

Advancing Racial Justice Day 3



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
 Racial Justice planning
 Being Anti-Racist
 Case Studies in Racial Equity
Moving Forward
Closing



LaQuita

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

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.

What does
it mean to
be an ally?



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.



Jessica



Moving from Actor to Ally p. 240

Where Do You Want To Start?			
 Your Message	 Your Money	 Your White Colleagues	 Your Allyship
 Your Job	 Your Time / Workload	 Your Voice / Choice / Power	 Interacting With the Institution
 Your Self Education	 Your Challenge	 Your All	 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



Ben

Tools to Support your Work



Racial Equity Tools

- Proactively seek to both eliminate systemic barriers and advance equity
- Identify clear goals, objectives and measurable outcomes
- Develop mechanisms for successful implementation
- *A set of questions used to anticipate, assess and prevent potential adverse consequences of proposed actions on different racial groups.*



A SET OF QUESTIONS THAT CAUSES PAUSES BEFORE ACTIONS

Factors that Support RET Success

- Buy in from the organization and its leaders
- Routine and ongoing use of the RET
- Data- driven assessment
- A commitment to making changes
- Tenacity – A commitment to overcoming obstacles to making changes



WE HAVE TO DECIDE TO THINGS DIFFERENTLY AND STICK WITH IT

Exploring the Tools

Anti-Racist Checklist for White Folks p.251
 Racial Equity Impact Assessment p.254
 Racial Equity Tool for Staff p.254
 Racial Equity Audit for Schools p.259
 Continuum for Becoming an Anti-Racist Organization p. 266



Salina

Anti-Racist Continuum Page 266

Working on your own first – think about your organization and where it “lands” in each of the categories.

Circle the indicators that relate to your organization- where you work.

Share with your table mates.

Purpose – you have to know where you are in order to make a plan for improvement

Discuss with your table mates how knowing where the organization is can help it move towards being a fully, anti-racist organization.



Whole Room Discussion

What did you find?

Do you think that there would be different “ratings” from others in your organization?

What might cause those differences?



Key Points



Racial Equity is something that has to be intentionally and explicitly planned for, implemented and monitored within an organization.

You can not move forward as an organization without honestly and openly assessing where you are.

Change happens, intentional change happens with a plan.

Break



Natasha

Case Studies

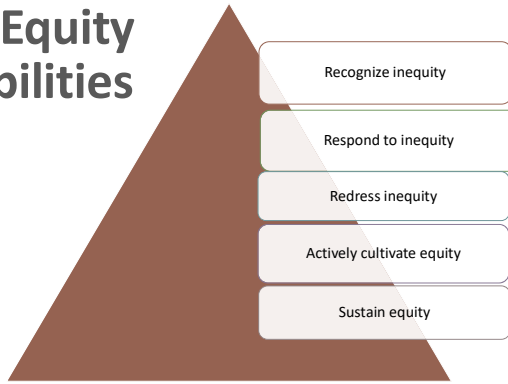


Practicing is not only playing your instrument, either by yourself or rehearsing with others - it also includes imagining yourself practicing. Your brain forms the same neural connections and muscle memory whether you are imagining the task or actually doing it.

— 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 P. 267

- Step 1 • Identify the problem or problems posed by the case
- Step 2 • Take stock of varying perspectives
- Step 3 • Consider possible challenges and opportunities
- Step 4 • Imagine equitable outcomes
- Step 5 • Brainstorm immediate-term responses
- Step 6 • Brainstorm longer-term policy and practice adjustments
- Step 7 • Craft a plan of action

Shelly



Three Quick Thoughts

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



Ellen

nea

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Closing



Our Vision of Now and the Future

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

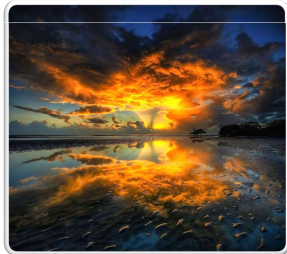


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Final Reflections

- 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?



Final Word