

Your Experience with the National Civil Rights Museum

**Remember to sit with your
affinity groups to begin our day.**



Advancing Racial Justice Day 3



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Community Agreements Pg 2-3

Awareness and 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 and non-Closure

Feedback on Feedback

Themes:

Your Words

Overview Of Today's Learning

Welcome & Introductions

Community Building

Setting the Stage

Talking Race

Actor/Ally/Accomplice

Interrupting Microaggressions

Being Anti-Racist

Case Studies in Racial Equity

Moving Forward

Closing



Affinity Group: National Civil Rights Museum

What was your experience with the National Civil Rights Museum, and how does it relate the type of self-care you need when doing this type of work?



Greylor and Matt

Allyship

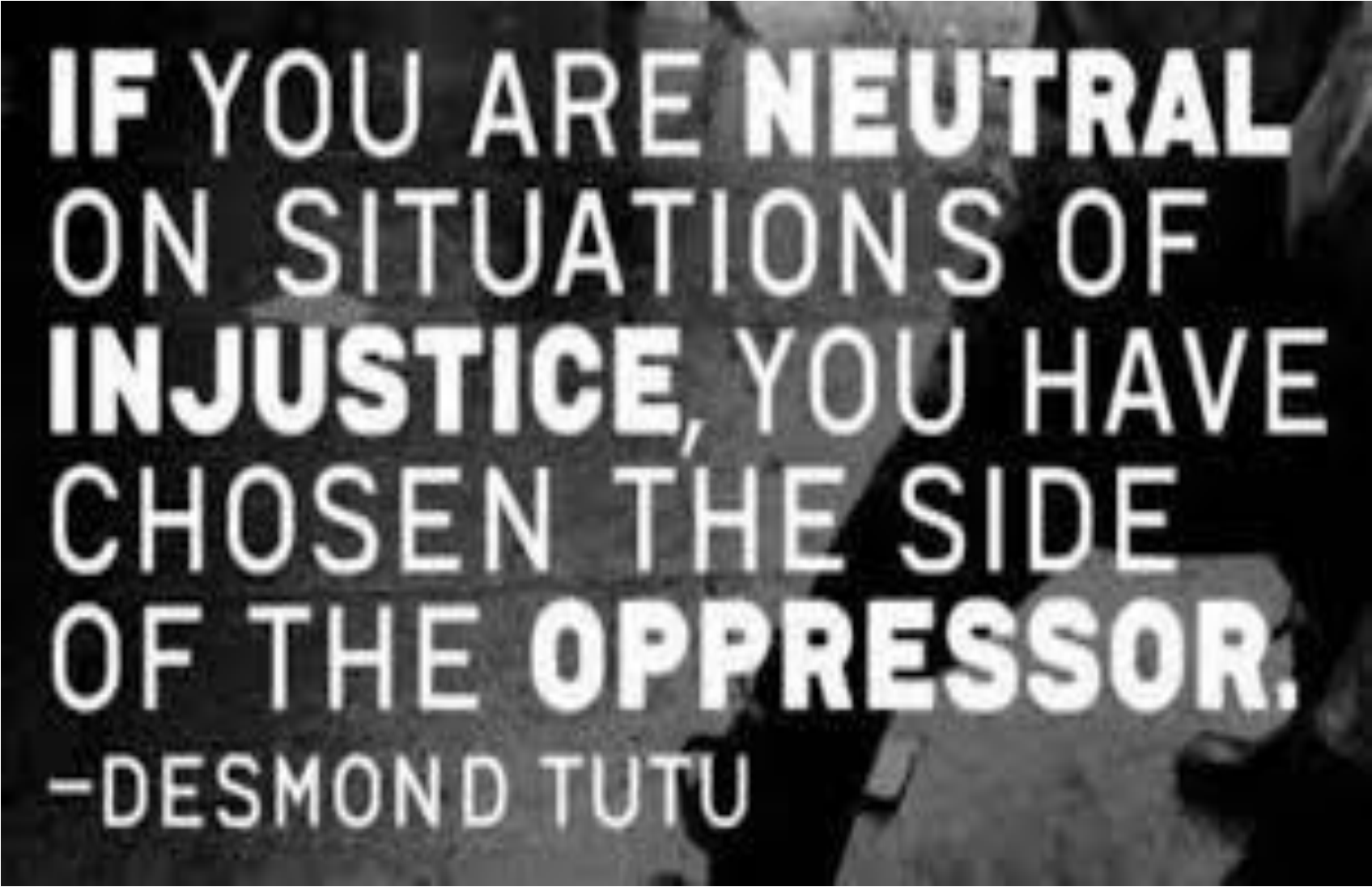


What do you think...

Actor

Ally

Accomplice



**IF YOU ARE NEUTRAL
ON SITUATIONS OF
INJUSTICE, YOU HAVE
CHOSEN THE SIDE
OF THE OPPRESSOR.
-DESMOND TUTU**

What does it mean to be an ALLY?

Actor

The actions of an Actor do not disrupt the status quo, much the same as a spectator at a game, both have only a nominal effect in shifting an overall outcome. Such systems are challenged when actors shift or couple their actions with those from Allies and/or Accomplices. The actions of an Actor do not explicitly name or challenge the pillars of White supremacy which is necessary for meaningful progress towards racial justice.

