# Dig into Your Roots: What’s Fueling Your Behavior?

**When you notice or are confronted about your racist actions, ask yourself**:

1. What were the racist biases fueling my actions or inactions?
2. When and how were these taught and reinforced around me?
3. If the person had been white, how might I have reacted? How have I treated white people in similar situations?
4. When have I done or thought this before?
5. How can I interrupt this racist pattern in the future?

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## Interrupt & Shift Our Racist Internalized Dominance

**When we notice we have a racist thought, we need to ask ourselves:**

1. **Is it true?** Really true? (Adapted from Byron Katie, *The Work*)
2. What is my **evidence** that this is more true for people of color than whites?
3. When **whites exhibit the same behavior,** how do I make meaning of that?
4. **Who does it serve** for me to think this thought right now?
5. What is **my pay-off** for having and maintaining this racist thought?

**To be more effective, more of the time:**

**Respond in ways that…**

* Interrupt racist dynamics,
* Engage others to reflect on the impact and intentions of their racist actions,
* Educate why the comment, behavior or policy has a racist impact, and
* Build connections and relationships with white people for further dialogue, learning, and organizational change

**What can we do when we are confronted about our racist impact?**

* Breathe; choose to listen deeply, learn & own your part
* I apologize for my impact…
* Are you open to saying more about the impact of my behavior?
* So, when I …. (share back what you understood)
* I regret my impact on you…. What I did/said...
* I commit to learning more….changing my behavior in the future….
* If there is ever more you want to share with me, I am open to listening….