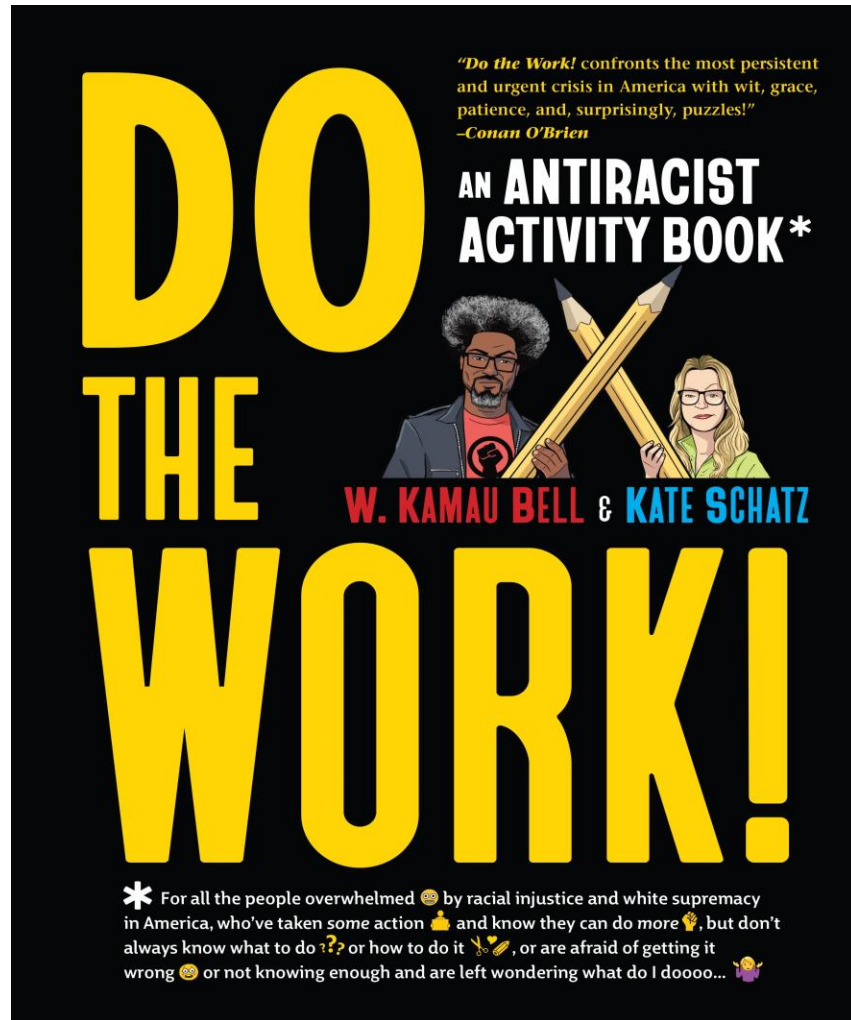




Entry Activity Scavenger Hunt

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



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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

90% Response Rate, high of 5.0 for second half of the day materials and low of 4.8 for both the materials and facilitators.

Themes -

Good adult learning, bigger room, great training

Your words

Would love a training about media literacy... it's affecting their mental health and the misinformation media releasing is harmfully targeting BIPOC communities.

I think the session was a little too long. At the end things were being crammed and my brain couldn't receive and process anymore information. Otherwise I enjoyed learning, networking with my peers

Lots covered, good pacing, and good variety of different kinds of learning engagements; good discussions and sharing too!

Remind people to volunteer to speak...leave room for others to speak and share – I heard a lot of the same voices.

Scenarios and examples to address having the conversations with individuals that maybe resist to the topic/ideas