Ally

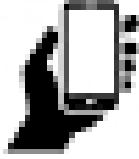
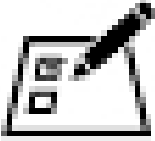
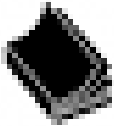
Ally is typically considered a verb - one needs to act as an ally, and can not bestow this title to themselves. The actions of an Ally have greater likelihood to challenge institutionalized racism, and White supremacy. An Ally is like a disrupter and educator in spaces dominated by Whiteness. Being an Ally is not an invitation to be in Black and Brown spaces to gain brownie points, lead, take over, or explain. Keep in mind that as White people, whether as an Actor, Ally or Accomplice, we are still part of the 'oppressor class'. This means we have to be very creative in flipping our privilege to help Black, Brown and Indigenous peoples. Allies constantly educate themselves, and do not take breaks.

Accomplice

The actions of an Accomplice are meant to directly challenge institutionalized racism, colonization, and White supremacy by blocking or impeding racist people, policies, and structures. Realizing that our freedoms and liberations are bound together, retreat or withdrawal in the face of oppressive structures is not an option. Accomplices' actions are informed by, directed and often coordinated with leaders who are Black, Brown First Nations/Indigenous Peoples, and/or People of Color. Accomplices actively listen with respect, and understand that oppressed people are not monolithic in their tactics and beliefs. Accomplices aren't motivated by personal guilt or shame. Accomplices build trust through consent and being accountable - this means not acting in isolation where there is no accountability.

Moving from Actor to Ally p. 54

Where Do You Want To Start?

 Your Protesting	 Your Money	 Your White Communities	 Your Advocacy
 Your Job	 Your Time / Volunteering	 Your Votes / Electoral Politics	 Interrupting Violence/Intimidation
 Your Self-Education	 Your Children	 Your Ad	 Your Home

Working in groups of three and using the Actor to Ally handouts

Circle where you think you are in each of the categories.

Whole Group Conversation

What is surprising?

What do you think is missing?

How might you use this when you return home?

