How to Become Anti-Racist Superhero, The Interruptor
Out shoot even Hawkeye by taking precision aim at these notions:

- All Lives Matter
- White Privilege Doesn't Exist
- I'm not Racist; I have a Black Friend
- Don't Blame Me; I never Owned Slaves
- I'm Colorblind

Match Spidey by being your Friendly Neighborhood Anti-Racist:

- When you have the time and inclination to start a meaningful dialogue
- When you don't want to get into it, but you don't want to be silent

Rampage with She-Hulk and SMASH the Patriarchy, Inequality, and all the -isms

- Leaving reason and a wake of destruction behind
Depending on the power dynamic in the situation, the target of the racism / microaggression might end up in jeopardy. They have to weigh the consequences and decide whether it’s worth responding, which is energy-depleting at the least.

It’s important that people who are not operating under the same stressful conditions (white people; CIS folks, heterosexuals) to be able to be bold and to speak out so that we can all be as productive and validated as possible.
Specific arguments for specific statements of RACISM
If someone’s house is burning, it seems callous to say, ALL houses matter. Right now, THIS house is on fire and that’s the one that needs immediate help.

Or, take aim with this fact:

Black households have only 10 cents in wealth for every dollar held by white households.

Hit ‘em with this fact:

Black Americans are twice as likely to get killed by police than white Americans.

If they’re acting all bulletproof:

So, what are you doing to make sure ALL lives matter? What causes are you currently advocating for? Healthcare for all? LBGTQ+ Rights? Immigration reform? Suicide prevention?
White Privilege Doesn’t Exist

The Power of "Normal"
- You can find "flesh-colored" band-aids, nylons, etc.
- "Hair care products" vs "ETHNIC hair"
- Family films: White Lead Characters outnumber Leads of Color 4 to 1
- Most picture books, greeting cards, dolls & toys mostly feature people of your race

The Power of the Benefit of the Doubt
- White people less likely to be followed, interrogated, or searched by police because they look "suspicious."
- When accused of a crime, whites are less likely to be presumed guilty, less likely to be sentenced to death, and more likely to be portrayed in a fair, nuanced manner by media outlets
- Personal faults or missteps of whites will not likely be used to later deny opportunities or compassion to people who share their racial identity

The Power of Accumulated Power
- Exclusionary zoning practices keep POC color out of neighborhoods with higher home values, leading to accumulation of wealth by whites but not POC - leading to white families being able to support their children into early adulthood
- G.I. Bill enabled thousands of white veterans to enter the middle class while the benefit was denied to a million Black WWll Vets
Racist ≠ Prejudiced **01**
Prejudice is an attitude based on stereotypes; Racism entails the policies and practices that uphold ideas of white people as superior and black people as inferior.

**02** Consider saying,
You might not have racial prejudice or hate in your heart, but ties with black people don’t keep you from engaging in discriminatory behavior and / or failing to challenge racist practices.

**03** Or, try,
Saying "I can’t be racist" is denying the larger social context in which all of us live. It’s not about what you do or what I do - it’s about our collective work as a culture.

**04** "Then prove it!"
Prove it by not tolerating racism from others, even if they are your family & friends. Support Black-owned brands, read books written by Black authors, financially support Black-run organizations, etc.
“Don’t Blame Me; I Never Owned Slaves”

01
No one is asking you to take the blame....

02
...saying that assumes racism ended after the Civil War when it is quite clear that is not the case.

03
Today, over 150 years after the abolishment of slavery, incarcerated persons, the "duly convicted" lack a constitutional right to be free of forced servitude.

04
More than half of the 1.5 million people in state and federal prisons work while incarcerated, at a median rate of 7 cents an hour. And Black folks are incarcerated at 5 times the rates of whites (in 5 states, it’s over 10 x).
“I'M COLORBLIND”

Start with...

01
I get that your intention is to be inclusive, but people of color are saying that their color and identity affects how they experience the world.

02
That statement is offensive because it could indicate that you're not listening to or are dismissing what people of other races are telling you.

03
Again, YOU may not have prejudice in your interactions with people of other races, but our SYSTEM does not treat minorities the same as it treats white people.

04
Someone risked telling you something that hurt or scared them, and you're missing their courage and attempts to help you understand.
INTERRUPTING stupid rando RACISM when you’re feeling friendly
When you're not ready to go toe to toe with a problematic person, this phrase can help you not allow silence to make you a liar. If we don't speak up, our relatives or other people in our lives will assume we agree. Don’t normalize bigotry by staying silent!

This phrase can also open the door for important conversations after the fact, when you and/or the other person has cooled down. Give yourself the time to collect resources and the energy to finish educating them.
Playing dumb can be a very effective strategy at exposing bias. Be genuine and curious. Keep asking questions and simplifying the inappropriate joke to its poisonous roots.

The Southern Poverty Law Center explains, "when faced with crafting an answer, the speaker might begin to understand the inappropriateness of the remark."
Hold on. I need to process what you just said.

Pause and slowly repeat back what that person said so everyone hears it again and has a chance to think about it.
I'm not comfortable with that.

We don't say things like that here.
I didn't realize you thought that that hasn't been my experience. Help me understand your thinking.
WHAT IF YOU’RE WRONG?

WHAT EVIDENCE DO YOU HAVE TO SUPPORT THAT STATEMENT?
Find other interruptors and tag team your interruptions - they can help with the folks you’d be more timid with and vice versa.

“This morning I have been pondering a nearly forgotten lesson I learned in high school music. Sometimes in band or choir, music requires players or singers to hold a note longer than they actually can hold a note. In those cases, we were taught to mindfully stagger when we took a breath so the sound appeared uninterrupted. Everyone got to breathe, and the music stayed strong and vibrant. Yesterday, I read an article that suggested the administration’s litany of bad executive orders (more expected on LGBTQ next week) is a way of giving us ‘protest fatigue’ - we will literally lose our will to continue the fight in the face of the onslaught of negative action. Let’s remember MUSIC. Take a breath. The rest of the chorus will sing. The rest of the band will play. Rejoin so others can breathe. Together, we can sustain a very long, beautiful song for a very, very long time. You don’t have to do it all, but you must add your voice to the song. With special love to all the musicians and music teachers in my life.”

Michael Moore; 2-13-2017
Know that you will get better at this - if you are consistent, thoughtful, and commit to a habit of interrupting bigotry in your life wherever you encounter it, including within yourself.

Maybe more importantly! If someone tells you that a remark you made was harmful, be open to the information, thank them for bringing it up, and apologize. Know the person isn’t trying to shame you, but that correction is coming from a place of encouragement to grow (AND that the person took the time, energy, and risk TO HELP YOU). Ask what part you got wrong and why.
Resources found online

- https://www.washingtonpost.com/graphics/investigations/police-shootings-database/?itid=1k_inline_manual_10
- https://www.tolerance.org/magazine/fall-2018/what-is-white-privilege-really
- Oregon Center for Educational Equity - https://education.up.edu/_files/2018_interruptions.pdf
- https://www.channel3000.com/dear-anti-racist-allies-heres-how-to-respond-to-microaggressions/

Superhero Images found https://stringtheoryfabricart.com/
MADE WITH LOVE
FOR MYIC
Midland Youth Inclusivity Committee

A program of the Midland County Youth Action Council
& the Midland Area Community Foundation

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