



# Becoming Antiracist: Speaking up

August 18, 2020



# FUHSD Community Statement

The Fremont Union High School District is a community where all students should feel safe, welcome, and included.

*We are here to learn and support each other regardless of our differences, regardless of labels.*

A raised fist is centered in the background of a dark blue rectangular area. The fist is rendered in a dark, almost black color, with some highlights on the knuckles and fingers, giving it a three-dimensional appearance. The background is a solid, dark blue color.

# **ANTI-RACISM**

**IN FREMONT UNION HIGH SCHOOL DISTRICT**

To make people safe. . .

We don't use language of bias to tease, bully, make jokes, harass, discuss another person. Each of us has the right to a safe, inclusive, antiracist environment.

## Goals for today

We want you to learn the difference between racist and antiracist.

We want you to have tools to use in conversation when you encounter biased and racist speech.

## What is a racist idea versus an antiracist idea?

“A racist idea is any idea that suggests something is wrong or right, superior or inferior, better or worse about a racial group. **An antiracist idea is any idea that suggests that racial groups are equals.**”



Ibram X. Kendi, scholar, professor, public speaker, and author of **How to be an Antiracist**.

# What is antiracist behavior?



**Be mindful of behavior that may encourage racism.** Before making assumptions about people, places or things, take a step back and think critically where your assumption is coming from and if it is something you believe in just because society has taught you to.



**Study the stories of famous people who have fought against discrimination.** Some examples are Nelson Mandela, Rosa Parks, Mahatma Gandhi, Martin Luther King Jr., and Malala Yousafzai.



**Empathize with people who report personal and systemic racism.** Listen to and trust those who report racism, because anti-racism begins with basic respect for all people.



**Add more cultural diversity into your life.** Try to make friends with people who are different than you, learn from their perspectives, participate in and support anti-racist community events, protests, rallies, and programs.



**Seek to spread awareness.** Challenge other people in your life to think critically about racism — family, friends, coworkers, teachers, and even public officials.



**If you see something, say something.** Step in when you see racism occurring, and disrupt it in a safe way. Have hard conversations with others when you hear or see racism, whether explicit or implicit.



**Consider all aspects of someone's identity.** Keep in mind that each individual experiences privilege as well as discrimination based on different parts of their identities. Someone may be privileged as a male but discriminated against because he has a disability. Think critically about how layers of identity affect people in society.



**Ask plenty of questions.** Seek to sincerely understand people of color before trying to get your viewpoint across to them.

# What is **antiracist** behavior?

## Speaking up

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**If you see something, say something.** Step in when you see racism occurring, and disrupt it in a safe way. Have hard conversations with others when you hear or see racism, whether explicit or implicit.

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What can **you do** when you hear someone saying or doing something that is racist or biased? You can *speak up*. Use one of these tools:

1. Interrupt
2. Question
3. Educate
4. Echo



# INTERRUPT

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Speak up against every biased remark—every time, in the moment, without exception. Think about what you'll say ahead of time so you're prepared to act instantly.

## TRY SAYING

“I DON'T LIKE WORDS LIKE THAT.” OR “THAT PHRASE IS HURTFUL.”

## Examples:

“That's messed up.”

“That was mean.”

“We don't do that here.”

“That makes me uncomfortable.”

“It's not OK to say that.”



# QUESTION

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Ask simple questions in response to hateful remarks to find out why the speaker made the offensive comment and how you can best address the situation.

TRY ASKING

“WHY DO YOU SAY THAT?” WHAT DO YOU MEAN?” OR “TELL ME MORE.”

**Example:**

**“What are you trying to say?”**

**“What do you mean by that?”**

**“Can you explain what you mean by that?”**



# EDUCATE

Explain why a term or phrase is offensive. Encourage the person to choose a different expression. Hate isn't behind all hateful speech. Sometimes ignorance is at work, or lack of exposure to a diverse population.

TRY SAYING

“DO YOU KNOW THE HISTORY OF THAT WORD?”

Examples:

“Do you know what that means?”

“Your words are hurtful.”

