

Advancing Racial Justice Day 2



Community Agreements Pg 2

Awareness and Self-Knowledge
Listen for Understanding
Be Gracious
Stay Engaged
Be Open and Suspend Judgment
Say "I"- tell your truth
Seek Discomfort
Reach for Empathy
Expect non- Resolution and non-Closure

Feedback on Feedback

Overview Of Today's Learning

Welcome & Introductions
Community Building
Setting the Stage
Talking Race
 White Supremacy Culture
 Identity, Power and Privilege
 Intersectionality
 Discussions and Responses
 Allyship and AntiRacism
Moving Forward
Closing



Jessica

Restorative Practice Starting Point p.28-92

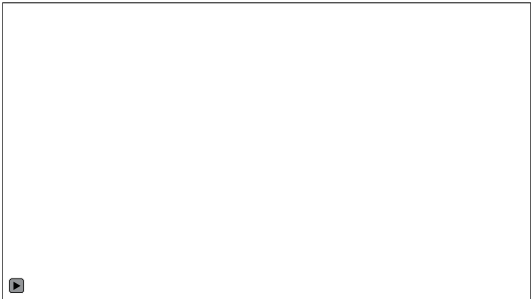


Opening Quote

"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

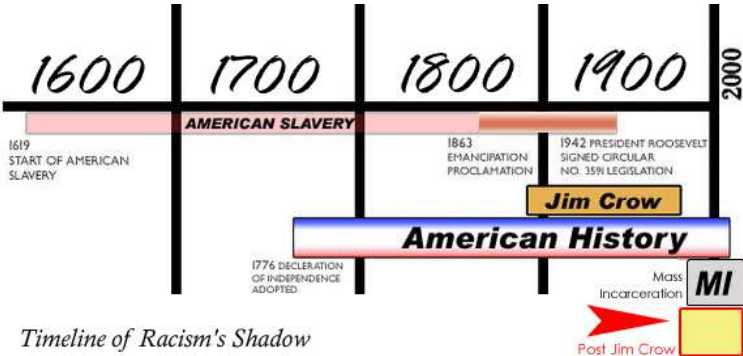
Labels & Identity: A Conversation



Natasha



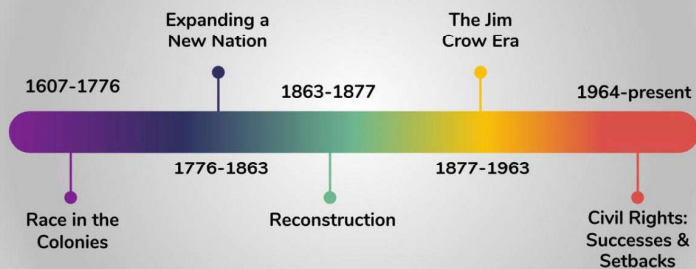
Timeline



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

What is White Culture?



6 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 have to 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.



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

Resource in handouts – p. 93-106 Paying Attention to White Culture and Privilege.



Ben

White Culture
Where We Work



White Culture Handout p. 18

Each table will be assigned one section

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.

The dominant white culture is ever-present in most organizations, and it can be especially invisible to members of a dominant group.



Natasha

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.



Let's Make the Move



Break



3 Things to Know



3 Questions to Ask

What is your truth?



What is your truth?

What is your truth? How do you see the issue of race play out in our country, community and schools? What experiences have you have growing up and as an adult that have informed your view of race? Has that view shifted over time? Why? Why not?

Before we start any dialogue, it's important to check in with ourselves and understand what experiences (both positive and negative) we are bringing 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.

3 Questions to Ask

What do you value?

What do you value?

2

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 for our nation's students and our public schools? 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.

3 Questions to Ask

What is your privilege?



What's your privilege?

What's your privilege? What are the ways that you might have advantages over other groups of people (this could be by your race, gender, socio-economic status, immigration status, etc.)

Each of us (yes, even the most disenfranchised) has an identity that benefits from the exploitation of another group, so understanding our own privilege is essential to dismantling oppression. Having privilege also doesn't mean that you haven't experienced oppression in other ways. But without awareness of the ways we have structural advantages in our lives, we cannot understand all of the ways privilege and oppression intersect through issues like Institutional Racism.

