

NATIONAL COUNCIL OF CHURCHES

PROGRAMME ON RACISM

SOME PERSONAL ANTI-RACISM STRATEGIES

GENERAL PRINCIPLES

- 1) Decide how strong you feel in yourself and about the situation before you challenge a racist statement.
You don't have to respond to every situation.
You have no obligation to buy into bait from other people.
- 2) You don't have to win. Get out of the win/lose framework.
It is important that we model other ways of talking and debating important issues.
- 3) You don't have to sit around and take racist comments.
You can get up and walk out.
You can decide to challenge the person at a later time.
- 4) Winning the battle with individuals is not as important as moving forward in the battle against institutionalised racism.
- 5) Look for support in the group before getting into an argument about racism. If there is no support, withdraw from the argument. People perpetuate racism by winning arguments, so it is better not to give them the opportunity.
- 6) Always give support to someone who is going under in an argument. Give it immediately and publicly rather than telling them afterwards. Go and stand beside the person. Never assume that people who look O.K. in an argument are O.K.
- 7) Make "I" statements. State your own feelings.
You then retain your hold on the argument. People can't take your feelings away from you.
- 8) There is no answer to some racist comments.
People are often only trying to score points.
- 9) It is O.K. to make mistakes.
- 10) Informal discussions (e.g. over a dinner table) are often harder to handle than educating people in a formal setting.
- 11) In discussions on racism, you've got to get back to causes.
- 12) Use of the term racism. Don't avoid using it, cos that's what we're on about.
Use the term racism about 'situations' but don't use it about 'people'.
- 13) Sometimes, all you need to do in a discussion, is, draw attention to the racist comment. You don't need to make a big deal out of it.

Examples of Racist situations and Anti-racist responses

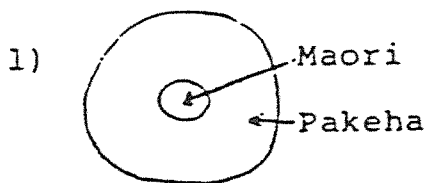
- 1) Dealing with a Maori who puts down other Maoris.
 - it upsets me to hear you doing that
 - I think you're letting off Pakeha very lightly
 - even if slaves are happy, that doesn't make slavery right.
- 2) A 'blaming the victim' comment.
 - It is sometimes useful to label a comment "blaming the victim"
 - It is often better to respond with a tentative question e.g. "there must be more to it than that?" rather than to give a polished reply.
- 3) If someone makes a comment based on ignorance
 - provide information if the person really wants to know
 - but information is of little use with people who are playing games with you.
- 4) If you suspect the motivation of someone's comments
 - challenge their motivation i.e. "you know I dislike that, why are you niggling me" or "why is this so important to you now?"
 - "I don't believe you're really interested in this issue but if you are I will sit down and talk it through with you, later".
- 5) Separate development is apartheid.
 - S.D. is not apartheid. It is not the end. It is a creative stage in an on-going process leading to shared power.
 - What scares you about S.D.?
 - What is your fantasy of Maori sovereignty?
- 6) "I treat people the same".
 - "That's wrong. People are not the same. We are very different".
 - Turn the situation around e.g. "If you were in China, you would not want to be treated in their way".
- 7) When someone tosses out personal anecdotes
 - remember, personal anecdotes are usually the exception to the rule.
- 8) Accusations i.e. having no sense of humour.
 - "as a humourless, feminist bitch I ..."
 - tell me what's funny, and I'll laugh.
- 9) "You're meddling in Maori issues".
 - racism is not a Maori issue; it is a white problem and Pakeha must tackle it in their way.
- 10) "Maori people get special treatment"
 - Do you know that for a truth?
 - Where does Maori money (e.g. M.E.F.) come from?
 - How much do you know about the Land Court.
- 11) "Maori people fill our hospitals".
 - Do you think that this situation is what Maori people

- 12) "We're all N.Z'ers"
 - We are not. We are Maori and Pakeha.
 - Maori people were never consulted about whether they wanted to be part of New Zealand (which is a Dutch name).
 - It is we, white, who created N.Z.
- 13) 'I don't like being called a Pakeha'.
 - that term doesn't concern me, but I'm happy to call you a European if you would prefer that.
- 14) Maori person calling a Pacific Islander a 'coconut',
 - 'excuse me, I'm not sure what you just said
 - I don't accept that term
- 15) The most devastating thing to ask a person is:
"Why did you say that?"
- 16) I dislike the term "black"
 - "black" is a political term
- 17) "Maori Time" - i.e. its O.K. to be late for a Maori meeting
 - a comment about Maori time is a compliment
 - it is time which is sensitive to the needs of people and not just related to procedures.
- 18) Waitangi is a Maori issue.
 - That's not true. The Waitangi Treaty was signed by Pakeha, too. It is we who have dishonoured it. I want to understand and challenge our part in that issue. We have a right to look at our own area.
- 19) 'Part Maori'
 - this is a way of putting down the Maoriness of people
 - people never say "I'm part Pakeha"
 - people are entitled to be both
- 20) Technique of reversing roles in a group discussion
"let's cut the video here; you're no longer a Pakeha, you're Maori; now make the statement as a Maori
- now how do you feel?"
- 21) "What right have we got to decide that the radical Maori group is right?"
 - In a society in which we don't change things easily, its often the angry voices which tell me most clearly what needs to be done.
- 22) "May Maoris have the same opinion as me"
 - Our colonial history is one of oppressors not only taking the land, but also filling the heads of the oppressed with oppressors views. Colonisation of the mind has taken place. So many Maori have become Europeanised.
- 23) Cliches about a multicultural society
 - "is that what you want?"
 - Then it is we whites who have to change, because

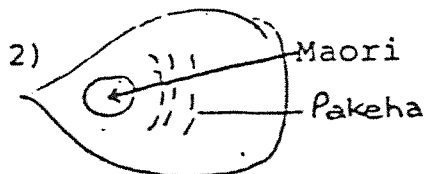
MODEL OF SEPARATE DEVELOPMENT

- is not apartheid (apartheid is a system of legislation in which the majority oppresses the minority).
- it is not the end
- it is a stage in an ongoing process
- it is a creative stage

4 Stage Process



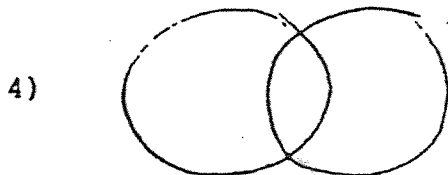
- Maori people are totally surrounded and choked by Pakeha society



- Maori people striving for self determination / Pakeha can be involved in the pushing.



- Separate Development
- Each group considers its own determination without obstacles from other groups



- Sharing of power between 2 groups