“That word has been used to dehumanize people.  
Let's not use it again”



# ECHO

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If someone else speaks up against hate, thank her and reiterate her anti-bias message. One person's voice is a powerful start. Many voices together create change.

## TRY SAYING

“THANKS FOR SPEAKING UP, ALLISON. I AGREE THAT WORD IS OFFENSIVE AND WE SHOULDN'T USE IT.”

## Examples:

**“I'm so glad you mentioned that.”**

**“You're right. We need to be careful about what we say.”**

**“Thank you for sharing that.”**


**“You're right. That's not kind.”**



In the end, we will remember not  
the words of our enemies, but the  
silence of our friends.

*Martin Luther King, Jr.*





always remember:  
every word you  
speak has the  
power to  
**hurt** or heal

Need help?

District Home

Students

Parents

on your school website

If you are feeling unsafe about speaking out, and need guidance, remember you are not alone. Talk to a trusted adult.

If you aren't sure who to reach out to, you can go to the student portal of your school website and complete the online form.



## On your own

- Log into Schoology.
- Click on your Homeroom/Advisory Course.
- Click on “Materials”
- Click the folder and locate the Countering Hate Speech module.
- Complete the activity and complete the exit ticket “quiz.”

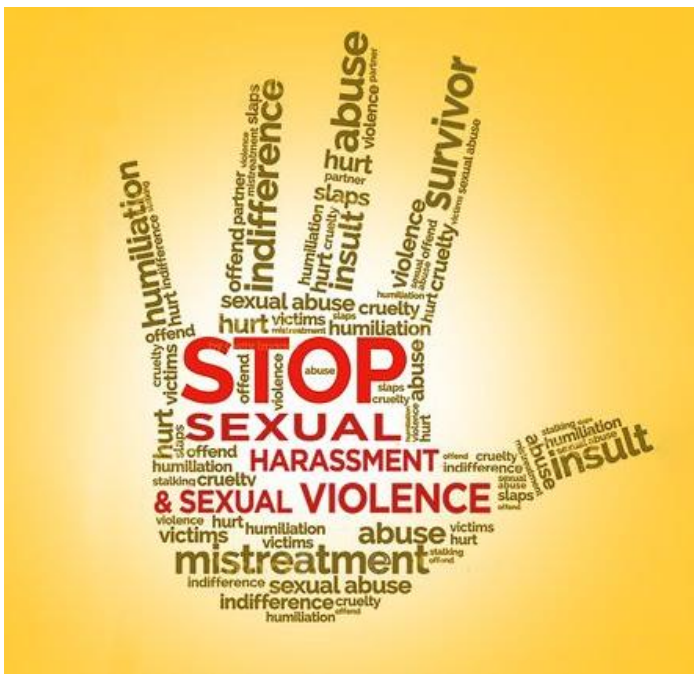
Becoming Antiracist: Countering Hate Speech Online

*Sponsored by and created with Common Sense education*



# On your own

## Self-paced Learning Modules Sexual Harassment



**What does the term sexual harassment mean?**

**What is considered sexual harassment?**

**How can I report it?**

# Self-paced modules are in Schoology

The screenshot displays the Schoology interface. On the left is a navigation sidebar with the following items: **Materials** (highlighted in yellow), Updates, Grades, Mastery, and Members. Below these are the **Information** section, which includes Grading period and Sandbox. The main content area at the top has a search bar labeled "Enter a member's name". Below the search bar is a folder icon and the text "Advisory/ Homeroom Materials for Week 1-- 8/17-8/21". A "Student Progress" button with a green checkmark and a refresh icon is visible. The main area contains a list of three self-paced modules, each with a blue folder icon and a chevron:

- 1. Monday, 8/17/20 Student Schoology Training**  
This is the self-paced module to learn how to navigate Schoology.  
✓ Must Complete
- 2. Monday, 8/17/20 School Climate Modules**  
✓ Must Complete
- 3. Tuesday, 8/18/20 Antiracist Student Module**  
Students will complete this self-paced module-- Confronting Hate Speech Online  
✓ Complete