

WHAT DO I DO IF I EXPERIENCE RACISM?

60%

of respondents agree/strongly agree that racism* is a problem at Queen's

according to AMS Commission Survey data 2016-2017 (434 respondents)



GET TO SAFETY

If you are being publicly harassed or physically threatened...

Get to a safer space that offers protection. In an emergency, call Campus Security, 533-6111. If you are comfortable to do so, call 9-1-1. Ask bystanders for help.

If you feel emotionally threatened...

- Try to remove yourself
- Remember that it is not always your responsibility to educate; always prioritize self-care



VALIDATE YOURSELF

Trust your instincts. However you are feeling is okay.

However you are feeling is valid. Racism is still very much a reality in our society and in our communities. You deserve to feel safe and included here.

SEEK SUPPORT

Tell someone you trust.

Disclosing is not the same as reporting.

You can seek support without seeking a formal or informal reporting process. Consider sharing with a friend, a residence staff, a family member or any of the Queen's University resources listed here.



EXPLORE YOUR OPTIONS

You do not have to report but the option is available to you.

There are professional resources available to you that will support whichever path you wish to take.

For more info & resources:

- Human Rights & Equity Office, B506 Mackintosh-Corry Hall
- Arunima Khanna, Cross-Cultural Advisor at Student Wellness Services, 140 Stuart St.
- For peer-to-peer support: The Peer Support Center, JDUC034
- Queen's University International Centre, 2nd Floor of JDUC
- Queen's University Chaplain's Office, chaplain@queensu.ca

DEFINE RACISM

Rac-ism (noun): Racism is a broad and complex phenomenon involving expressions of superiority of one racial group over another. The effects of racism can be detected in all areas of society including individual behaviors, cultural practices, ideologies, social, political and economic structures.



WHAT DO I DO IF I WITNESS RACISM?

60%

of respondents agree/strongly agree that racism* is a problem at Queen's

according to AMS Commission Survey data 2016-2017 (434 respondents)



SEEK HELP

Where there is a threat to physical safety...

Try to get the person to a safer space. With their permission only, call emergency services, 9-1-1 or Campus Security, 533-6111.

Where a safe intervention is possible...

- **Confront:** "Hey, what you said/did made me pretty uncomfortable."
- **Question:** "What do you mean by that?"
"What does that look like?"
"What would a person from that group think?"
"Did you think about how someone from that group might not feel safe coming here anymore?"



SUPPORT

Support the person who has been impacted.

Let them know you are a witness and that you are not okay with what happened.

- **Remove the person affected:** "Do you mind if I talk to you for a second?"
- **Validate:** "However you're feeling is okay."
- **Follow their lead:** "What would you like to do? What can I do for you?"



Choose not to validate racist stereotypes and behavior.

Being an active bystander, rather than a passive one, **means choosing not to nod or laugh along.**



LEARN & SEEK ADVICE

Embrace continual education. Challenging oppressive systems like racism is an ongoing and continual process. There is always more to learn.

For more info & resources:

- Human Rights & Equity Office, B506 Mackintosh-Corry Hall
- Queen's University International Centre, 2nd Floor of JDUC
- AMS Committee Against Racial and Ethnic Discrimination, cared@ams.queens.ca

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