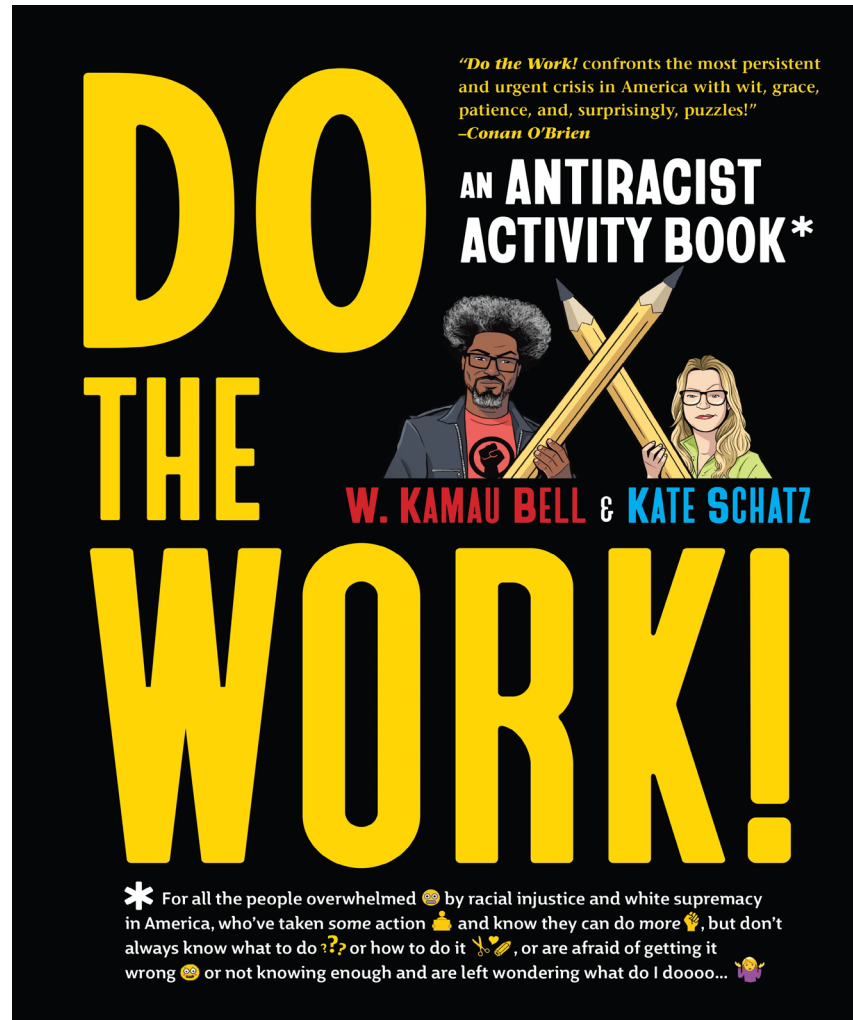




Entry Activity Scavenger Hunt

Time to Diversify your Feed

1. Sit in a Circle
2. Write an answer for each category
3. Circle titles that you have not watched or listened to

Advancing Racial Justice Day 2



Community Agreements p. 2-3

Awareness & Self-Knowledge

Listen for Understanding

Be Gracious

Stay Engaged

Be Open and Suspend Judgment

Say “I”- tell your truth

Lean into Discomfort

Reach for Empathy

Expect Non-Resolution & Non-Closure

Feedback on Feedback

Your words

Overview of Today's Learning

Welcome & Introductions
Community Building
Into the Circle
Talking Race
White Supremacy Culture
Identity, Power, & Privilege
Intersectionality
Museum Visit



**KEEP
CALM
HERE'S
THE
AGENDA**

Labels & Identity: A Conversation



Matt

Restorative Practice Starting Point





Opening Quote

“Everything the power of the world does is done in a circle. The sky is round, and I have heard that the Earth is round like a ball and so are all the stars. The wind, in its greatest power, whirls. Birds make their nests in circles, for theirs is the same religion as ours. The sun comes forth and goes down again in a circle. The moon does the same and both are round. Even the seasons form a great circle in their changing and always come back again to where they were.”