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**

Rita

Restorative Practice Starting Point





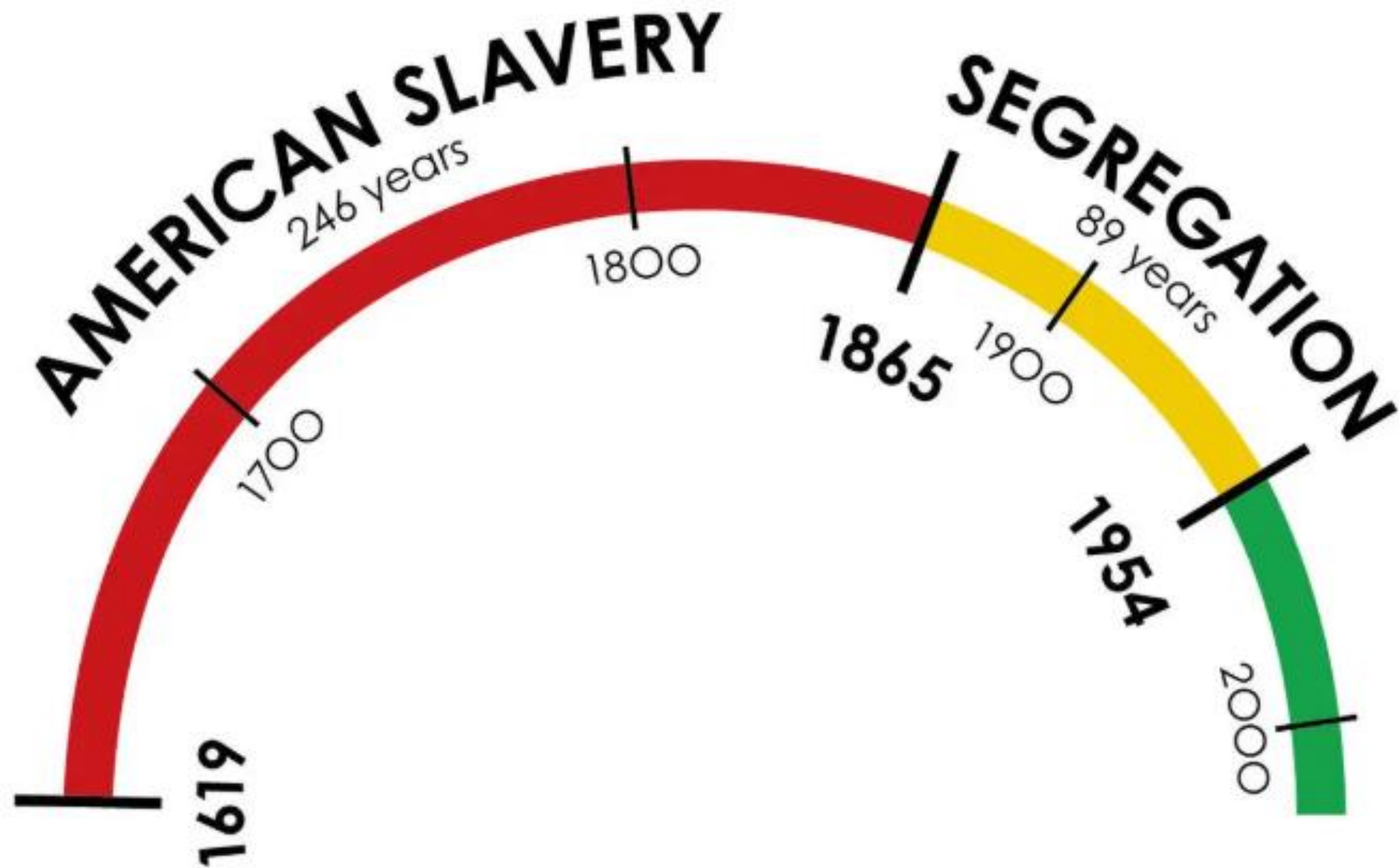
Opening Quote

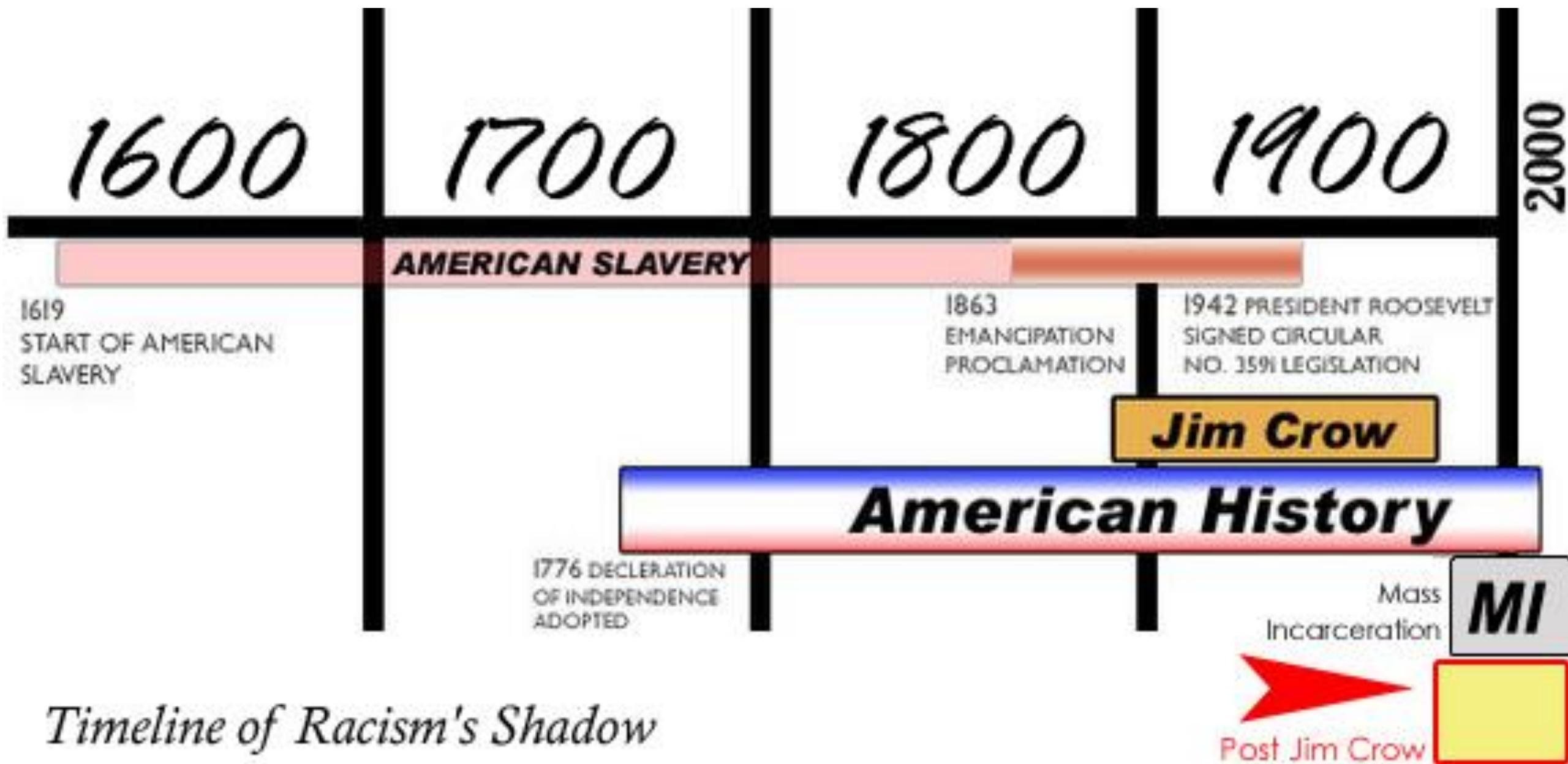
“Everything the power of the world does is done in a circle. The sky is round, and I have heard that the Earth is round like a ball and so are all the stars. The wind, in its greatest power, whirls. Birds make their nests in circles, for theirs is the same religion as ours. The sun comes forth and goes 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