Key Points



Scott and Adia

Nativism and Immigration Policy

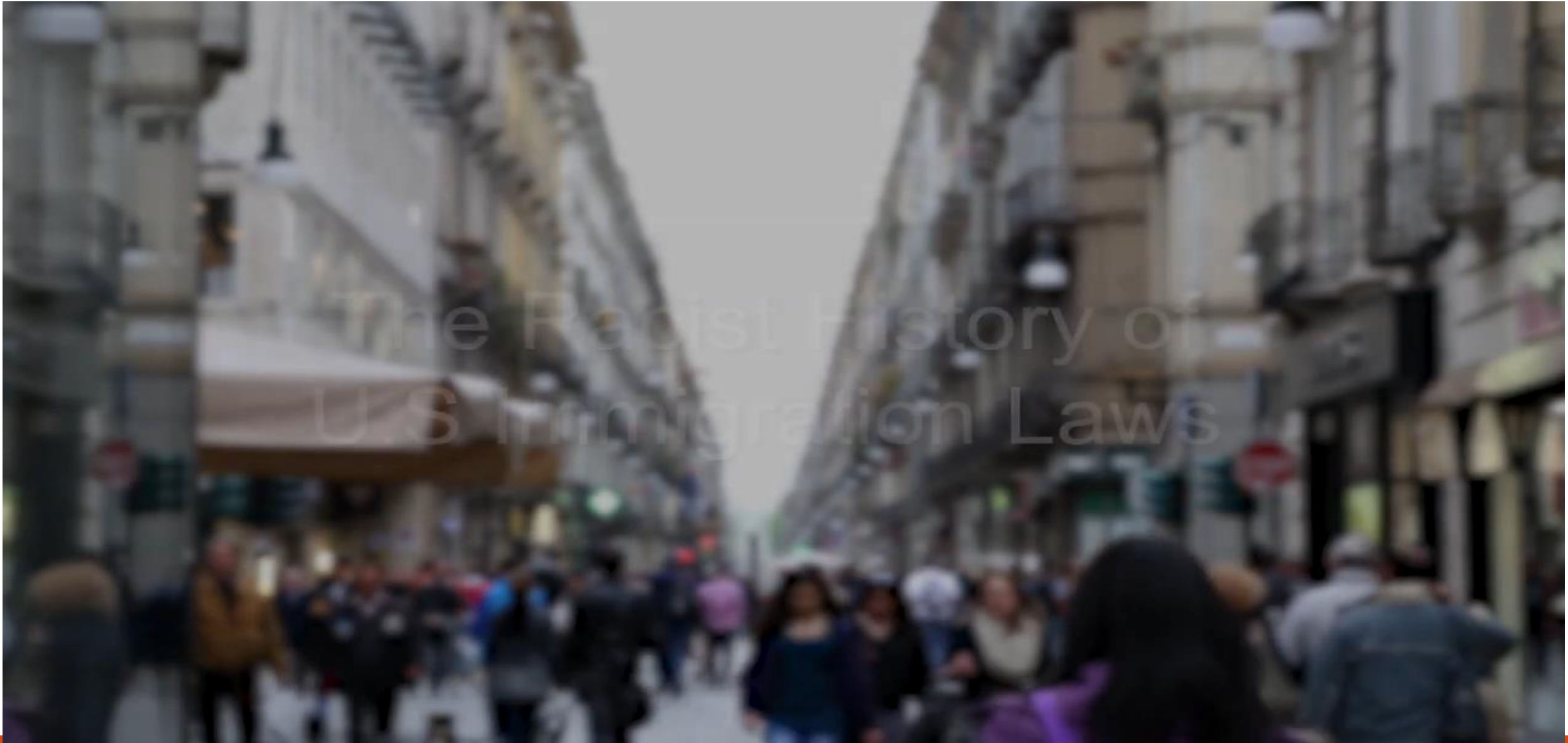


What is Nativism?

Nativism is an ideology, governmental policy, or political stance that prioritizes the interests and well-being of native-born or long-established residents of a given country over those of immigrants, typically by advocating or enacting restrictions on immigration. Those who hold this view tend to reject or avoid the term *nativist* and instead identify themselves as “patriots,” “nationalists,” or “populists.” However, nativism is not equivalent to patriotism, nationalism, or populism; indeed, it has more in common with xenophobia and racism.

Source: Britannica.com

A Brief History of Nativism in US Immigration Policy



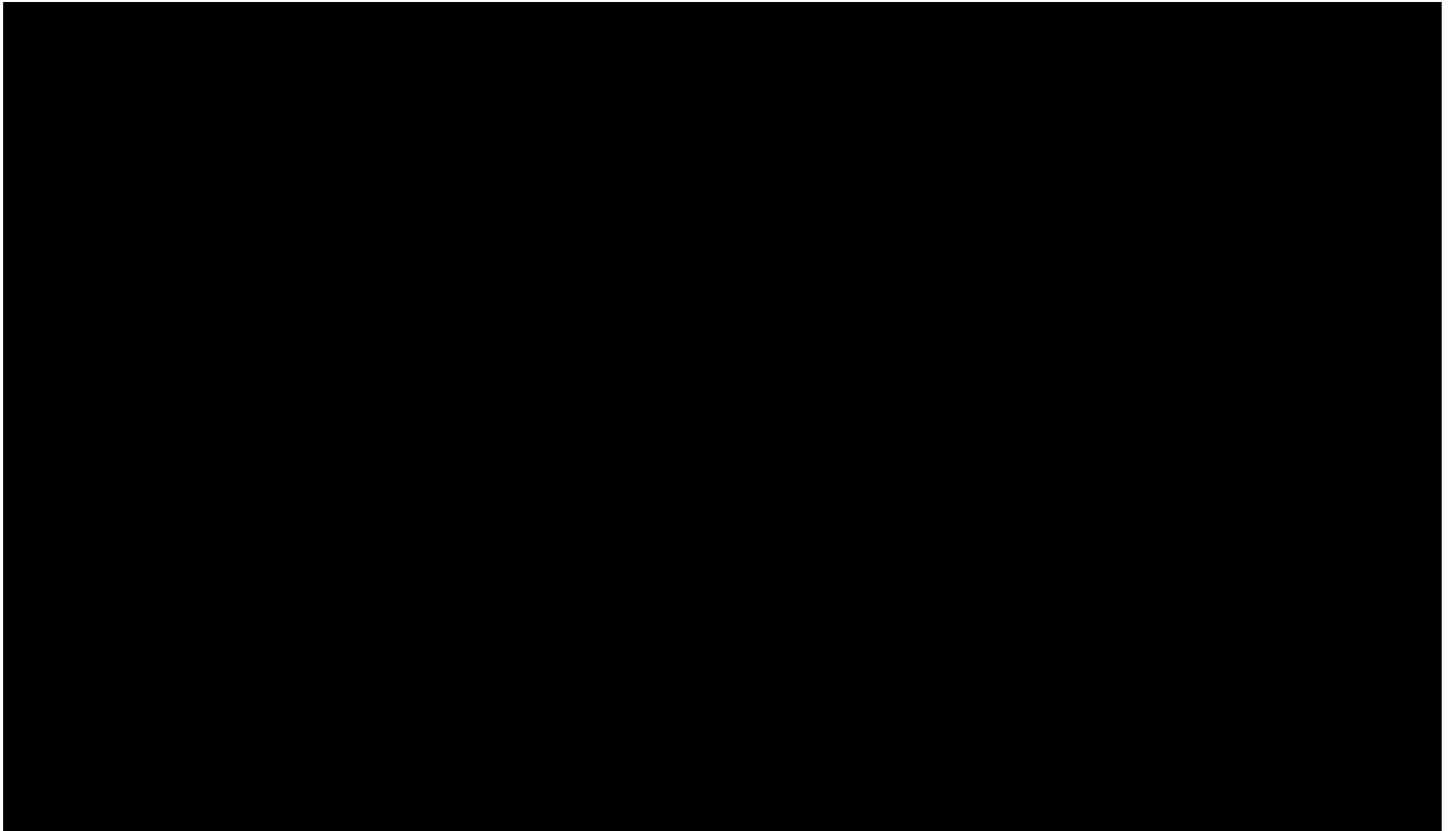
Discussion

How does US immigration policy and race intersect?