Chief Black Elk, Holy Man of the Oglala Sioux

Shelly

Timeline



1600

1700

1800

1900

2000

AMERICAN SLAVERY

1619
START OF AMERICAN
SLAVERY

1863
EMANCIPATION
PROCLAMATION

1942 PRESIDENT ROOSEVELT
SIGNED CIRCULAR
NO. 3591 LEGISLATION

Jim Crow

American History

1776 DECLARATION
OF INDEPENDENCE
ADOPTED

Mass
Incarceration

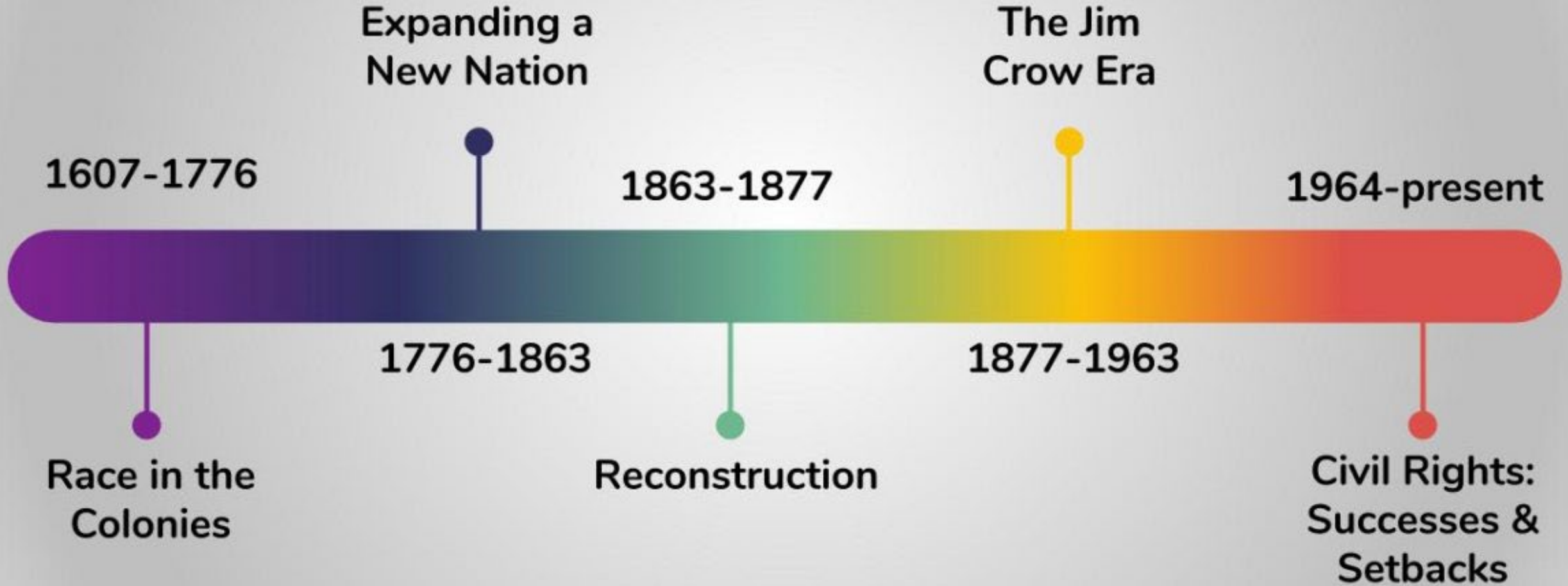
MI

Timeline of Racism's Shadow

Post Jim Crow



A HISTORY OF RACE AND RACISM IN THE UNITED STATES



Key Points



Racism has been baked into our policies and practices since the start of our country.

Interrupting structural racism requires more than a focus on individuals.

Matt and Chad

What is White Culture?



Six Basic American Cultural Values

The first is for **Individual Freedom** and the price for that is **Self-Reliance**. We cannot be truly free if we cannot take care of ourselves and be independent. The second is for **Equality of Opportunity**, and the price for that is **Competition**. If everyone has an equal *chance* for success, then we must compete. The third is for **The American Dream**, the opportunity for a better life and a higher standard of living. The price for the American Dream has traditionally been **Hard Work**.

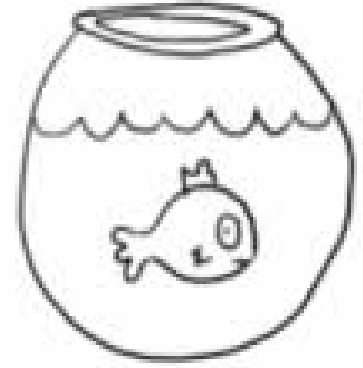
The relationship among these values—the rights and the responsibilities—creates the fabric of the American society. It is this fabric that defines the American Dream—the belief that if people take responsibility for their lives and work hard, they will have the individual freedom to pursue their personal goals and a good opportunity to compete for success.

<https://vintageamericanways.com/american-values/>

White Culture is...

By “white culture,” we mean the dominant, unquestioned standards of behavior and ways of functioning embodied by the vast majority of institutions in the United States.

*Resource in handouts – p. 28-41
Paying Attention to White Culture
and Privilege.*



THE LONGER YOU SWIM
IN A CULTURE, THE MORE
INVISIBLE IT BECOMES

White Culture Where We Work



White Culture Handout p. 24

Each table will be assigned one section on Page 24 – there are 5 sections.

As a group read the section.

Develop a GROUP answer to the questions in the section.

Be prepared with a two to three sentence report out.

Key Points



Pseudospeciation: fancy for "othering"

How it's used: Virtuous, moral ideals are weaponized to dehumanize others.

Identifying how white culture is present within an organization's internal and external practices is a critical dimension of racial equity work.

It can be especially invisible to members of a dominant group; thus we must be skilled in how we identify and discuss the disconnect between virtuous ideals and their corrosive application.