Timeline

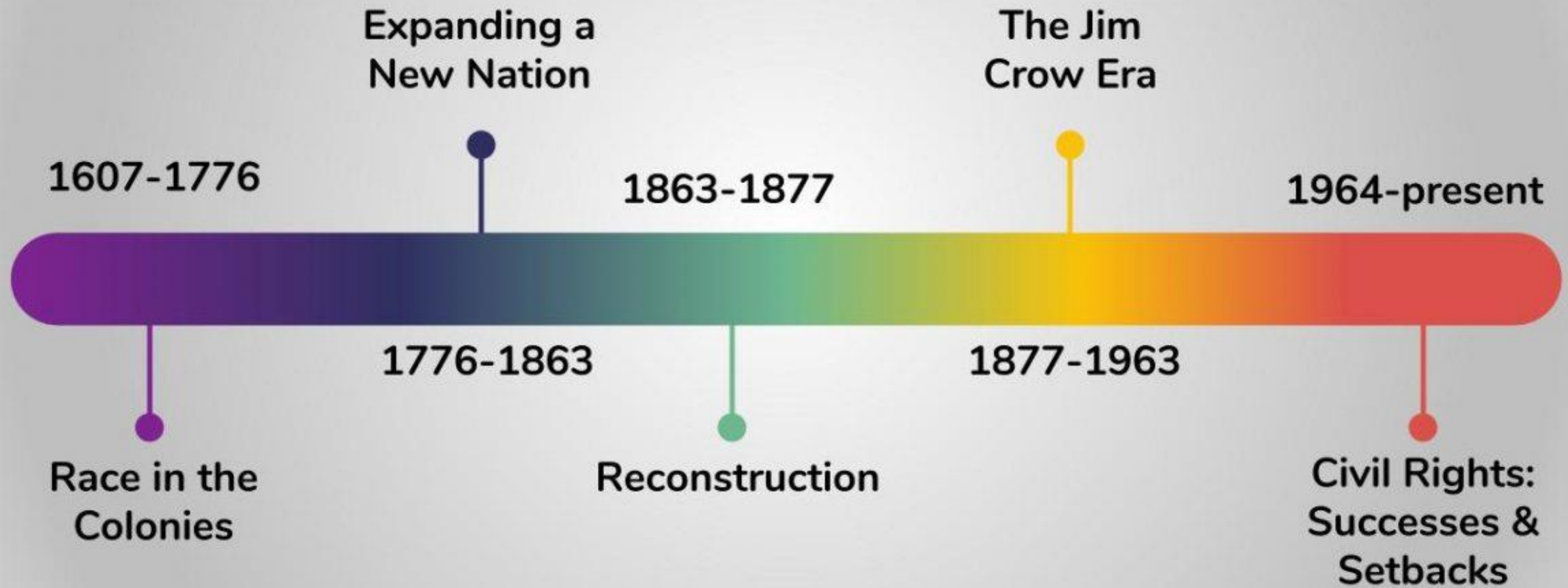






Timeline of Racism's Shadow

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.

Ellen and Eric

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.

facebook.com/vintageamericanways/

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. 32-45
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. 28

Each table will be assigned one section on Page 28 – 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



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.

Restorative Practice – Small Affinity Circles



Affinity Circles or Identity Caucuses

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



*******Just a reminder*******

Racial Anxiety: Pre-attendance Task 3

➤ After break 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?

Break



Dr. Taraja

Kyle "Guante" Tran Myhre

button
poetry

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**



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.

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.

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.

Why This Work is Tough



Racial Anxiety: Pre-attendance Task 3

➤ As a table group 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.

What this work can look like.

Table Talk and Report Out

Remember to breathe and reset before you jump in.

Table Talk

- How do you relate to his emotions today?
- Does the anxiety generated then translate to today's racial anxiety?
- 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 courageously to prepare to act courageously.

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



Natasha

Identity and Intersectionality

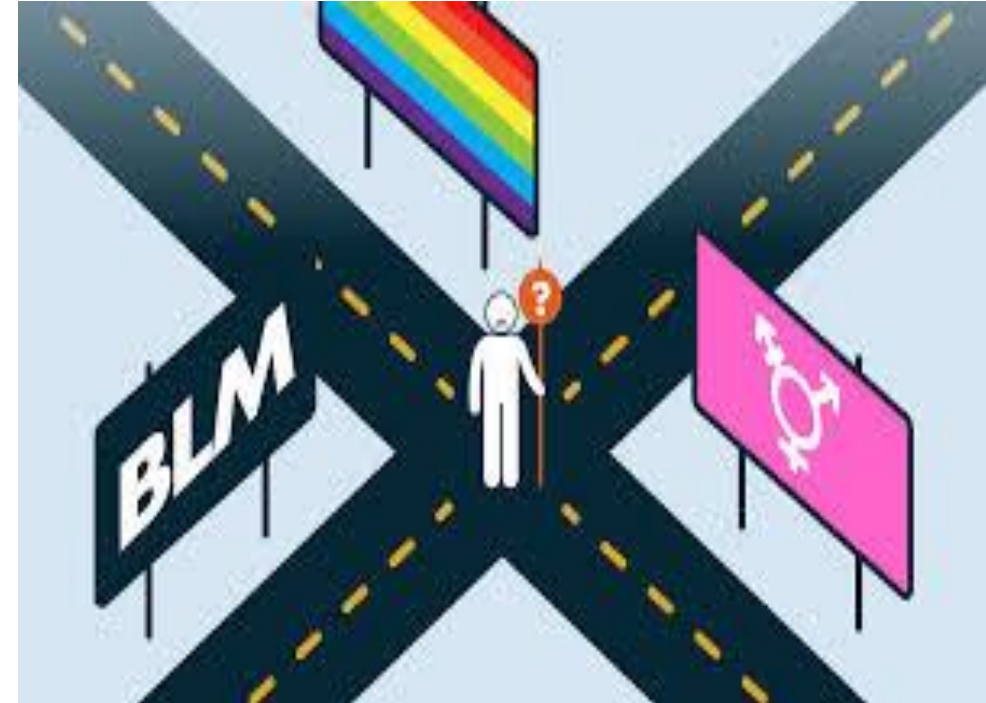


What is Intersectionality?



