	YELL TELL SOMEONE THEIR BEHAVIOUR IS INAPPROPRIATE TALK TO THE PERSON BEING HARMED
EXTERNAL ACTION	MAKE A FORMAL COMPLAINT REPORT SOMEONE CALL THE POLICE (LAST RESORT)
LET'S CHAT	ADOPT A STANCE OF GENUINE CURIOSITY AND INQUIRY NOT DEBATING NOT JUST TRYING TO 'WIN'
NO ACTION	NOTHING

<u>WHAT IS THIS FOR?</u>	<u>QUESTIONS I MIGHT ASK MYSELF TO DECIDE</u>
THE PRIORITY MIGHT BE STOPPING A BEHAVIOUR IN THE MOMENT RATHER THAN MAINTAINING RELATIONSHIPS	DO I NEED TO MAKE IT STOP? IS THERE A RELATIONSHIP? HOW MUCH TIME DO I HAVE? WHO IS WATCHING?
THIS IS WHEN YOU NEED TO INVOLVE SOMEONE ELSE OR AN EXTERNAL AGENT IN WHAT IS GOING ON - FOR EXAMPLE MAKING A COMPLAINT, CALLING ON OTHERS TO HELP OR GET INVOLVED	IS THIS PROBLEM SYSTEMIC OR INSTITUTIONAL? CAN I MANAGE THIS ON MY OWN?
THIS IS WHEN WE DECIDE WE WANT TO HAVE A CONVERSATION WITH THE AIM OF REAL ENGAGEMENT AND RESPECT. DISCUSS HOW THIS CAN BE FOR MANY REASONS - WE THINK THERE IS HOPE FOR CHANGE, WE WANT TO MAINTAIN RELATIONSHIP OR WE HAVE TO FOR WHATEVER REASON.	DO WE HAVE A RELATIONSHIP? DO I HAVE CAPACITY RIGHT NOW? IS THERE HOPE HERE?
	AM I SAFE? IS THIS THE RIGHT TIME? IS IT BETTER TO CHOOSE THIS OPTION NOW AND ONE OF THE OTHERS LATER?

SAFETY VS. DISCOMFORT

WHITE PEOPLE HAVE THE PRIVILEGE OF FEELING CULTURALLY COMFORTABLE IN MOST PUBLIC SPACES MOST OF THE TIME. CONSEQUENTLY WE CAN SOMETIMES INTERPRET THE FEELING OF DISCOMFORT AS A LACK OF SAFETY.

BEING UNCOMFORTABLE IS NOT THE SAME THING AS BEING UNSAFE. A FIGHT OR FLIGHT RESPONSE, ONCE ACTIVATED, ISN'T ABLE TO TELL THE DIFFERENCE BETWEEN BEING CHASED BY A TIGER AND BEING SCARED THAT SOMEONE IS GOING TO FEEL ANNOYED WITH YOU. **CHALLENGING RACISM IS OFTEN VERY UNCOMFORTABLE.** IT MAY REQUIRE US TO ENDURE QUITE A LOT OF DISCOMFORT AND SOCIAL ANXIETY. THIS DOES NOT MEAN WE ARE ACTUALLY UNSAFE. WHILE IT MIGHT SEEM RISKY TO CHALLENGE OUR BOSS OR LANDLORD, MANY WHITE PEOPLE ARE PROBABLY STILL IN A PRETTY GOOD POSITION TO DO THIS AND PROBABLY STILL WON'T LOSE THEIR JOBS OR THEIR HOUSE.



IT MIGHT BE USEFUL TO THINK ABOUT WHAT IS AN ACCEPTABLE PERSONAL COST (EG. FEELING EMBARRASSED, HAVING A STRANGER THINK YOU ARE A DICK) FOR TAKING ACTION VS. AN UNACCEPTABLE PERSONAL COST (EG. GETTING STABBED TO DEATH BY A NAZI)? CONFRONTING RACISM IS DIFFICULT, BUT IT IS A SKILL, THE MORE WE PRACTICE IT, THE EASIER IT GETS.

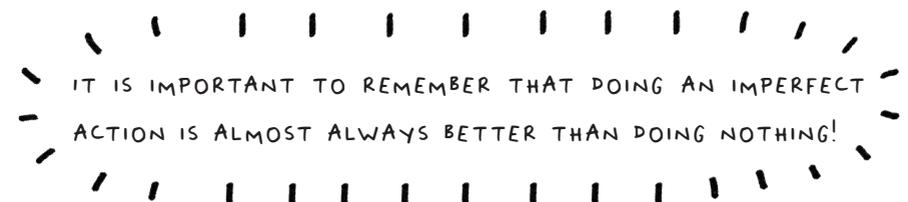


IT IS SOMETIMES USEFUL TO TAKE A MOMENT TO REMIND OURSELVES THAT WE ARE ACTUALLY SAFE. HERE IS A PRACTICAL WAY TO DO THAT:

- 1) TAKE A DEEP BREATH: WHAT CAN I SEE THAT LETS ME KNOW I AM SAFE?
- 2) TAKE ANOTHER DEEP BREATH: WHAT REMINDS ME OF MY POWER? WHERE CAN I FEEL THAT IN MY BODY?
- 3) TAKE ANOTHER DEEP BREATH: WHAT MAKES IT IMPORTANT FOR ME TO ACT?
- 4) DO THE THING
- 5) REFLECT AFTER WE DO THE THING, REFLECT ON WHAT WE CAN LEARN AND DO DIFFERENTLY NEXT TIME

SOMETHING VS NOTHING

SOMETIMES WE CAN ALSO DO NOTHING BECAUSE WE ARE AFRAID OF DOING THE WRONG THING. FOR MANY OF US THIS MEANS WE DEFAULT TO DOING NOTHING MOST OF THE TIME. THE FRAMEWORK FOR ACTION GIVES US A QUICK WAY OF DECIDING WHAT TO DO SO THAT WE CAN TAKE ACTION QUICKLY. REFLECTION IS AN IMPORTANT PART OF THE PROCESS BECAUSE WE ARE ALMOST NEVER GOING TO ACT PERFECTLY. REFLECTION ALLOWS US TO LEARN FROM WHAT WE HAVE DONE, AND TAKES THE PRESSURE OFF.



HAVING COMPASSIONATE CONVERSATIONS ABOUT RACISM

WHEN WE ARE TRYING TO HAVE COMPASSIONATE CONVERSATIONS ABOUT RACISM, IT IS HELPFUL TO SEPARATE OUT RACISM AND PEOPLE. WE DO THIS USING THE TOOL OF EXTERNALISATION.

EXTERNALISING CONVERSATIONS ARE A CONCEPT THAT COME FROM NARRATIVE THERAPY - A MODEL OF COUNSELLING DEVELOPED BY MICHAEL WHITE AND DAVID EPSTON IN THE 90'S. NARRATIVE THERAPY POSITS "THE PERSON ISN'T THE PROBLEM, THE PROBLEM IS THE PROBLEM": EXTERNALISING CONVERSATIONS TO ASSIST PEOPLE IN SEPARATING THEIR PROBLEMS FROM THEIR IDENTITY. WHEN IT COMES TO ADDRESSING ISSUES LIKE RACISM IN OUR COMMUNITIES, EXTERNALISING CONVERSATIONS GIVES US THE OPPORTUNITY TO CREATE SPACE BETWEEN A PERSON AND THEIR RACIST VIEWS, OPINIONS AND ATTITUDES. THIS IDEALLY ASSISTS A PERSON IN LOOKING MORE CRITICALLY AT THEIR VIEWS, OPINIONS AND ATTITUDES WITHOUT VIEWING THESE THINGS AS PART OF WHO THEY ARE.



NO ONE WANTS TO FEEL LIKE THEY ARE A BAD PERSON. FEELING ASHAMED CAN BE PARALYSING AND ALMOST NEVER MOTIVATES A PERSON TO CHANGE. MOST PEOPLE WILL DO ANYTHING THEY CAN TO NOT FEEL SHAME AND THIS RESULTS IN THE ELABORATE JUSTIFICATIONS PEOPLE GIVE AS TO WHY THEY ARE NOT RACIST. CREATING SPACE BETWEEN A PERSON'S IDENTITY AND THE VIEWS THEY HOLD CAN BE VERY HELPFUL IN SPARKING CHANGE.



SO, HOW DO WE TAKE THESE ABSTRACT CONCEPTS AND USE THEM IN PRACTICE?

1) WHEREVER POSSIBLE SEPARATE THE PERSON OR PEOPLE FROM THE RACISM AND SPEAK DIRECTLY TO/ABOUT THE RACISM.

E.G. 'WOW THERE IS A LOT OF RACISM FLOATING AROUND THIS ROOM TODAY'
INSTEAD OF SAYING 'WOW THAT WAS A REALLY RACIST THING YOU SAID'

2) EXTERNALISATION IS ABOUT SUBTLY CHANGING HOW WE TALK. IT SEEMS SMALL BUT CAN BE VERY POWERFUL. WE ALWAYS FOCUS ON RACISM AND WHAT IT IS DOING RATHER THAN THE PERSON.



IF THE WORD RACISM FEELS TOO LOADED FEEL FREE TO USE OTHERS. PREJUDICE MIGHT BE A GOOD SUBSTITUTE OR INEQUALITY, ETC... **SPEAK TO YOUR AUDIENCE.** SPEAKING ABOUT RACISM IN THIS WAY HAS THE EFFECT OF ASSISTING US IN RECRUITING PEOPLE TO OUR TEAM AGAINST RACISM BECAUSE PEOPLE AREN'T UNDER ATTACK, RACISM IS. A JOKEY OR HUMOROUS TONE CAN HELP HERE!