Ellen

Restorative Practice – Small Affinity Circles



Affinity Circles or Identity Caucuses pg. 25

Allow both white people and people of color have intentional space and time to focus on their respective work to dismantle racism and advance racial equity

Do not happen instead of integrated groups; rather, can lead to more authentic and powerful integrated groups

Provide spaces where whiteness is not at the center and where one need not accommodate or assimilate to white people's responses to the emotional and conflictual nature of racial equity work.

Respects both the choice of marginalized groups to be together and makes dominant culture visible – an important step in making intentional changes to the culture.



Food for Thought Before Affinity Circles



Let's Make the Move



Break

National Civil Rights Museum

<https://www.civilrightsmuseum.org/>



Kyle "Guante" Tran Myhre

button poetry

Ellen

3 Things to Know Before you Talk About Race



Before you try to talk about race ...

**Checkity-
check yo' self
before you
wreck yo' self**



What is your truth?

How do you see the issue of race play out in our country, community, schools, and Unions?

What experiences have you had growing up and as an adult that have informed your view of race?

How has that view shifted over time? Why or Why not?

Before we start any dialogue, it's important to check in with ourselves and understand what experiences we are bring to the discussion. This is our lens through which we see and understand our world. When our core truth is clear to us, only then can we evaluate our understanding and begin to ask more questions.



What do you value?

How do your beliefs about your students, your culture and /or your faith influence what you value?

What results do you want to see in our nation's students and our public schools? In our Unions?

How do these values influence your perspectives on race?

Our values form the core of how we relate to our nation's problems and opportunities. When we understand our own values and priorities we are better positioned to enter sensitive discussions with a set of shared beliefs.



What is your privilege?

What are the ways that you might have unearned advantages over other groups?



Each of us has an identity that benefits from the exploitation of another group. Understanding our own privilege is essential in dismantling oppression. Having privilege also doesn't mean that you have not experienced oppression in other ways. But without an awareness of the ways we have structural advantages in our lives, we cannot understand all of the ways privilege and oppression intersect.

A Resource to Help You RJE Discussion Guide

Why We Must Act

- Community Agreements
- Questions to Guide Deeper Conversations

Our goal is to build a space that is safe enough to have productive conversations – but safety is not equivalent with comfortable.

As you prepare for your visit to the museum

What is your truth?

What do you value?

What is your privilege?



Key Points



Know yourself and the experiences you are bringing to the conversation.

Knowing your values allows you to be more open to seeing shared values during tough and sensitive conversations.

Know that you have an identity that has allowed for the oppression of others; having privilege does not mean that you have not experienced oppression.

Jackie and Scott

Why This Work is Tough



Racial Anxiety: Pre-attendance Task 3

ON YOUR OWN FIRST – get reacquainted with this task – especially your reflections

As a table group be prepared to share – in your own words - an answer to the following:

What surprised you about this assessment?

Why does this concept of White Fragility make facilitating this content tough?

Racial Anxiety Report Out

Racial Anxiety is the stress experienced when race is going to be considered in a conversation.

What is racial anxiety?



National Association
of Independent Schools

White Fragility and White Privilege Connections



White Privilege and White Fragility

White privilege is the societal privilege that benefits white people over non-white people, particularly if they are otherwise under the same social, political, or economic circumstances.

White fragility is defined as “a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves.”

**The
Guardian**

Three Quick Thoughts

What are you learning so far about why this is tough work?



Key Points



White culture is ever-present in most organizations, and it can be especially invisible to white people.

White fragility is a kind of racial anxiety that makes it particularly difficult to discuss racial injustices.

As you watch

Who do you relate to?

Who are you struggling with?

What are your physiological and emotional responses?

What this work can look like.

Table Talk and Report Out

Remember to breathe and reset before you jump in.

Table Talk

- Who do you relate to?
- Who are you struggling with?
- What are your physiological and emotional responses?

What do you feel needs to be discussed in the room?

Key Ideas



Know yourself and your comfort level for talking about race.

Symptoms of White Fragility and Racial Anxiety exist, and Anxiety can cause adult learners to disengage

Begin by building a space that is safe enough – but safe does not mean comfortable – think courageous.

Structure content so that a group builds up enough safety and connection to risk sharing, asking questions and begin applying new skills.

There are no singular experts – together we can build expertise

Lunch



Albert and Linda

Identity and Intersectionality



What is Intersectionality?