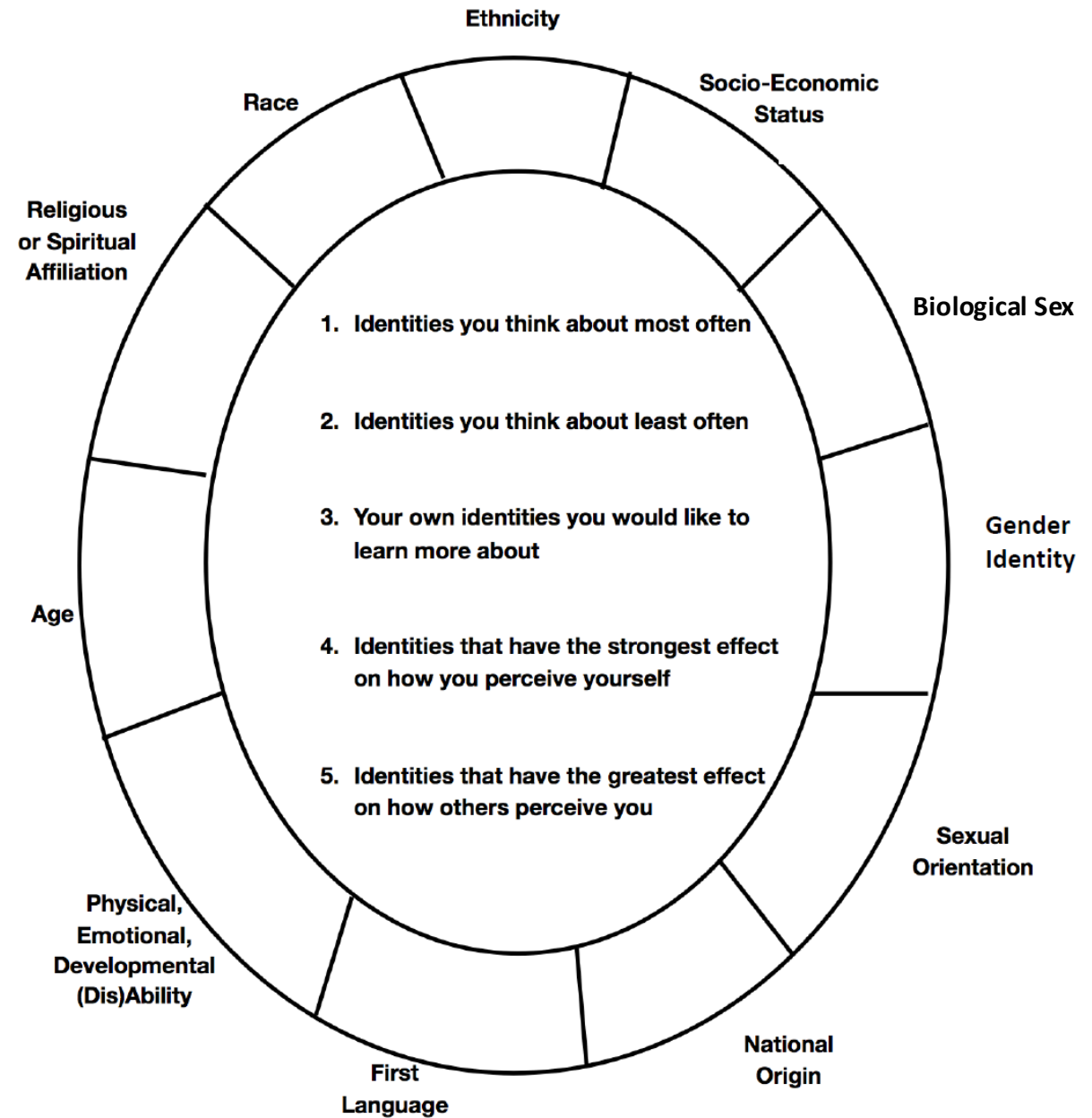
Defining Intersectionality

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. 30

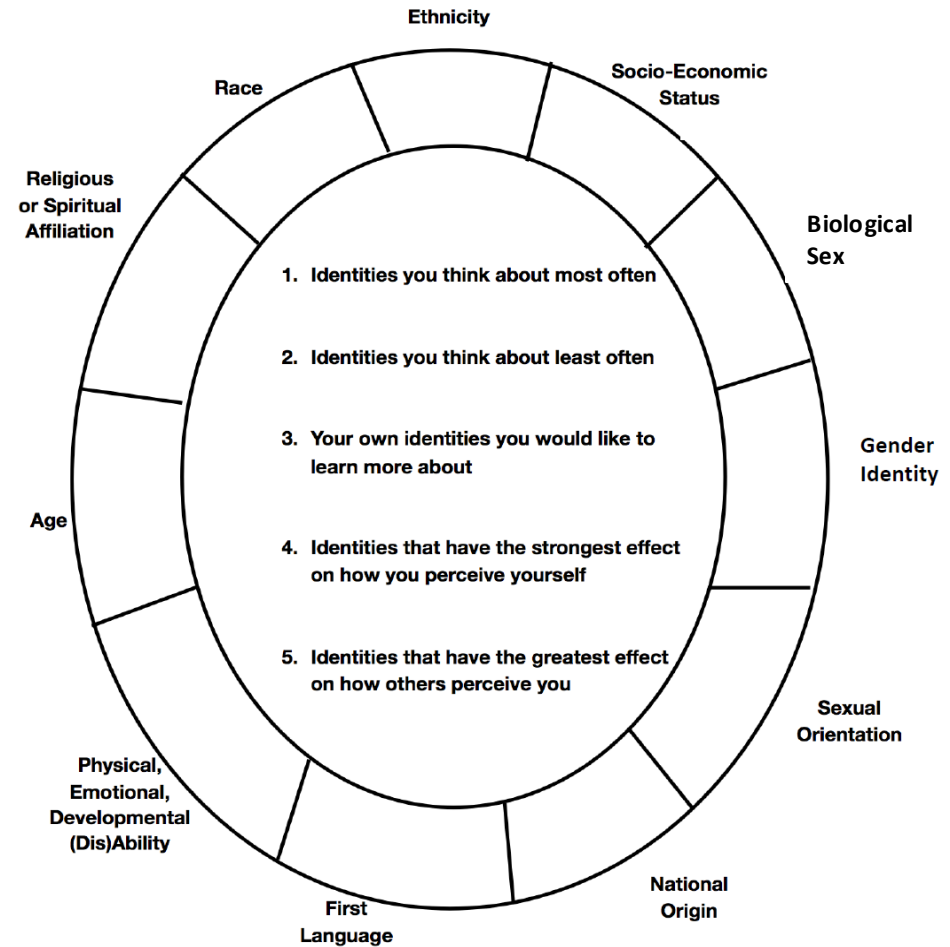
1. Identities you think about most often
2. Identities you think about least often
3. Your own identities you would like to learn more about
4. Identities that have the strongest effect on how you perceive yourself
5. Identities that have the greatest effect on how others perceive you



Debrief Your Identities

What surprised you in doing this?

What is something interesting you heard at your table?

