Personal Strategies in Confronting Bias and Racism

1. Ask yourself where your own thoughts and behaviors come from: find the source of your socialization (conscious/unconscious); address your misconceptions, misinformation, myths; reframe and reeducate; cease self-blame and continuation of the cycle.
2. Confront racism by attending workshops, reading and networking with diverse people.
3. Accept that racism “isms” exists within me, my program, agency, community, etc.
4. Be open to change.
5. Daily move in understanding other races, cultures, beliefs, languages—take action!
6. Network with other groups confronting “isms”.
7. Confront insensitive, racist, homophobic, agist, sexist, etc., attitudes, comments and jokes, appropriately.
8. Address the needs of diverse groups in agencies; have minorities on committees; etc.
9. Internalize/develop a level of awareness about your own “isms”; self-check.
10. Keep a check on how and with whom you interact socially by participating in the community—large.
11. Put yourself in a position where people of color who are in a position of power over/with you; teacher, boss, etc.
12. Work on honoring the struggle of oppressed people.
13. Accept and learn about own ethnicity and heritage.
14. Recognize the possibility of one’s own defensiveness.
15. Allow self (and others) to make mistakes and learn from them.
16. Admit biased thoughts and behaviors.
17. Learn another language; visit another ethnic group (like a reservation); have a personal conversation with someone different from you.
18. Take a risk: be the only person in a group of people who are different from you.
19. List your unearned privileges.
21. Identify institutional discrimination.
22. Be socially responsible by utilizing diversely owned/operated businesses.
23. Support and participate in activities presented by diverse groups (holiday events, arts, entertainment, readings, etc).
24. Listen to multiple voices in the community. Look who is included and who is excluded in the voices of the community.
25. Educate children, family and co-workers to welcome diversity into their lives.
26. Use non-discriminatory language.
27. Broaden your relationships: friendship, professional and dating circle.
28. Promote personal and societal growth and tolerance; denounce violence.
29. Make efforts to correctly pronounce words and proper names in their original languages.

Source: (Armenta, K. & Bain, B., 2008)