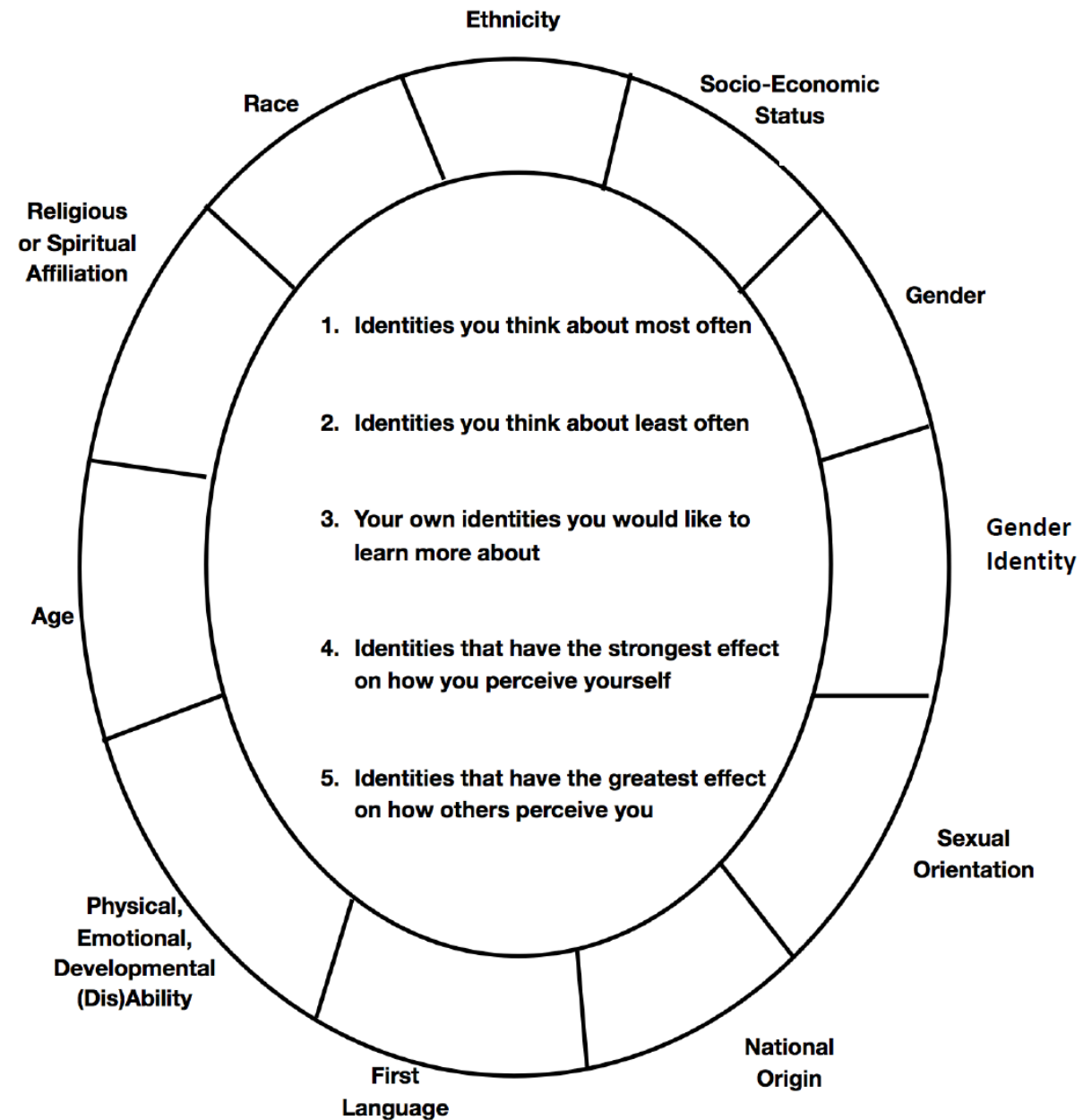
Defining Intersectionality

Intersectionality is a framework for understanding a person, group of people, or social problem as affected by a number of discriminations and disadvantages. It takes into account people's overlapping identities and experiences in order to understand the complexity of prejudices they face.



Your Identities P. 26

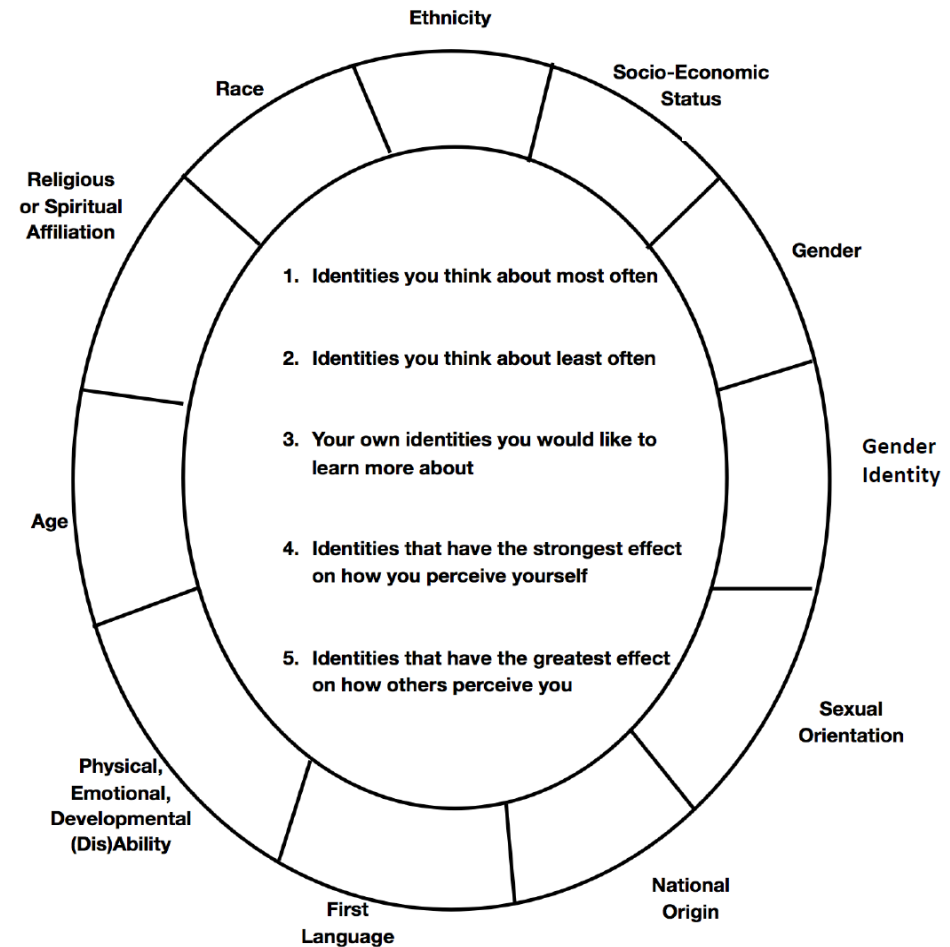
1. Identities you think about most often
2. Identities you think about least often
3. Your own identities you would like to learn more about
4. Identities that have the strongest effect on how you perceive yourself
5. Identities that have the greatest effect on how others perceive you