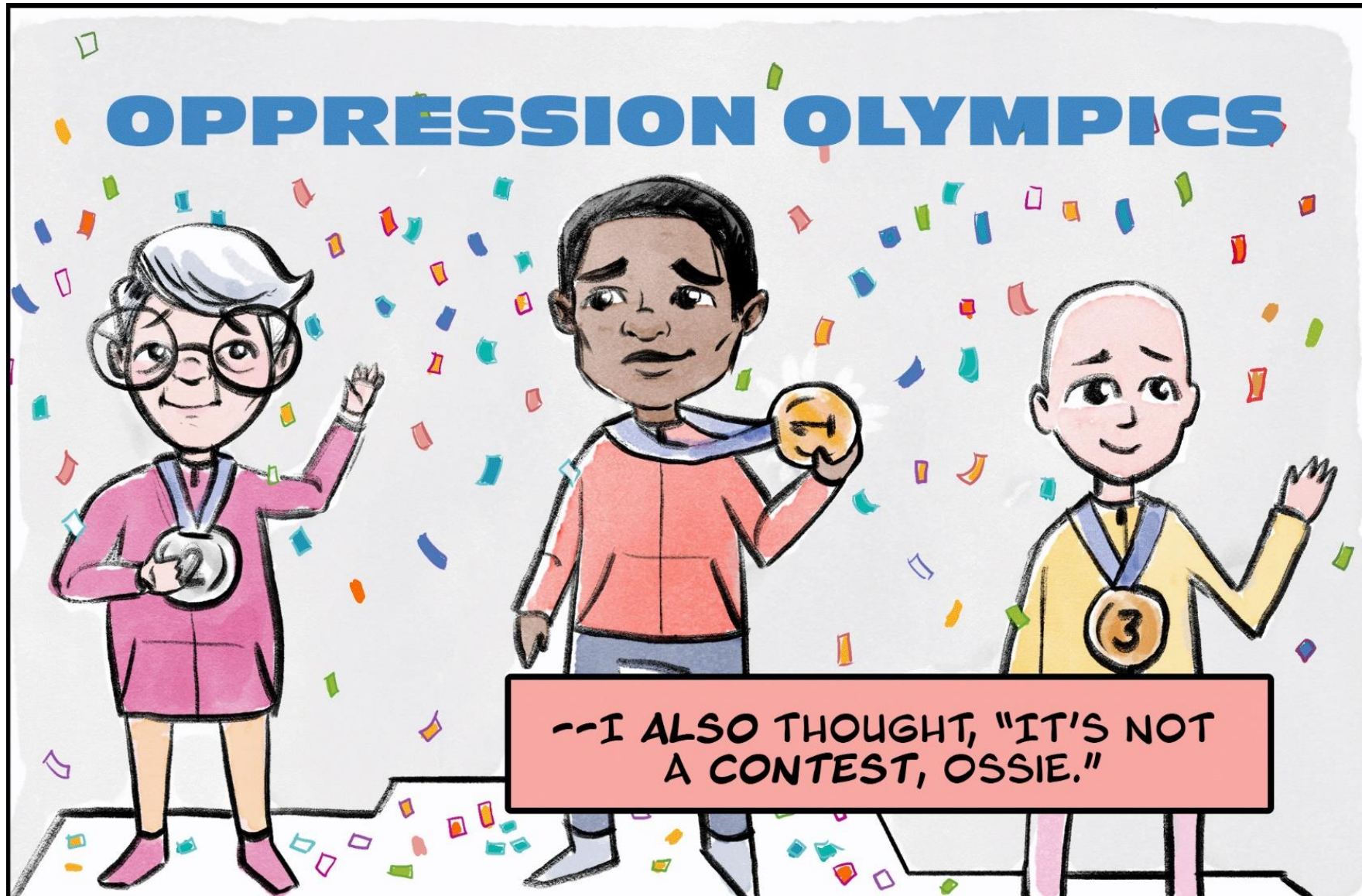


Three Quick Thoughts

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



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/Union

- Do you experience privilege and/or oppression in your work/union? 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 LGBTQ+ People of Color face more oppressions than White LGBTQ+ people.
- Our oppressions and privileges are layered and reinforced by the American cultural norms.

Break



Eric

Allyship

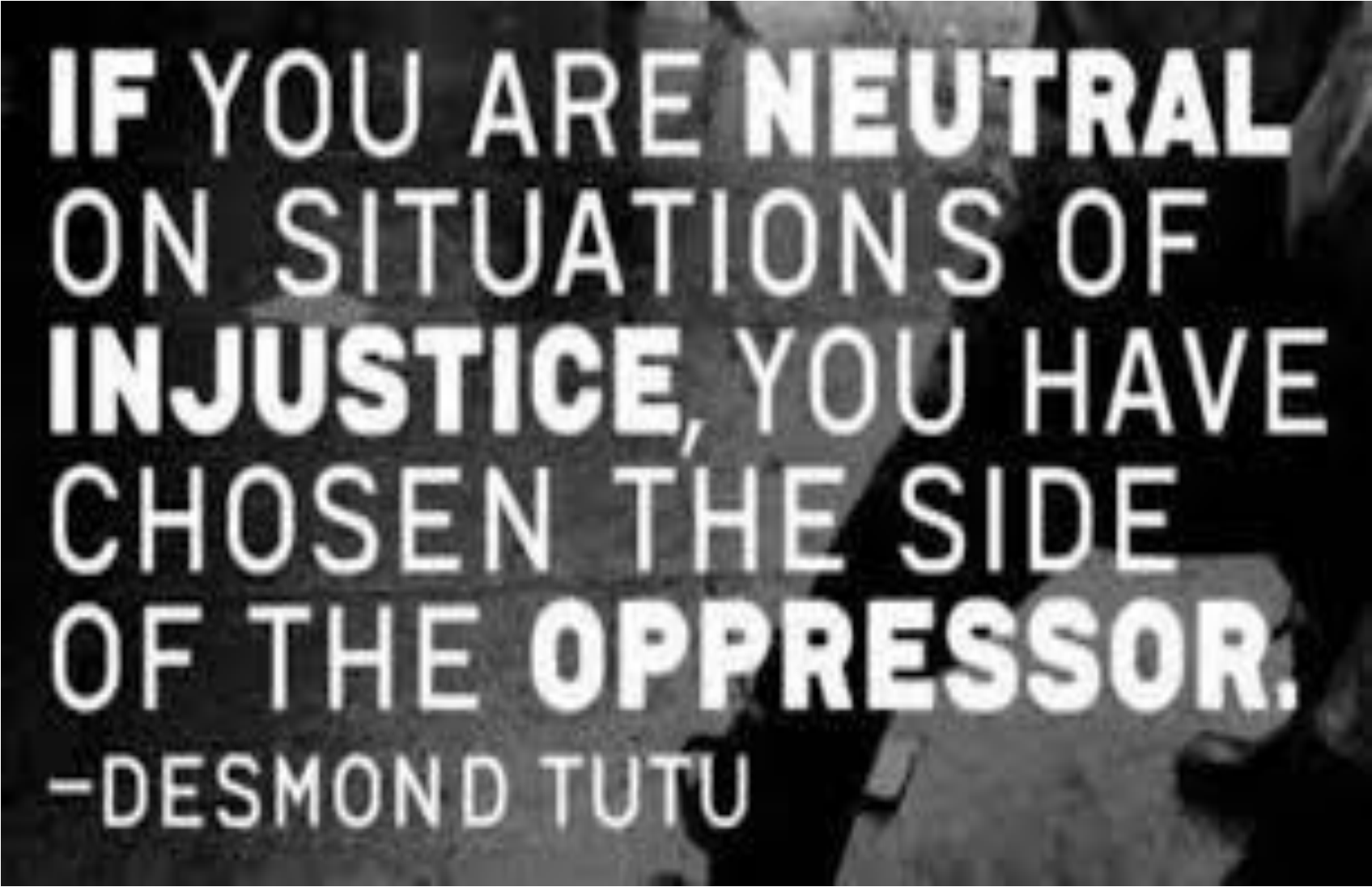


What do you think...