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.

LaQuita



Why This Work is Tough



How White Privilege Works



Racial Anxiety p. 4-8 pre attendance

In your Pre Attendance handouts you will be using pages 4-8

ON YOUR OWN FIRST – get reacquainted with these pages – especially pg. 4 (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?



Salina



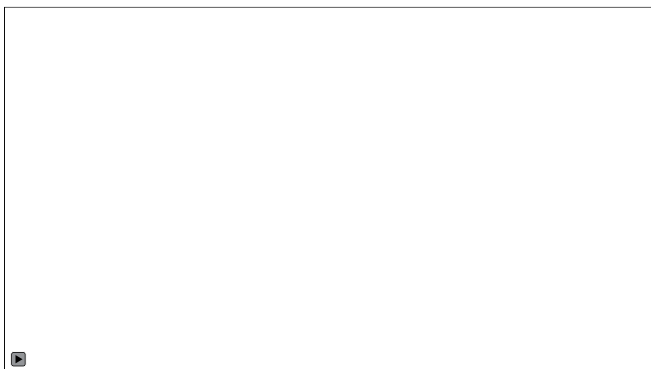
White Fragility and White Privilege Connections



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.



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.

LaQuita

What this Can Look Like



Remember Our Caution

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.



Salina

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?



Resources to Consider

- P. 27 Knowing Where You Are in Your Development
- P. 58 Guidance on SelfCare for Facilitators
- P. 117 Guidance to Help Frame Racial Conversations
- P. 129 Guidance from NEA for Racial Conversations
- P. 132 Talking About Race
- P. 268 Fighting Racism, Battling Burnout: Causes of Activist Burnout

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



Jessica

Identity and Intersectionality



What is Intersectionality?



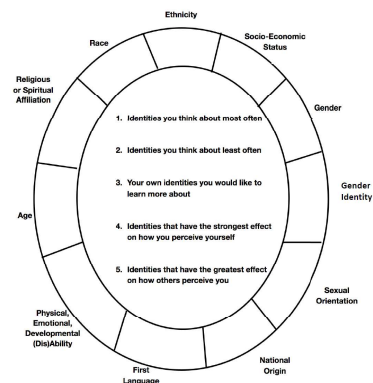
Defining Intersectionality

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.

See p.110

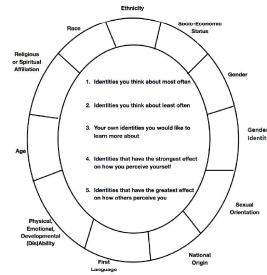


Your Identities P. 108



What surprised you in doing this?

What is something interesting you heard at your table?



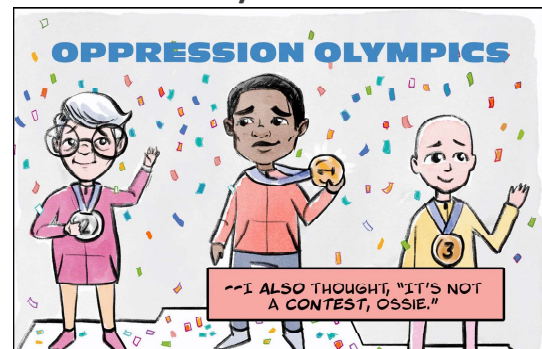
Three Quick Thoughts

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



Salina

What Intersectionality is Not



Being Black & Trans- Listen for the Intersections



From our Pre Reading p. 21 - 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.