Debrief Your Identities

What surprised you in doing this?

What is something interesting you heard at your table?



Three Quick Thoughts

Is there anything that
you said or that you
heard that the room
needs to hear?



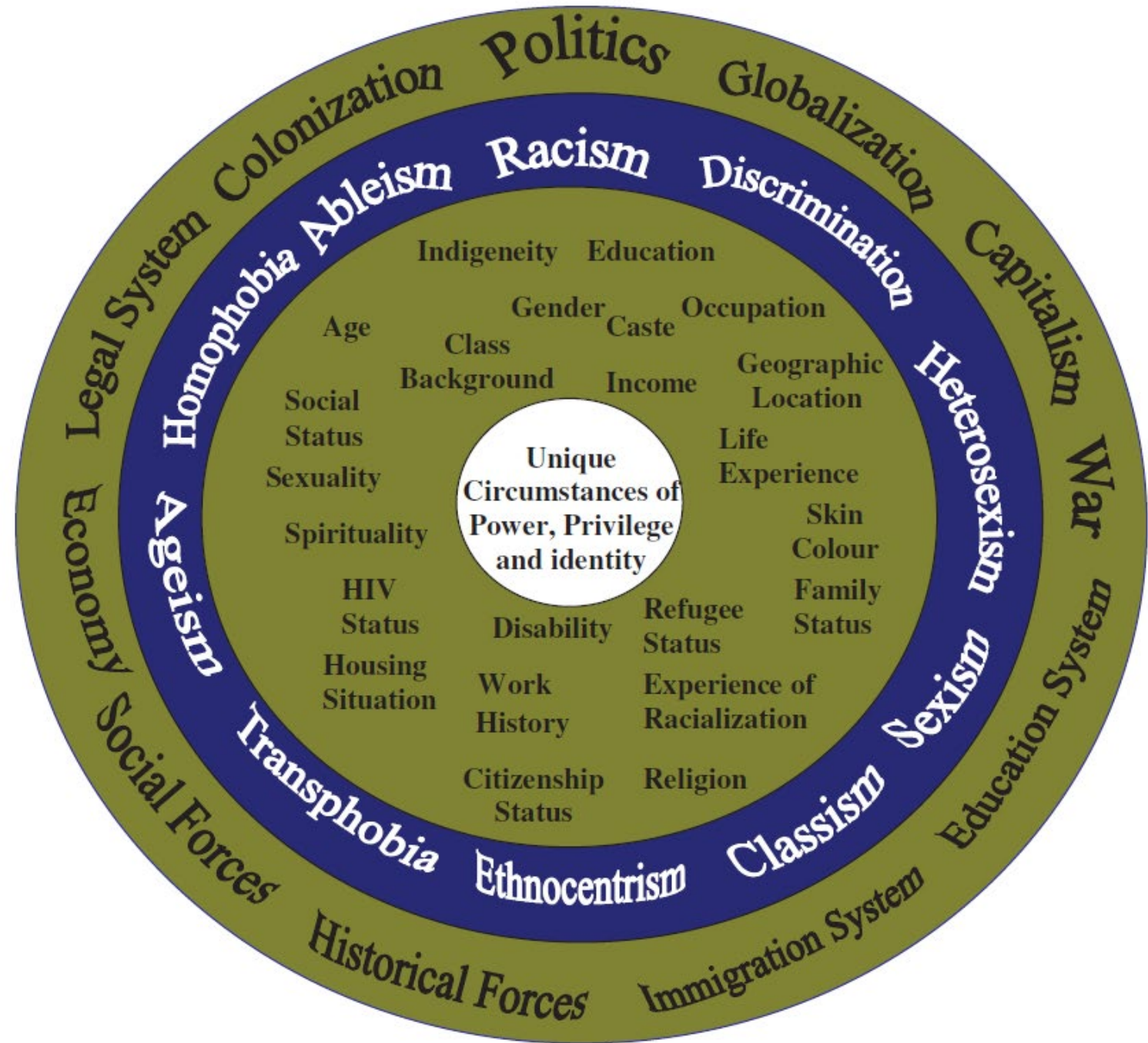
Intersectionality Wheel Diagram

Innermost circle represents a person's unique circumstances.