How does the labor movement show up for immigrants in this country?

How can we participate in or engage with authentically advancing racial justice if your affiliate isn't all in?





Discussion—Modern Echoes

Looking at the landscape of 2026, how do current policies like denaturalization efforts or asylum holds mirror the 19th-century goal of protecting "long established residents" at the expense of human rights?



How Can We be **Actors** to support Immigrants?

➤ Keep Informed

- Become Familiar with Key Terms and Policies

<https://www.freedomforimmigrants.org/terminology>

➤ Share Know Your Rights and "Legal Protection" Resources

- **ACLU:** <https://www.aclu.org/we-have-rights>
- **Labor Notes** <https://www.labornotes.org/immigration>

➤ Refute Disinformation

- **Fiction:** The majority of immigrants being arrested, detained, and deported are violent criminals
- **Facts:**
 - 93% DO NOT have a violent criminal record.
 - 70% DO NOT have ANY criminal record
 - Of the 30% who do have a criminal record, most are either **traffic violations or immigration status**
 - **98%** of targeted detentions and deportations are Black and Brown



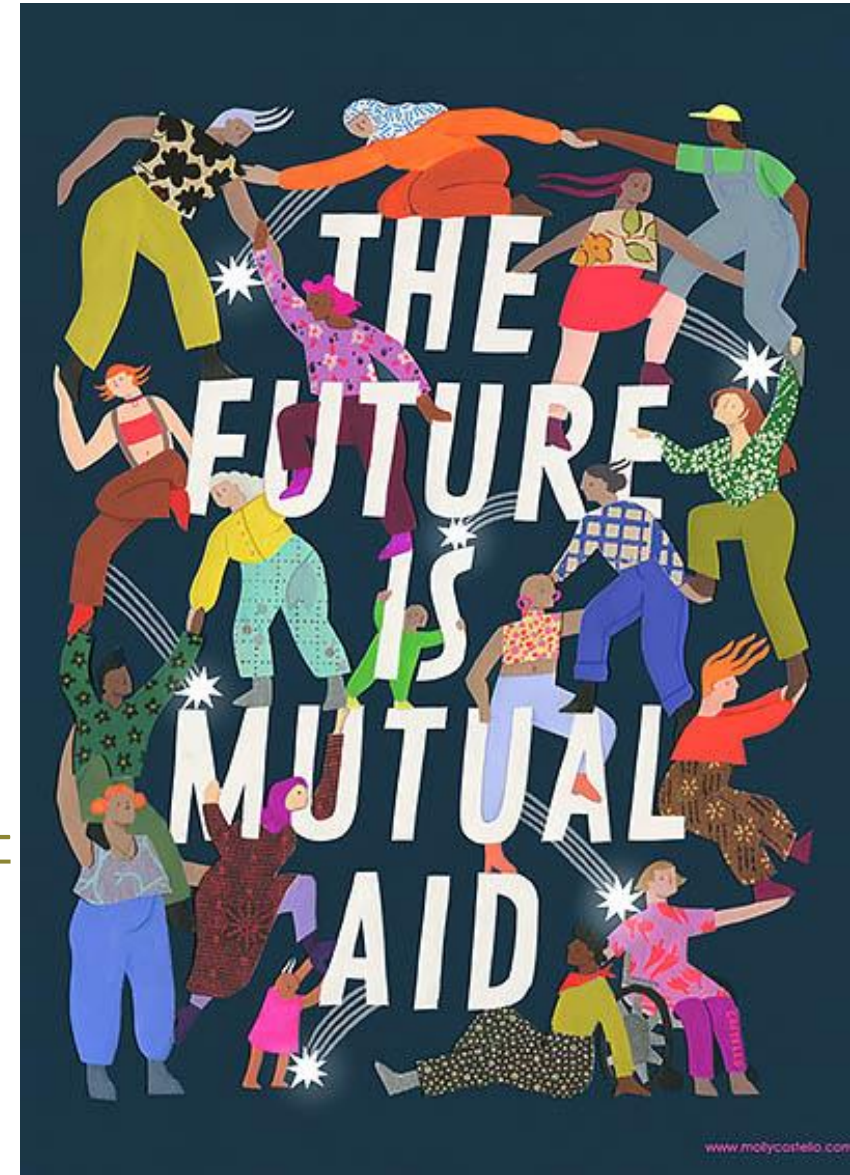
How Can We be **Allies** to Immigrants?

➤ Volunteer to Support Immigrant Families

- Grocery Shopping and Delivery
- Drive kids to School
- Pass out Know Your Rights (KYR) Cards and Whistle Kits

➤ Lobby Local Government to Oppose 287g Agreements

<https://www.aclu-md.org/news/know-facts-about-racist-anti-immigrant-287g-program/>





How Can We be **Accomplices** in fighting Nativism?

- **Cavass** Businesses to Protect Customers and Employees
- Join or Start a **Migra Watch** Program and Patrol ICE and CPB Raids



Key Points

- The European Colonizers of this land and their descendants have maintained their dominant status by creating anti-immigrant policies.
- Anti-immigrant rhetoric and policies are perpetuated by government and media endorsed fear of others in order to maintain the country's white control over systems of power
- Racial discrimination can be further complicated based on one's immigration status.
- We can take action as allies to protect immigrants in our communities.

