




# HOW TO HAVE CONVERSATIONS WITH FAMILY ABOUT ANTI-RACISM


## AND BE AN EFFECTIVE BIPOC ALLY

"Have these difficult conversations towards getting to a better understanding of who the other person is and ultimately, of who you are."  
-Laverne Cox

 Before engaging, take some time to reflect on your motives and intentions.




- Questions to ask yourself:
- Am I seeking to distance myself from family members, or to unify us around this cause?
  - Am I looking to lovingly hold my family members accountable, or to shame, guilt, and punish them?
  - How is the way I am communicating my message helpful or harmful to uplifting BIPOC communities?

 Take time for yourself to process your anger and get centered when you need to.



- Questions to ask yourself:
- Is my rage distancing my family members from seeing my point of view?
  - If I find myself getting angry or overwhelmed, what are some things I can do in the moment to ground myself?
  - Have I looked into and considered perspectives other than my own before engaging in conversation? Do I have thoughtful responses to these perspectives prepared?

 Learn to listen, and listen to learn. (Research indicates that the best way to get someone to listen to you is to listen to them first!)



- Questions to ask yourself:
- Am I listening to my family members' perspectives before I speak? Am I echoing what they say back to them so I know I am understanding them correctly before I respond?
  - Am I asking my family members to expand on their views and asking them clarifying questions before I assume what they are saying?
  - What can I learn from my family members about views other than my own? Have I considered that I might also be wrong in certain ways and can learn from them, too?



## CONSTRUCTIVE PHRASES AND QUESTIONS



"I once felt that way too. I have since realized that...."

"I had a similar experience once. This is what I learned from it...."

"What experiences have led you to feel this way?"

"Thank you for being willing to have this conversation with me."

"I'm glad we can learn from each other."

Would you be open to watching this movie/reading this book about racism with me and sharing our thoughts?

"I can see we both have really strong views on this topic. Maybe we should take a break and come back to this when we're both more calm."

"I want to share some thoughts I have with you about something you said."

"I learned a lot from these resources and thought you might want to check them out."

"I know this is an uncomfortable conversation for us to be having, but it's really important to me."

I'm not sure if I agree with that view, but I want to learn more about what it means to you."



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