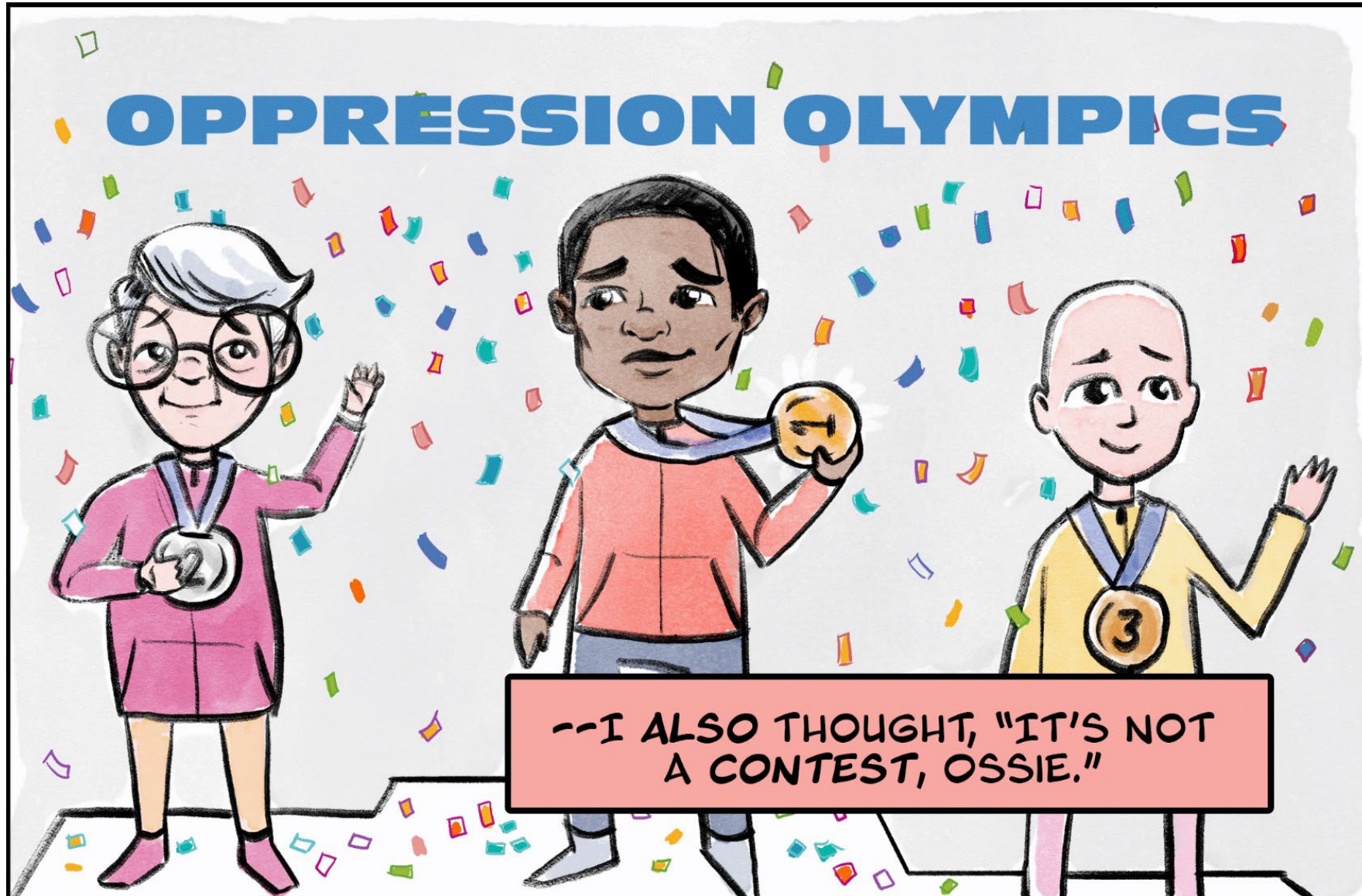
Second circle from inside represents aspects of identity.

Third circle from the inside represents different types of discrimination/isms/attitudes that impact identity.

Outermost circle represents larger forces and structures that work together to reinforce exclusion.



What Intersectionality is Not



Being Black & Trans- Listen for the Intersections



From the Additional Resources- America's War on Black Trans Women

The inequities and prejudice Black trans women face don't just take the form of outright violence. A study by the National LGBTQ Task Force indicates that Black trans people have a 26% unemployment rate. That's twice as high as the unemployment rate for transgender people of all racial and ethnic backgrounds, and four times as high as the unemployment rate in the general population. The study also found other shocking disparities; 41% of Black trans people have been homeless (more than five times the general population), 34% of Black trans people have household incomes less than \$10,000 (more than eight times the general population), and nearly half of the Black trans population has attempted suicide. Although these statistics apply to the Black trans population in general and not to Black trans women specifically, based on how much more frequently Black trans women are killed, it's reasonable to assume that they also experience these harms more frequently than other Black trans people.

