

# Responding to Racial Injustice

## Helping Yourself

### Self-Care

*Steps to take care of yourself and help you cope:*

- Acknowledge how you are feeling and do not try to downplay your own emotions – use mindfulness to help you connect to how you are feeling
- Stay connected to others who are affirming
- Seek counseling
- Enjoy what you normally use to cope, such as exercising, enjoying media, cooking, etc.
- Unplug from social media

### Racial Trauma

*What to do when encountering racial injustice:*

- Know your rights
- Seek out someone you can confide in and pursue reporting if you choose
- Connect with others – we cannot fight injustice alone
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### Conflict on Campus

*What to do when encountering conflict on campus:*

- Take note of what happened to you and others so that you can report clearly and accurately
- Seek reporting if you feel safe to
- Seek opportunities for mediation from offices like ODI, CARE Team or Conduct and Community Standards
- Continue to follow up during and after the process
- Understand the response you receive may not be the outcome you originally sought

### Connect

*Get connected:*

- Get involved with campus and community organizations to seek change and support
- Support others who have experienced similar injustices
- Continue with your personal
- Educate yourself on:
  - The difference between a hate crime and a bias incident
  - Your rights
  - Resources available on campus
  - Your own biases, stereotypes and stigma



# HEAR

Hear, Speak, Educate, Empower

1, 2, 3

## 1. Share

**Share**. If you feel a friend, student, instructor or colleague is struggling, let them know you see them and that you are listening. Let them know whatever they are feeling is ok.

## 2. Act

**Act**.

## 3. Support