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 p. 58

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 p. 58

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 p. 58

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.

Actor. Ally. Accomplice



LGBTQIA+



Labor Rights



Immigration



Ableism



Women Issues



Protecting Civil
Liberties

Based on the definitions, how would you assess **your involvement** in this movement?

Based on the definitions, how would you assess **your union's involvement** in this movement?

Whole Group Conversation – Report Out

What did you hear?

What did you learn?

How does our individual comfort impact our role in our association?

Key Points



Natasha

Nativism and Immigration Policy

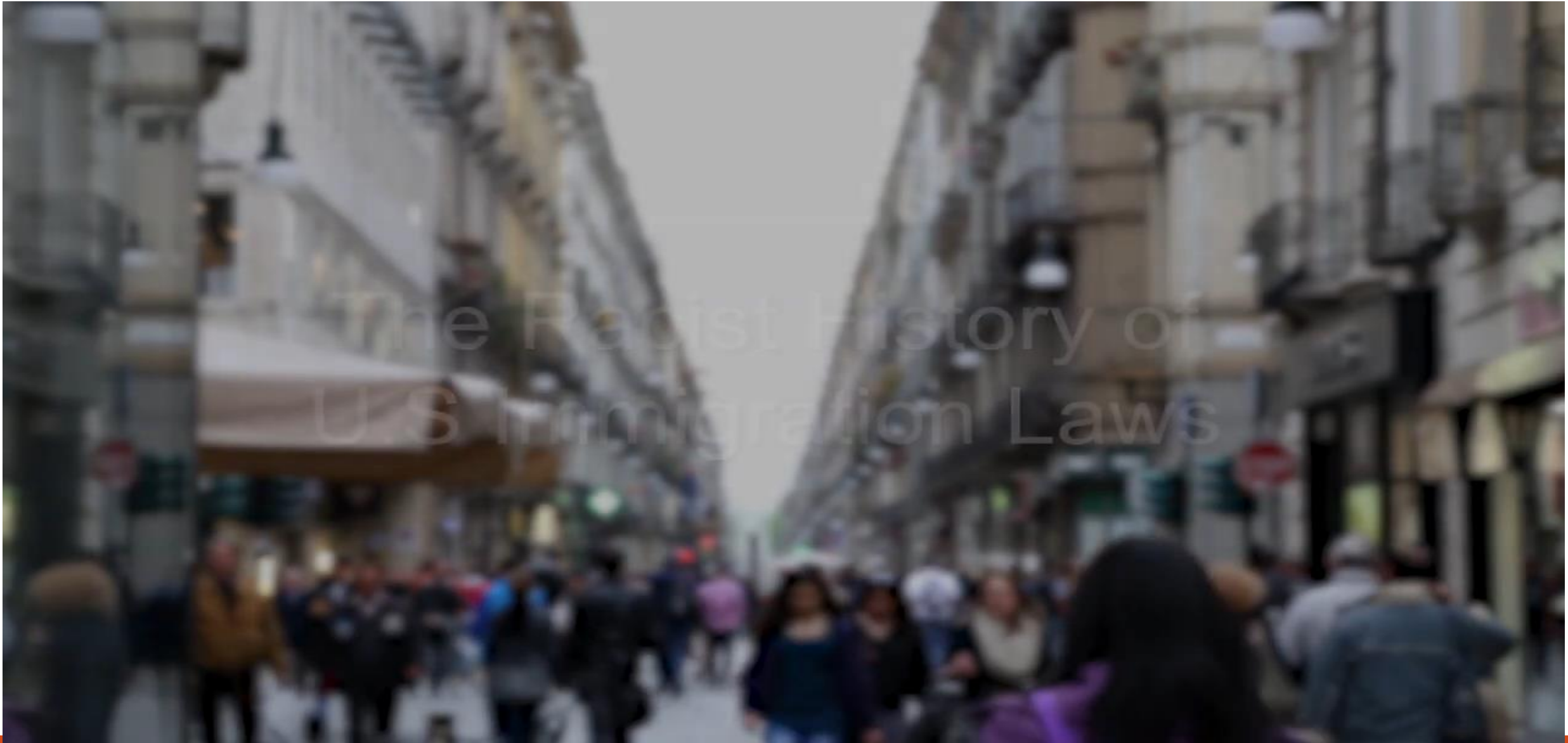


What is Nativism?

