

# Confronting Racism

## What do I need to consider?

Any form of racism in the university is a serious issue, and it's important for educators to confront it promptly and effectively.

## How could I introduce this into my teaching?

* **Address it directly**: When you observe racism, it's important to address it directly and call it out. Make it clear that racist behaviour or language will not be tolerated and that it goes against the values of the university.
* **Revisit it upon reflection**: If you didn’t address at the time , because you were either unsure how to, or you only perceived it be an issue upon reflection, **do not simply let this be a missed opportunity**. At the next point of contact with the students raise the issue and address it then
* **Seek support**: If you're struggling to address racism in the learning space, seek support from colleagues, administrators, or outside organisations. It's important to have a strong support network to help you navigate these complex issues and promote positive change.
* **Set expectations**: Scaffold conversations on race and ensure classroom discussion is respectful and inclusive. For example, adding a statement of inclusivity to your course guide, or agreeing behaviours for discussion boards and class interactions

## Where can I find additional information and resources?

[Antiracist Curriculum project](https://www.advance-he.ac.uk/anti-racist-curriculum-project/project-guide)

[University of Aberdeen Race Definitions](https://www.abdn.ac.uk/staffnet/working-here/community-response-12591.php#panel13234)

[Discussion Board code of conduct](https://www.abdn.ac.uk/staffnet/teaching/encourage-participation-10723.php%23faq1)