Linda

Disrupting Microaggressions

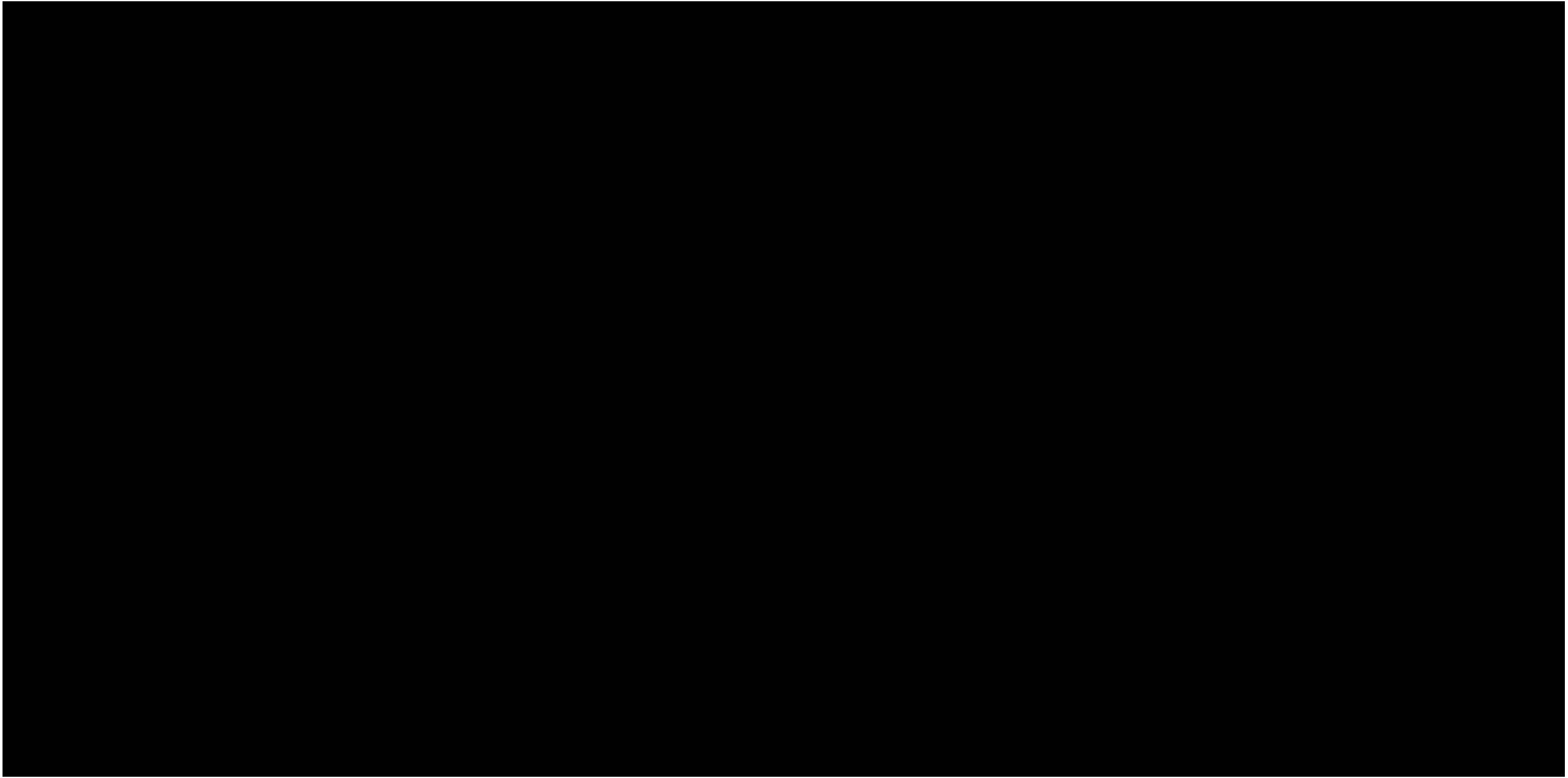


The Mosquito Bite



FOR PEOPLE WHO STILL DON'T THINK

How Do You Respond to Microaggressions?



Interrupting Microaggressions pg. 48

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



**Avoid Sarcasm,
Snarkasm, and
the Land of
Passive-
Aggressiva**

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 pg. 46-47
- What Can I Do at Work –Scenario (Additional Resources)
- Interrupting Microaggressions pg. 48



Debrief

- What did you find to be difficult?
- Did you observe anything worth lifting up to the group?

A reminder on apologies:

- An apology isn't just saying "sorry"--it also involves changing future actions
- An apology doesn't demand forgiveness



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.

