

Tools for Tough Conversations on Racism

“PALS”

Pause, Acknowledge, Listen, Share



PALS

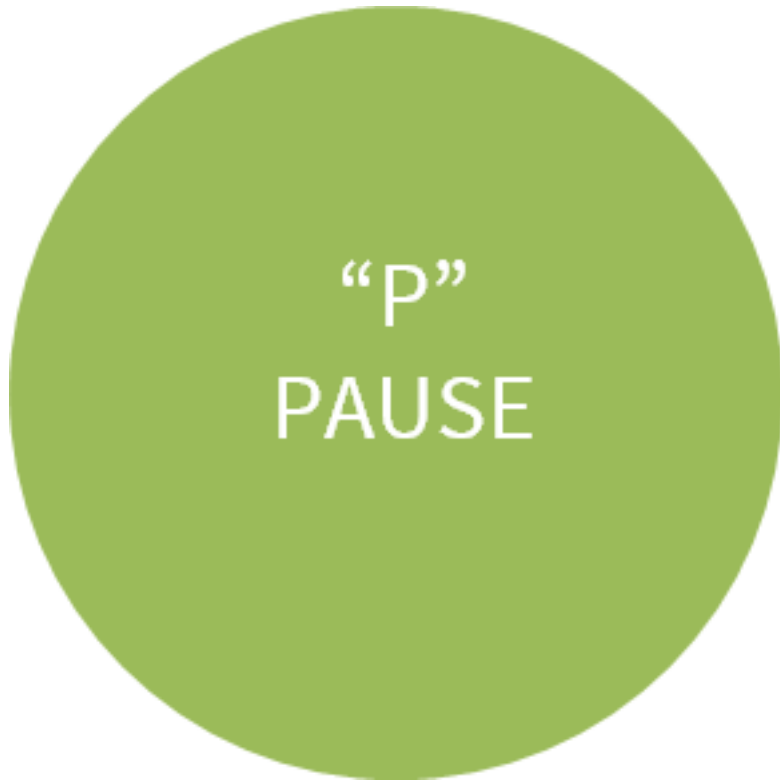
Pause

Acknowledge

Listen

Share

PALS



Pause/Halt/Stop

- Slow the conversation; don't let oppressive statements go without being checked.

Examples

"Wait a second, I'm trying to process what you just told me..."

"Excuse me, I'm just processing what you said about...."

PALS

“A”

ACKNOWLEDGE or
ASK

Acknowledge what the person is saying

- This sends the message that you are *trying* to make meaning out of what the person said, even if it is at odds with your own ideas.
- Let them know what you *think* you heard them say. It is possible that you heard them wrong.

Examples

“What I hear you saying is...”

“I want to understand your thinking on this....”

“Can you say more about...?”

PALS



Listen to what the person said

- Listening is the most effective tool for continuing to engage
- Mind your body language - *lean in*
- Listening shows you respect the person's dignity
- Find a space of genuine curiosity
- Be open to challenging your own thinking

PALS

Speak & Share

- Share your concern with what the person said
- Speak your truth, tell your story
- Share your learning

“It’s a racist idea that people who are Chinese are responsible for COVID-19 and to assume that everyone who is East Asian has COVID-19. Calling it the ‘Chinese virus’ perpetuates the incorrect and racist stereotype that blames the Chinese community for this disease.”



PALS



Pause
Acknowledge
Listen
Share

Practice, Practice, Practice

- Use these tools to practice speaking up when you encounter racist ideas
- Like any skill, responding effectively takes practice
- This work is hard and uncomfortable
- *Don't give up!*