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

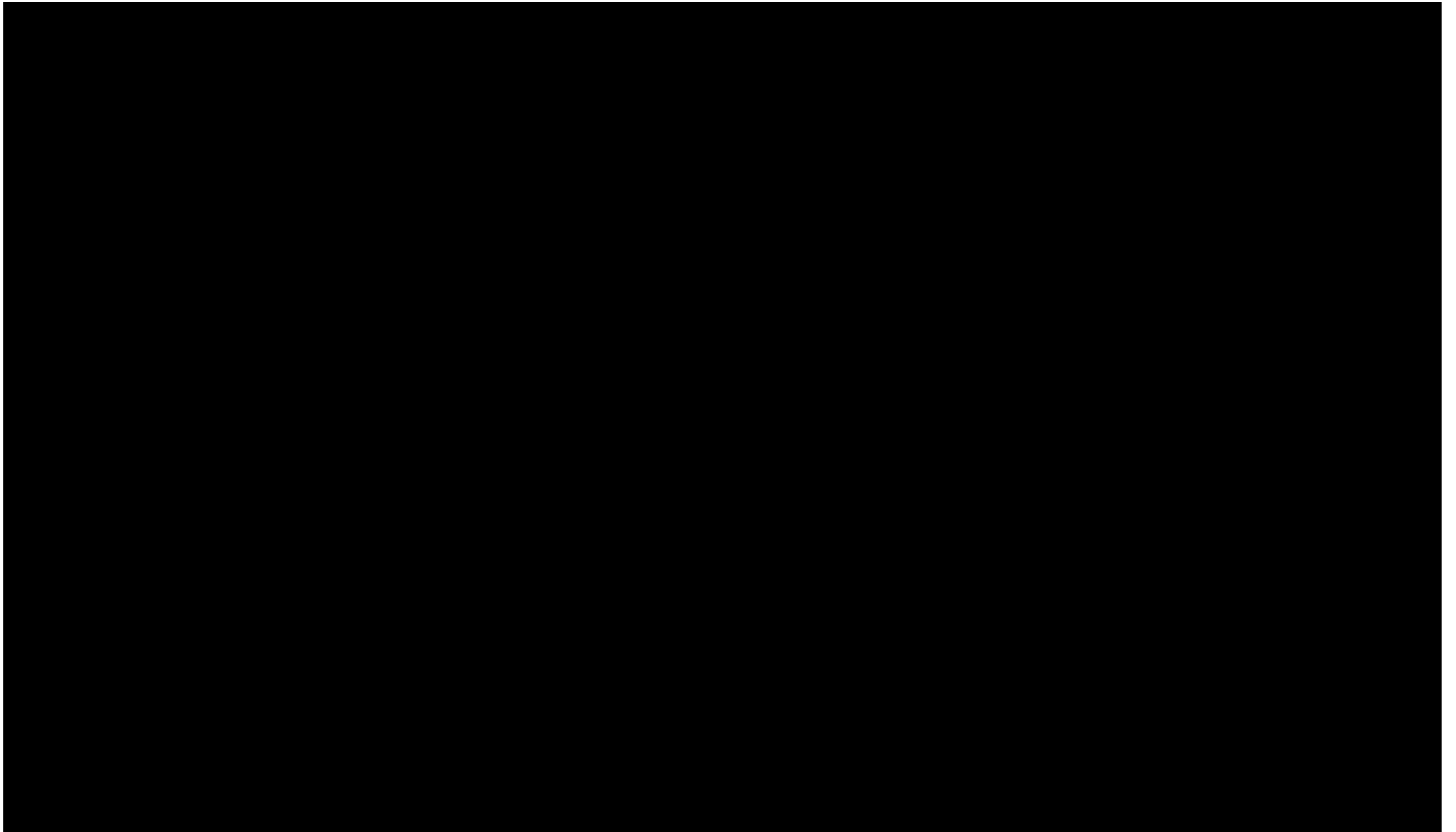
A Brief History of Nativism in US Immigration Policy



Discussion

How does US immigration policy and race intersect?





Discussion—Modern Echoes

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?



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



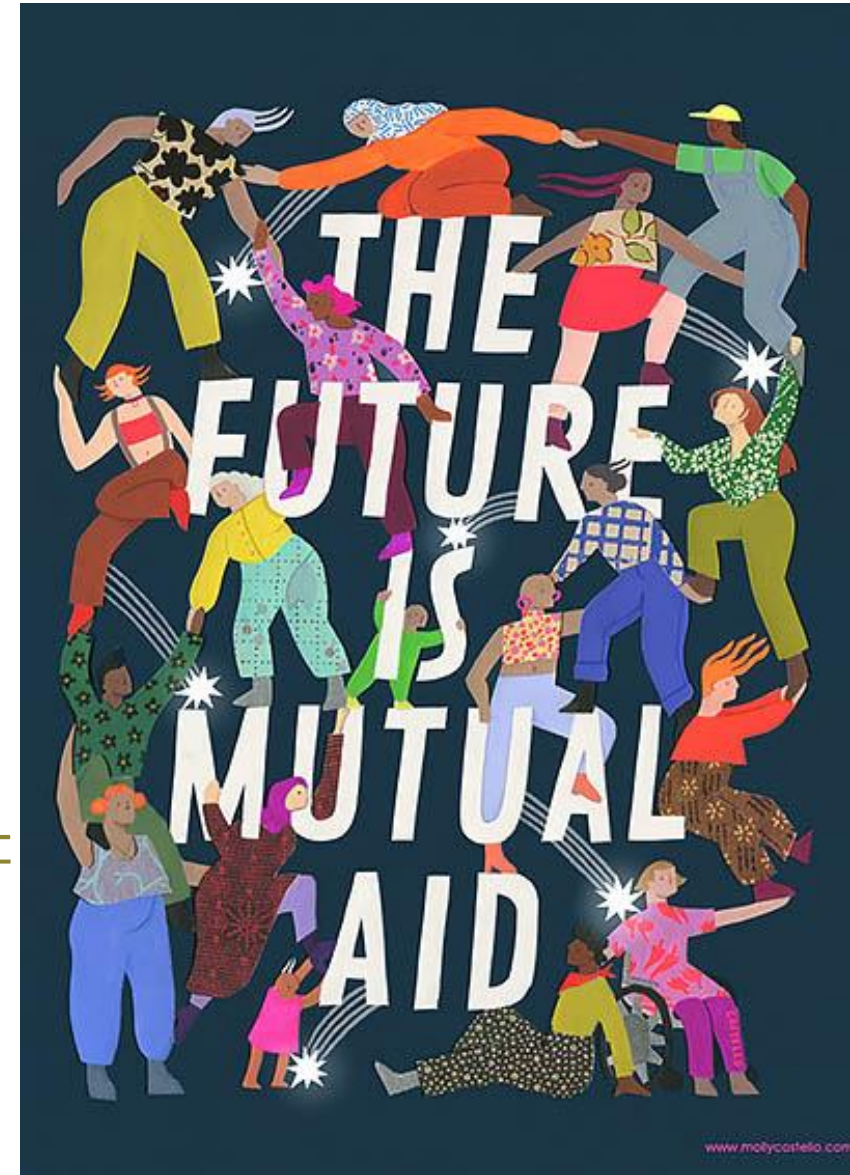
How Can We be **Allies** to Immigrants?

➤ 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/>



www.molycatello.com



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.

