

Interrupter Guide: How to Interrupt Racism

Purpose: This guide helps individuals intervene safely and effectively when witnessing racism.

1. Recognizing Racism in Real-Time

- **Obvious Examples:**
 - Slurs, derogatory remarks, exclusionary practices.
- **Subtle Examples:**
 - Microaggressions (e.g., *"You speak good English for an immigrant"*).
 - Biases in decision-making (e.g., dismissing ideas from racialized individuals).

2. Strategies to Interrupt Racism

A. Low-Risk Situations (e.g., classroom, meeting)

1. **Call Out Behaviour:**
 - Use calm but firm language:
 - *"That comment was inappropriate."*
 - *"Can we reframe that?"*
 - Avoid escalation by focusing on the behaviour, not the person.
2. **Redirect Attention:**
 - Shift focus to the victim:
 - *"I think their perspective adds value—let's hear them out."*
3. **Provide Corrective Information:**
 - Offer facts:
 - *"Actually, that's a harmful stereotype. Here's why..."*

B. High-Risk Situations (e.g., public spaces, hostile encounters)

1. **Ensure Safety:**
 - Assess the situation. If unsafe, call authorities or seek assistance.
 - Avoid confrontations that could escalate violence.
2. **Diffuse Tension:**
 - Use de-escalation tactics:
 - *"Let's take a moment to calm down."*
 - *"This isn't appropriate—let's step away."*
3. **Document the Incident:**
 - If safe, record the interaction discreetly for accountability.

3. After the Incident

- **Support the Victim:**
 - Offer to accompany them to report the incident.
 - Check in with them later to see how they're doing.
- **Reflect on Your Role:**
 - Consider what you could do better in future situations.
- **Promote Accountability:**

- Report patterns of behaviour to the institution or relevant authorities.

Guiding Principles

1. **Be Proactive:** Don't wait for someone else to act.
2. **Be Respectful:** Avoid shaming individuals in front of others unless necessary.
3. **Be Courageous:** Standing up to racism takes bravery but can make a profound impact.