OPPRESSION MATRIX				
TYPE OF OPPRESSION	PRIVILEGED SOCIAL GROUP	BORDER SOCIAL GROUPS	OPPRESSED SOCIAL GROUPS	SOCIAL IDENTITY CATEGORY
RACISM	White People	Biracial People	Asian, Black, Latina/o, Native People	Race
SEXISM	Biological Men	Transsexual, Intersex People	Biological Women	Sex
TRANSGENDER OPPRESSION	Gender conforming biological men and women	Gender ambiguous biological men and women	Transgender, Genderqueer, Intersex People	Gender
HETEROSEXISM	Heterosexuals	Bisexuals	Lesbians, Gay men	Sexual Orientation
CLASSISM	Rich, Upper Class People	Middle Class People	Working Class, Poor People	Class
ABLEISM	Able-bodied People	People with Temporary Disabilities	Disabled People	Ability/Disability
RELIGIOUS OPPRESSION	Protestants	Roman Catholic (historically)	Jews, Muslims, Hindus, Sikhs	Religion
AGEISM/ADULTISM	Adults	Young Adults	Elders, Young People	Age



How Oppression Shows Up In Your Work

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

Whole Room

What have you been thinking or saying that you think the whole room would be interested in hearing?



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



Ben

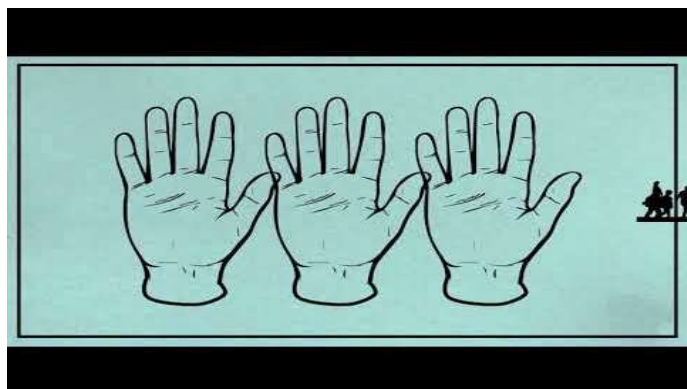
Immigration and Nativism



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Discussion

How does all this intersect with race?

What does this mean in our work?



nea

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



**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

Disrupting Microaggressions



The Mosquito Bite



Interrupting Microaggressions p 118

Interrupt
Question
Educate
Echo- Bystander



How Do You Respond
to Microaggressions?

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



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?



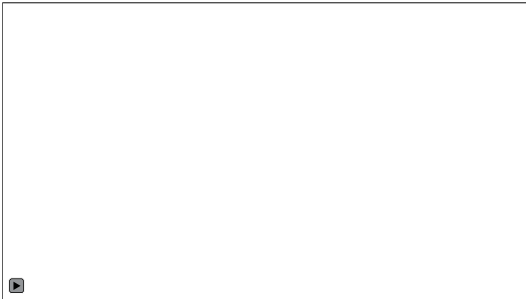
Leave One Word Behind

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

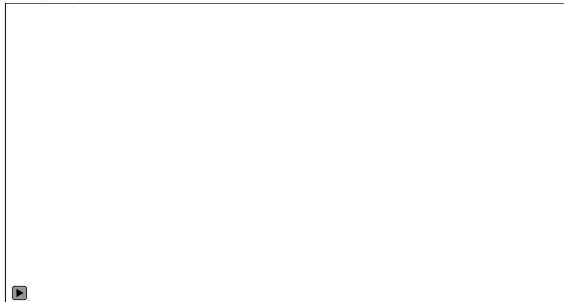
What is one word that describes your spirit right now?



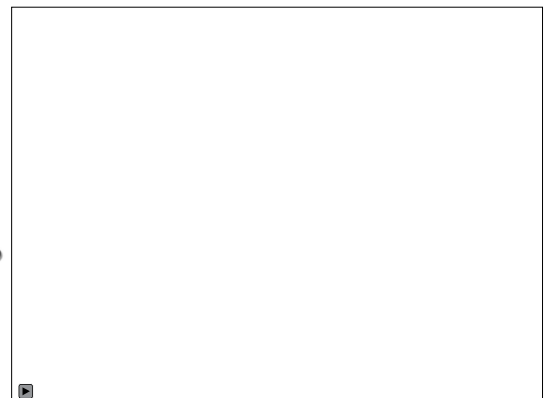
Final Food for Thought



Final Word



**How are
White
Privilege
and White
Fragility
Connected?**



Ben

“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



nea

Key Points



We make choices about when and how to use our privilege

Confronting systems that we are part of is tough work

nea

We All Have Blindspots



nea