Break



Ellen

Albert and Bekah

Practicing Becoming Anti-Racist Case Studies



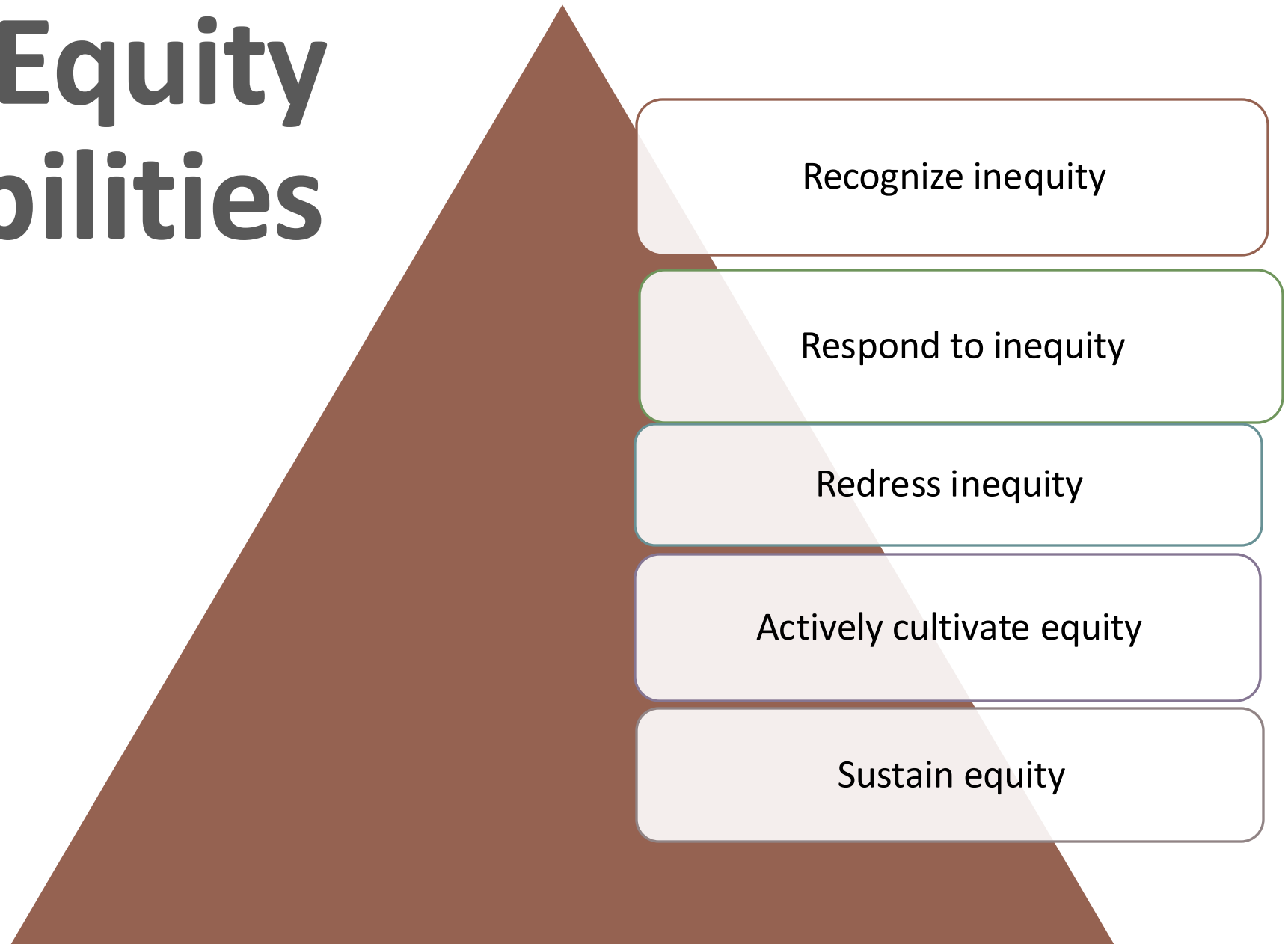


Practicing is not only playing your instrument, either by yourself or rehearsing with others - it also includes imagining yourself practicing. Your brain forms the same neural connections and muscle memory whether you are imagining the task or actually doing it.

— Yo-Yo Ma —

AZ QUOTES

Practicing Equity Literacy Abilities



1. Recognize Racism

Do I *recognize* even the subtlest bias and inequity in my sphere of influence?

- I can't respond to or redress an inequity I don't recognize

2. Respond to Racism

When a bias or inequity becomes apparent in a particular instance, do I have the skills and the will to *respond*?

- Reactive, in the immediate term

3. Redress Racism

Do I have the knowledge and skills to understand how individual instances of racial inequity are usually related to bigger sets of conditions related to *individual ideology* and *institutional culture*? Am I able to **redress** those instances by proactively addressing their **root causes**?