In short, being a Black trans woman in America means you're far more likely than most other people to experience serious roadblocks and harms, in the form of everything from extreme poverty to violent murder.



How Oppression Shows Up In Your Work

- Do you experience privilege and/or oppression in your work? How does it show up?
- Have you become aware of any privileges or oppressions you had not previously considered?
- How do you use your privileges in your work?

Whole Room

What have you been thinking about that you think the whole room needs to know about?



Key Points



- Identities, privileges, and oppressions are intersectional.
- The oppression of nonheteronormative people constantly intersects with racism as LBGTQ+ People of Color face more oppressions than White LBGTQ+ people.
- Our oppressions and privileges are layered and reinforced by the American cultural norms.

As you prepare for your visit to the museum

How will your relationship to privilege inform your museum experience?



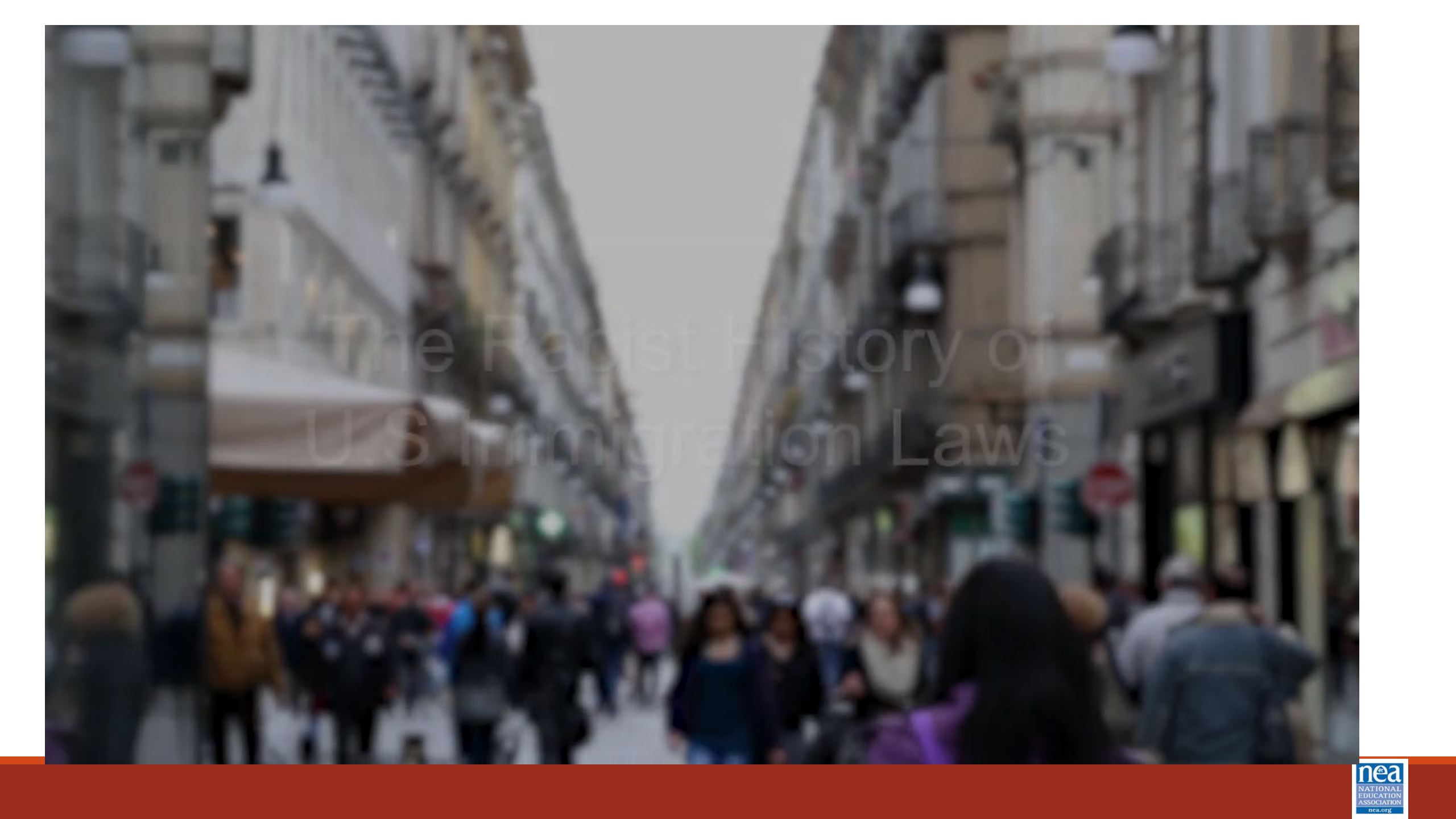
Break



Beka

Immigration and Nativism





The Racist History of U.S. Immigration Laws

Discussion

How does all this intersect with race?