Dr. Taraja

Disrupting Microaggressions

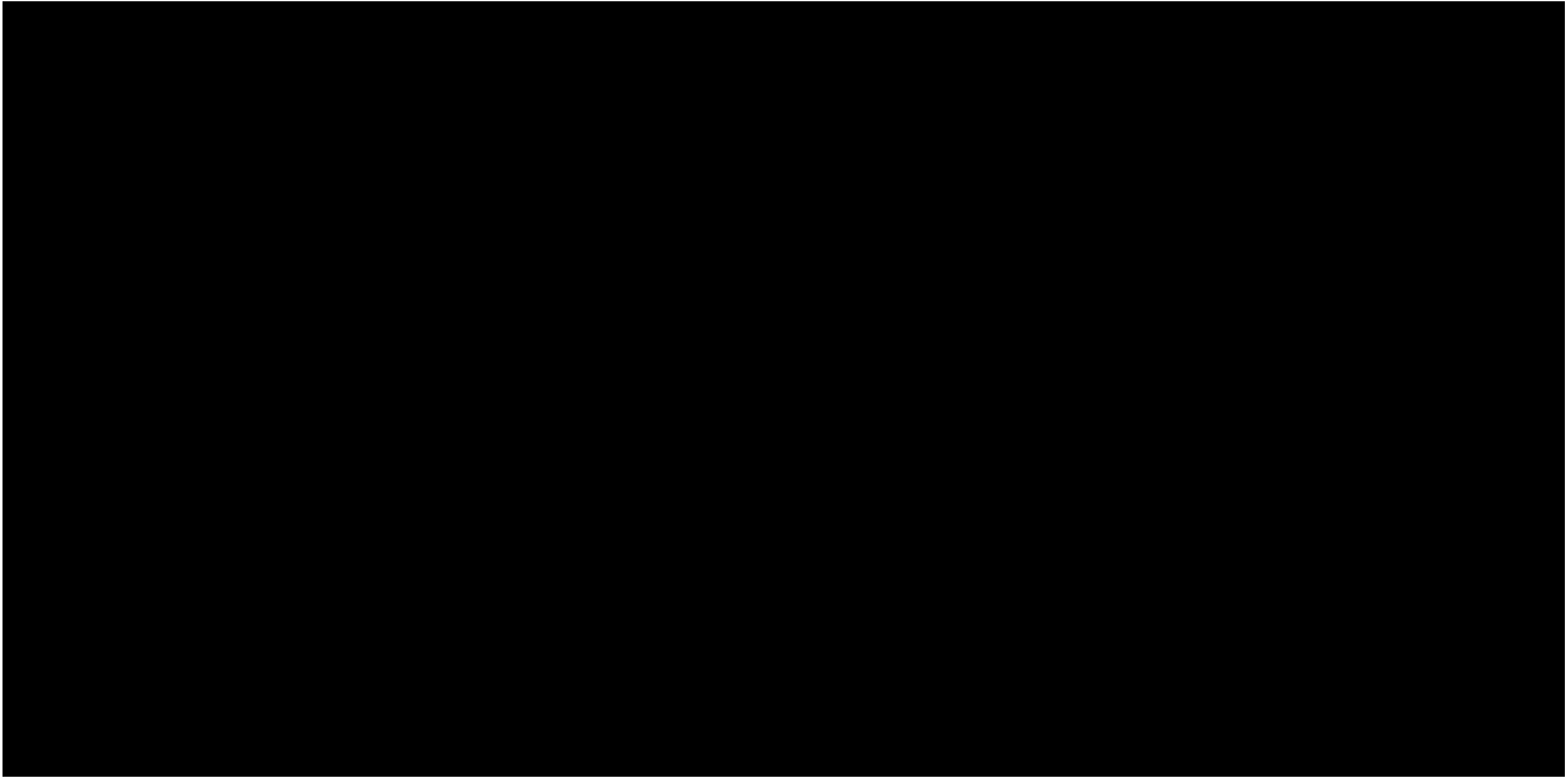


The Mosquito Bite

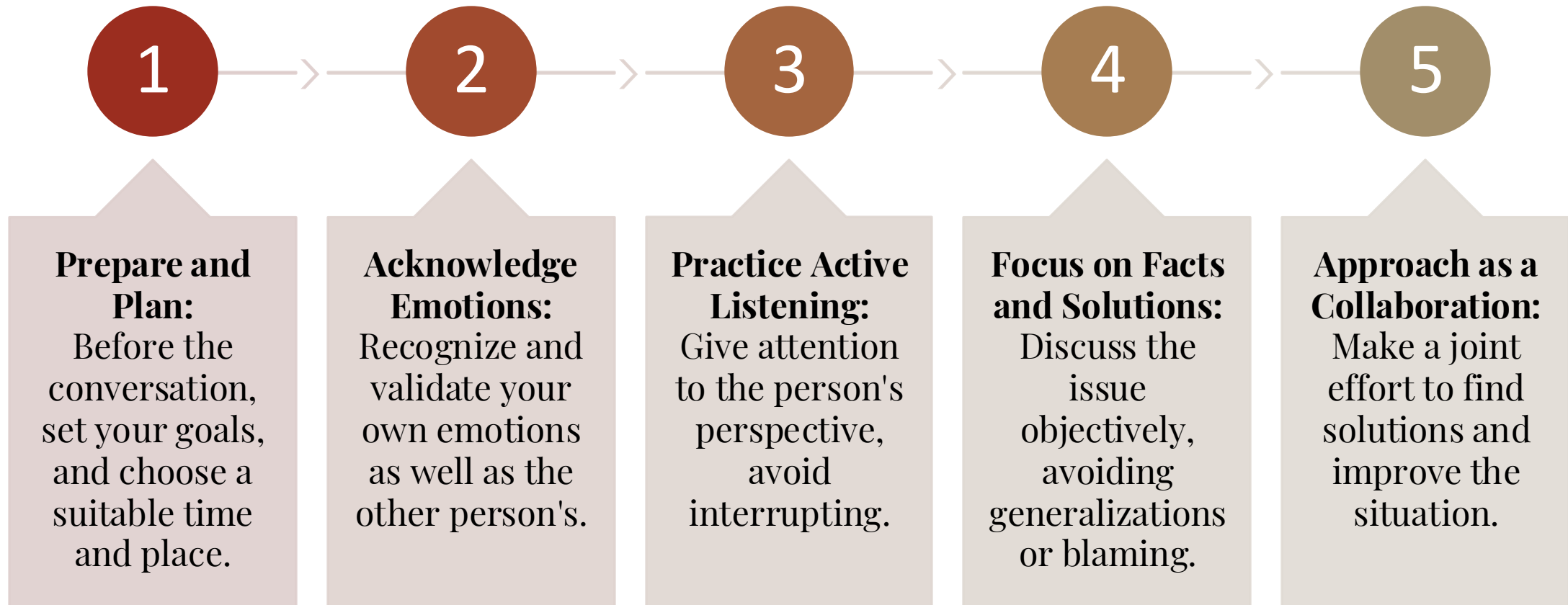


FOR PEOPLE WHO STILL DON'T THINK

How Do You Respond to Microaggressions?



5 Tips to Manage Emotions and Communicate Effectively



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.

Ellen

Advancing Racial Justice Day 2



Give Us Your Feedback