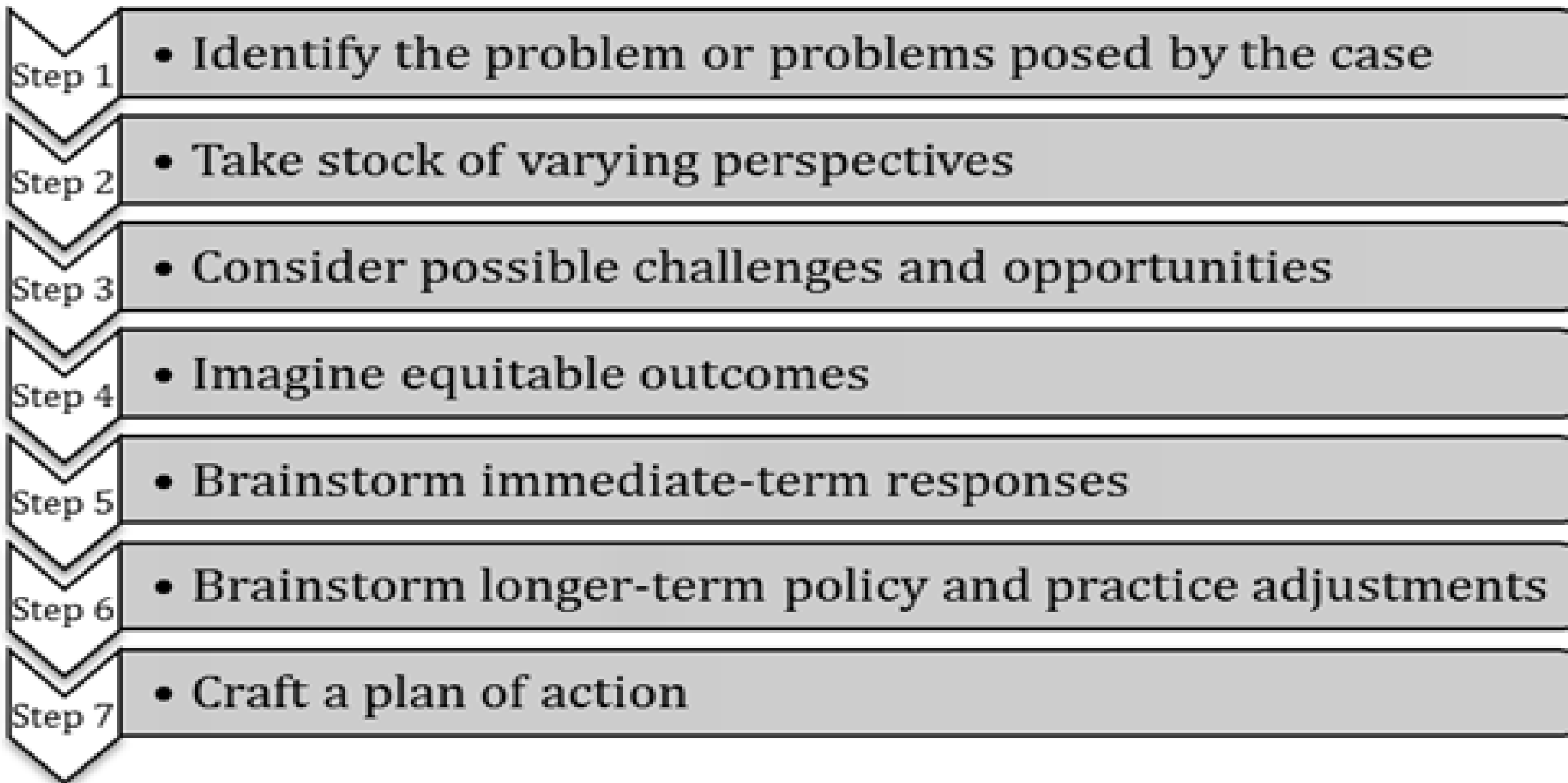
4. Actively Cultivate Antiracism

Do I have the knowledge, skills, and will to apply an antiracist lens to every discussion, every decision? Is racial equity an add-on or afterthought or do I *actively cultivate* it through every policy and practice and throughout institutional culture?

5. Sustain Antiracism

As we progress toward a full antiracist commitment, people who are used to the advantage of extra access and opportunity are going to complain and attempt to slow or reverse that progress. Do I know how to sustain equity efforts in the face of this push-back? Do I have the will to do so?

Seven Steps for Case Analysis pg. 60



Case Studies

Equity Case Analysis Process p. 60

Staff Training p. 61

Staff Meeting Microaggressions p. 62

Safe Space for White Members p. 63

Use of Racial Slur p. 64



Three Quick Thoughts

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



Ellen

Campaign Lab





What would it take to achieve a systemic solution for all of these scenarios?



What or Who is preventing you from achieving this solution?



What do we
focus on at NEA?

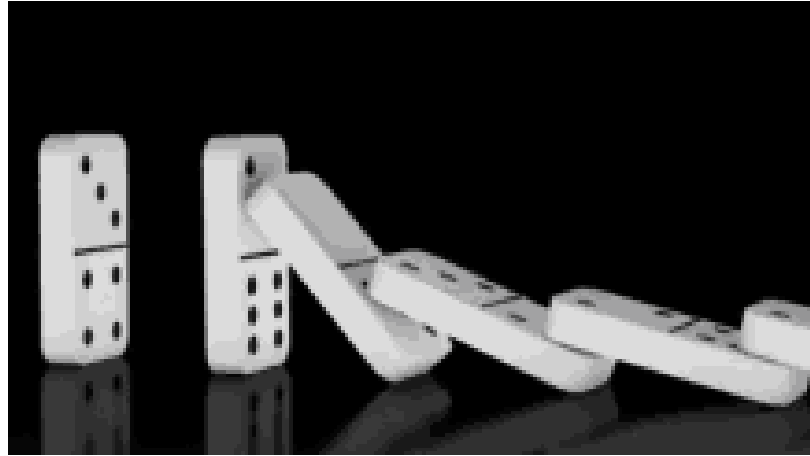
Strength and Growth to Win



Growth is a focus on building the base of members, leaders, structures, and partners.