What does this mean in our work?



Key Points

U.S. immigration policies have fluctuated and been shaped by world events and economics

Anti-immigrant rhetoric and policies are perpetuated by government-endorsed fear of others and maintaining the country's white supremacist status quo



Important

Nativism is as old as time.



Key Points

Racial discrimination can be further complicated based on one's immigration status.

We are all living on indigenous land.

The European Colonizers of this land and their descendants have maintained their dominant status by creating anti-immigrant policies.



Shelly

How does racism show up in the workplace and in unions?

Workplace

Unions

Disrupting Microaggressions



New video here?

The Mosquito Bite



FOR PEOPLE WHO STILL DON'T THINK

How Do You Respond to Microaggressions?



Interrupting Microaggressions p 118

Interrupt
Question
Educate
Echo-Bystander



Example --

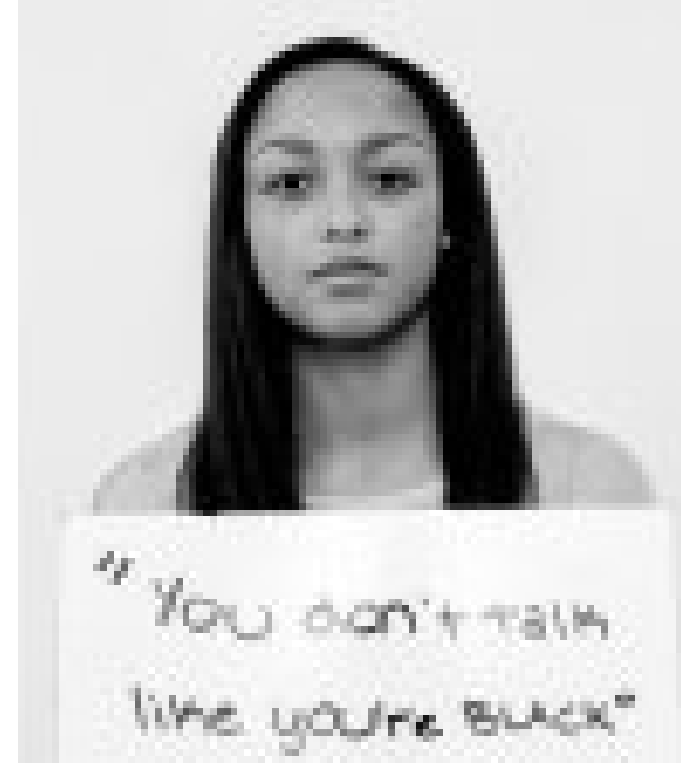
Wow, I can't believe how what a well spoken ESP Leader you are!

Interrupt – why are you surprised?

Question –what were you expecting?

Educate – When I hear that it hurts. I am often discounted because of the job I do no one expects that I have a college degree or that I can read, write and speak well.

IF THERE WERE A BYSTANDER WHO DID THIS–Thanks for asking about that, it bothered me too. We need to have high expectations and high regard for each other – this work is too tough.



Practice the Interruption

Read the Background – Who said what to whom

Speaker- responsible for acting out the remark

Responder – responsible for crafting a response

Coach – responsible for observing

Extra Credit – Try out the role of being a Bystander in this scenario



Racism Interruption phrases to learn and use

That's not okay with me

I didn't realize you think that

I'm sorry, what?

Hold on. I need to process what you just said

That's not funny

I find that offensive

What you just said is harmful

We don't say things like that here

Help me understand your thinking

I'm not comfortable with that

Working on our Words

Using what you each have already recorded and the materials in your handouts, craft some responses to your scenarios.

Your group has 30 minutes to practice interrupting microaggressions.

Use the following resources in your Handouts

- Teaching Tolerance - 4 Step Pocket Cards p. 118
- What Can I Do at Work –Scenario p. 120
- Interrupting Microaggressions p. 127



Key Points



It is a basic human right to demand a safe space.

Remember that you have the power to control the situation through your actions and reactions.

We all do it – own it, apologize and stop it.

Learn how to become an ally.

Ellen

Day Two Closing



Personal Reflection

Take a few minutes to reflect on today's learning experience.

- What affirmed your understanding?
- What challenged your understanding?
- What questions might you still have?



Leave One Word Behind

Thinking back to your core value that you shared earlier and today's experience:

What is one word that describes your spirit right now?



“Not as Qualified”



The Situation

You hear someone say that there's been a push to hire more underrepresented groups and that they are being hired over men or other groups even when not as qualified.



Table Talk

What is your first reaction?

How could you react?

How could you intervene?

Could intervening be upsetting?

In what ways can the identities you hold (e.g., gender, race, position of influence, etc.) influence your decision to intervene?



Whole Room Talk

What did you hear or say at your table that you want to give to the room?

Pre Attendance – **P. 34**- Being Black But Not Too Black in the Workplace



Key Points



We make choices about when and how to use our privilege

Confronting systems that we are part of is tough work