

# Victim Support Guide for Allies

**Purpose:** This guide helps allies support individuals who have experienced racism and offers steps to foster an inclusive environment.

---

## 1. Understand Racism and Its Impact

- **Definition:** Racism involves prejudice, discrimination, or antagonism based on race.
  - **Impact:** Victims may feel isolated, unsafe, or disempowered. Emotional and psychological effects can linger.
- 

## 2. Immediate Steps to Support a Victim

- **Listen Without Judgment:**
    - Allow them to share their experience.
    - Avoid minimizing or rationalizing the incident.
  - **Validate Their Experience:**
    - Use phrases like:
      - *"I'm sorry this happened to you."*
      - *"Your feelings are valid."*
      - *"This behaviour is unacceptable."*
  - **Ensure Safety:**
    - If the situation escalates, prioritize safety. Remove the victim from the area or alert authorities if needed.
  - **Respect Their Choices:**
    - Let them decide how to proceed, whether reporting the incident, seeking counselling, or simply taking time to heal.
- 

## 3. Practical Steps to Provide Ongoing Support

- **Help Document the Incident:**
    - Assist in recording what happened, including dates, times, and details.
  - **Encourage Reporting:**
    - Guide them to appropriate reporting channels (e.g., HR, university administration, or external bodies).
  - **Connect Them to Resources:**
    - Offer contact information for counselling services, campus resources, or advocacy groups.
    - Example: Grenfell Campus Counselling and Psychological Services, Grenfell Campus Student Services, Hope for Wellness Help Line (1-855-242-3310).
- 

## 4. Commit to Being an Active Ally

- **Educate Yourself:**

- Learn about systemic racism, microaggressions, and unconscious bias.
- **Speak Up:**
  - When you witness racism, interrupt it (see the Interrupter Guide below).
- **Support Inclusivity:**
  - Advocate for anti-racism policies and practices in your community or institution.