Strength is the ability to use power to win.

Base Building Matters - Growth



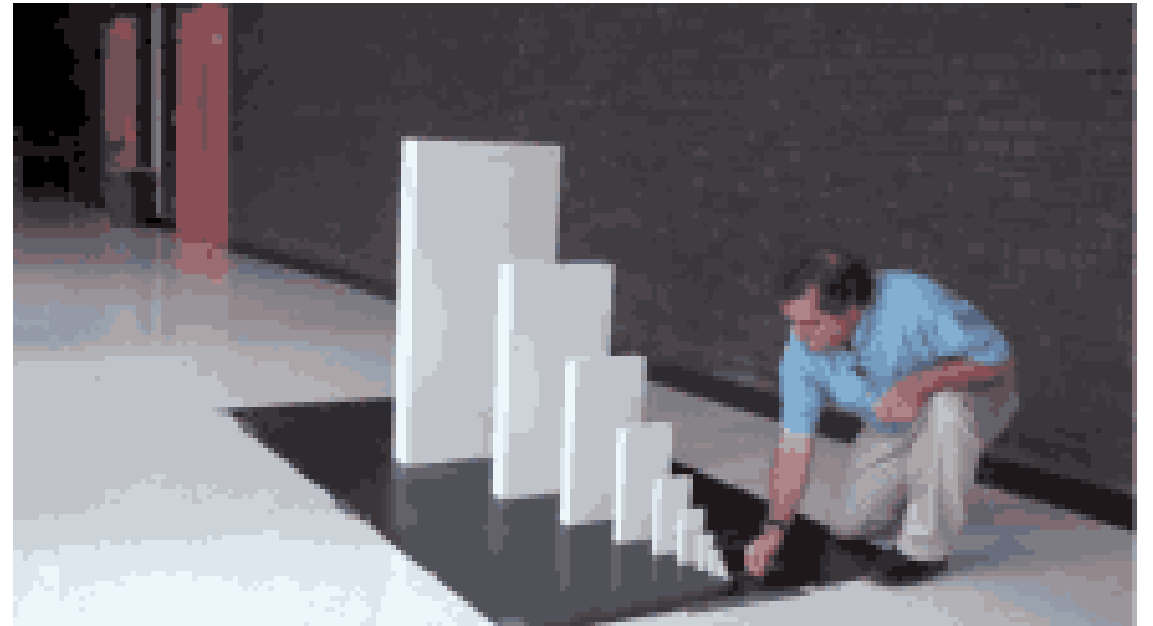
We have to recruit 250,000 new members a year just to maintain current levels of union density. (Necessary)

Member Recruitment is a year-round, critical strategy.

Maintenance does not build. (Not Sufficient)

Exponential Base Building Matters More

With high member density, we can claim the wins we dream about AND control the outcomes of those wins across time.



3 Prevalent Theories of Change

Advocacy (relies on singular experts little risk required beyond them)

“Advocacy is the work of creating change through the actions of professionals or technical experts—lobbyists, pollsters, lawyers, communication specialists, researchers. Advocacy relies on the expertise, status, and know-how of these groups of people to make change. Advocacy usually happens in a closed-door room; ordinary people play a small to nonexistent role in its efficacy. Advocacy has become a dominant strategy for unions and liberals.”

Mobilizing (like a club, self-selecting, and typically those who are not risking much to participate)

“Mobilizing, by contrast, activates an already-convinced membership. Mobilizing encourages those who already support a cause or a mission to take action to defend their belief—for example, by attending a protest, wearing a button, or signing a petition.”

Organizing (strategic, always inviting more, taking risks to expand, trust is built through action together)

“To organize is to build mass support and strength among ordinary people. Organizing draws its power from working people’s biggest strength: our numbers. The work of organizing is systematic and rigorous: It requires connecting with every single worker in a shop, every educator in a building, every building in a district. At its core, it asks people to understand their own agency and to make choices about how they will exercise it.”

Advocacy is about using expertise of a few.

Mobilizing is about engaging the already committed.

These are necessary, **but not sufficient** to build the power we need.

Winning Matters Most - Strength

**Organizing is about
building power.**

Information and Application



<https://www.nea.org/resource-library/campaign-lab>

Apply to be a Campaign Lab Coach



- Possess an organizing and leadership mindset
- Attends campaign coach training
- Coaches 1–2 local teams
- Holds coaching calls, with team 2 times a month
- Engages in peer problem solving and coaching
- Works with a mentor coach

<https://forms.office.com/r/7yMBd7FLwM>

Final Feedback for Advancing
Racial Justice



Give us
your
feedback!

Closing



Our Vision of Now and the Future

**What will your
workplace, locals,
community look like
after we have
achieved Racial
Justice?**



Final Reflections

- What is one thing you are going to do “tomorrow”?
- What is one thing you are going to do next month?
- What is one thing you might do in six month?



One Word

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

What is one word that describes your spirit right now?



