



## Communication pitfalls to avoid

- Refusing to acknowledge and appreciate the perspective of those who hold a different perspective than you
- Using an aggressive, confrontational, and non-conciliatory demeanor
- Refusing to listen
- Taking a rigid, inflexible approach. It's your way or the "wrong" way.
- Avoiding the true nature of the issue for fear of a negative outcome.
- Prioritizing "winning" or being "right" over working towards healing and a supportive, inclusive environment

## Caring for yourself

- Acknowledge what you are feeling. It can be tempting to try and ignore feelings of pain, however doing so may actually intensify them. Journaling, talking with a good friend, or reaching out to a mental health clinician for support can all be helpful.
- Connect with others in your community who have had similar experiences. Support one another.
- Take care of your basic needs. Exercise, eat well, get enough sleep, take time to relax.
- Channel anger into actions that can make a positive impact. Join an activist group, vote and encourage others to do so, be there for others who have also experienced racial trauma.

## Caring for others

- Listen. Be a safe person for others to talk to about their concerns.
- Be purposeful about learning what others have experienced and expressing compassion.
- Take action to promote inclusion, diversity and a sense of belonging for all in your workplace and at home.

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