IT IS IMPORTANT TO REMEMBER THAT EXTERNALISING IS NOT ABOUT SEPARATING PEOPLE FROM THEIR ACTIONS, OR THE REAL EFFECTS OF THEIR ACTIONS. IF SOMEONE'S RACISM IS CAUSING IMMEDIATE HARM TO A PARTICULAR PERSON IT IS IMPORTANT TO RECOGNISE THIS.

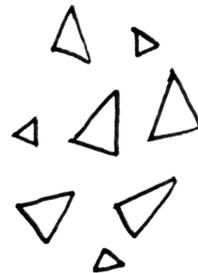
COMPASSIONATE ENQUIRY

IT CAN ALSO BE USEFUL TO CREATE A SPIRIT OF ENQUIRY (NOT THE SAME THING AS DEBATE) WHEN YOU ARE HAVING THESE KINDS OF CONVERSATIONS. THIS TAKES THE PRESSURE OFF OF YOU HAVING TO HAVE PERFECT KNOWLEDGE AND UNDERSTANDING. THIS PLACES YOU BOTH ON THE SAME TEAM, TRYING TO UNDERSTAND MORE ABOUT RACISM, RATHER THAN AN ADVERSARIAL POINT SCORING EXERCISE. THIS ALSO ALLOWS YOU TO RECRUIT ANY ANTI-RACIST RESOURCES THE PERSON YOU ARE SPEAKING TO MIGHT ALREADY HAVE. IT IS IMPORTANT TO CULTIVATE GENUINE CURIOSITY AND LISTEN TO WHAT THE PERSON HAS TO SAY, NOT JUST LISTEN TO SCORE POINTS.

WHEN WE ARE ASKED QUESTIONS WE FEEL THAT THE ASKER IS INTERESTED AND WANTS TO UNDERSTAND US. WE FEEL HEARD AND LISTENED TO AND IT BUILDS RAPPORT. SOMETIMES, IF PEOPLE ARE WORKED UP, STARTING OFF WITH A LOT OF THESE TYPES OF QUESTIONS CAN GIVE PEOPLE THE OPPORTUNITY TO SAY THEIR PART AND VENT WHILE COOLING DOWN AND, SOMETIMES, BECOMING MORE ABLE TO ENGAGE IN DIALOGUE ONCE THEY FEEL HEARD. THE REFLECTION THAT GOES INTO ANSWERING THE QUESTIONS OFTEN GIVES US THE OPPORTUNITY TO EXPLORE THE TOPIC IN MORE DEPTH OR DISCOVER THINGS WE HADN'T NEEDED TO THINK ABOUT BEFORE.

SOME TYPES OF QUESTIONS:

- WHAT ABOUT THIS BOTHERS YOU SO MUCH?
- HOW DOES THIS AFFECT YOU?
- WHAT MAKES YOU FEEL THAT WAY?
- WHAT WOULD BE DIFFERENT IF...?



THE GENERAL PRINCIPLES

THE FIRST STEP IS TO USE EMPATHY AND LISTENING TO CREATE THE BEST CONDITIONS FOR LEARNING. WHEN WE HAVE DONE THAT WE CAN THEN PLANT SOME SEEDS AND OPEN SOME DOORS WITH SOME LINKING QUESTIONS.

E.G.

- I HEAR WHAT YOU ARE SAYING, BUT DO YOU THINK IT IS POSSIBLE COLONISATION HAS HAD LONG LASTING GENERATIONAL EFFECTS?
- I GET THAT IT MAKES YOU FEEL WORRIED ABOUT SAYING OR DOING THE WRONG THING, BUT CAN YOU SEE WHY OTHER PEOPLE MIGHT BE ANGRY ABOUT THAT?

IT IS IMPORTANT TO SPEND ENOUGH TIME ON THE FIRST PART. THIS IS WHAT WE NORMALLY SKIP BUT IT IS WHAT CREATES THE CONDITIONS FOR GROWTH AND CHANGE.

WE DON'T NEED TO TAKE OUR CONVERSATIONS TO THE BITTER END. IT IS EASY TO GET CAUGHT UP IN WANTING TO CHANGE SOMEONE'S MIND IMMEDIATELY, BUT THAT IS NOT HOW IT WORKS. WE NEED TO BE ABLE TO GIVE PEOPLE THE SPACE TO GO AWAY AND THINK ABOUT THINGS. WE AREN'T GOING TO SOLVE RACISM IN A SINGLE CONVERSATION, BUT HOPEFULLY WE WILL PLANT SOME SEEDS OR OPEN SOME DOORS THAT WILL LEAD TO CHANGE. YOU WILL LIKELY END UP HAVING MANY OF THESE KINDS OF CONVERSATIONS WITH THE SAME PERSON!

