NORMALIZE CHANGING YOUR OPINION PRESENTED WITH NEW INFORMATION

Until we reconcile and repair the harm from the trafficking and enslavement of Black people and the genocide and land theft of indigenous peoples, we will continue to play out racism and oppression inter-personally and systemically.

@dellazduncan
No matter how open-minded, socially conscious, anti-racist I think I am, I still have old, learned hidden biases that I need to examine.

It is my responsibility to check myself daily for my stereotypes, prejudice and, ultimately, discrimination.
Our why:

- Come together as a community to learn from and support one another.
- Acknowledge the pain, the helplessness, and the anger we might be feeling.
- Continuous learning, sitting in discomfort, and healing.
- The systemic inequality and racism rooted in 400 years of history.
- To address the urgent need to support each other by holding space.
Agreements / Norms

Use the chat box to communicate questions or comments

Come in the space with an open heart and mind

Assume good intentions and impact matters

It’s ok to pause and or/listen silently

Focus on what’s said, not who said it

It’s ok to make mistakes

Goals/outcomes

PART I

Shared Language and Understanding

Develop Framework for Active Allyship

PART II

Commitment to Action: Self Awareness and Identifying Growth Edges

Institutional Transformation: Allyship practices at our College
With that in mind, here are some reminders about how to navigate this space:

➔ Honor the context of this space as *anti-racist*. Ibram X. Kendi writes:

◆ “... being an antiracist requires persistent self-awareness, constant self-criticism, and regular self-examination.” (23)

◆ “To be an antiracist is a radical choice ... requiring a radical reorientation of our consciousness.” (23)
Race as we know it has no deterministic, biological basis. All the same, race is so powerful that it can have life-or-death consequences.
Racism is the act of inflicting prejudice, discrimination, or antagonism against someone of a different race based on the belief that one's own race is superior.

White Supremacy is the belief that white people are superior to those of all other races, especially the black race, and should therefore dominate society.

Black is the antithesis of White

Anti-Blackness is “a theoretical framework that illuminates society’s inability to recognize our humanity — the disdain, disregard and disgust for our existence.” ~ Dr. Kihana Miraya Ross
Racism, anti-blackness, and white privilege are systems.

Our actions can be complicit with these systems or we can intervene and stop them.
Why is it so hard for us to talk about race & center racial justice?
“Each of us goes through the world thinking of self as subjugated self; this leads us to have a blind spot vis a vis others.”

~ Dr. Ken Hardy
3 FOUNDATIONAL UNDERSTANDINGS

● Privilege
● Intersectionality
● Implicit biases
“White privilege doesn’t mean your life hasn’t been hard. It just means that the color of your skin isn’t one of the things that makes it harder. Wherever you stand, I don’t see how you can argue with that.”

~Jimmy Kimmel
WHITE FRAGILITY

Concepts to keep in mind when starting to strategize having conversations that address race/equity on our campuses:

75 THINGS WHITE PEOPLE CAN DO FOR RACIAL JUSTICE

https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234

IMAGE CREDIT: KARA SPRINGER
LATINIDAD

- How Latinx People Can Fight Anti-Black Racism in Our Own Culture (Teen Vogue)
LatinX as Allies and Coalition Builders

- Empathy and humility
- Reflect and unpack our own “invisible knapsack”
- Confront 'ingrained' anti-black racism
- We all need to be in the fight - Use your voice to fight oppression

“Latinos must acknowledge our own racism, then we must pledge to fight it.” Stephanie Valencia, co-founder and president of Equis Labs and Denise Collazo, senior adviser, Faith in Action
Transformational
- Agents of oppression -> agents of change
- Suffering -> healing
- Harmful act -> Opportunity for growth

Intersectional
- Experiencing many identities that impact each other
- Not binary: not either/or allies or recipients of allyship
- Not a tool for deflection

Intentional
- Requires active, constant work
- Ally as identity -> allyship as action
- Accountability in action

Personal
- Varies person-to-person
- Be actively present
- "What is needed/being asked of me right now?"

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“... stop using the ‘I’m not a racist’ or ‘I can’t be racist’ defense of denial.”

“Admit racial inequality is a problem of bad policy, not bad people.”

“Identify racial inequity in all its intersections and manifestations.”

“Investigate and uncover the racist policies causing racial inequity.”

“Work with sympathetic antiracist policymakers to institute the antiracist policy.”

“Monitor closely to ensure the antiracist policy reduces and eliminates racial inequity.”

“When policies fail, do not blame the people. Start over and seek out new and more effective antiracist treatments until they work.” (2019)
“Whatever we know, it is not sufficient. We can’t see enough of the whole. We can’t figure it out alone. Somebody sees something that the rest of us might need.”

- Margaret Wheatley

SEE the SYSTEM:

Sense-Making is part of our Empathy Work
**INTERSECTIONAL**

- **Intersectional**
  - Experiencing many identities that impact each other
  - Not binary: not either/or allies or recipients of allyship
  - Not a tool for deflection

- **Intentional**
  - Requires active, constant work
  - Ally as identity -> allyship as action
  - Accountability in action

- **Personal**
  - Varies person-to-person
  - Be actively present
  - “What is needed/being asked of me right now?”

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"Repeat after me: I will not tell Black people how to feel, how to mourn or how to protest." @audrelorodeproject reposted from @latinarebels

WHAT CAN I DO?

➔ Cultivate Awareness & Acceptance
➔ Sit in the discomfort from cultivating awareness & acceptance
➔ Practice
  ◆ Listening, humility, processing, believing, reflection
➔ Transform our understanding of racism
  ◆ Transform our assumptions
  ◆ Transform our behaviors
➔ Ask for support
INTENTIONAL & PERSONAL

- Intentional
  - Requires active, constant work
  - Ally as identity -> allyship as action
  - Accountability in action

- Personal
  - Varies person-to-person
  - Be actively present
  - "What is needed/being asked of me right now?"

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SELF REFLECTION:
What is our responsibility as educators?

Practices
Amplifying Voices
Policy
Curriculum Development
Taking up space vs holding space
Naming for myself when I have been complicit in Anti-Black Racism
Solidarity & unlearning whiteness

“You cannot be a part of a dominant culture of 500 years of dehumanising violence and come out unscathed.” — Kelly Germaine-Strickland
RESOURCES FOR OUR ALLYSHIP PRACTICE
What allyship looks like...
Everyone- Implicit Bias

Harvard’s [Project Implicit](https://implicit.harvard.edu). It allows you to take a series of tests to see where your unconscious biases lie—looking at race, gender, age, weight, disability and sexuality.
WEARETEACHERS.COM

21 Anti-Racism Videos To Share With Kids

These videos help to explain complex topics to young...
Anti-Racist Lit.
Starter Kit

1. Stamped From the Beginning
   Howard Zinn
   A People’s History of the United States
   The Definitive History of Racist Ideas in America
   By Ibram X. Kendi

2. White Fragility
   By Robin DiAngelo
   A look at the contemporary racial landscape of the United States.

3. The Color of Law
   By Richard Rothstein
   (Liveright) A case for how the American government abetted racial segregation in metropolitan areas across the country.

4. The New Jim Crow
   By Michelle Alexander
   (New Press) A law professor on the “war on drugs” and its role in the disproportionate incarceration of black men.

5. Just Mercy
   By Bryan Stevenson
   (Spiegel & Grau) A civil rights lawyer and MacArthur grant recipient’s memoir of his decades of work to free innocent people condemned to death.

6. Stamped From the Beginning
   By Ibram X. Kendi
   (Bold Type) Winner of the 2016 National Book Award for nonfiction. A look at anti-black racist ideas and their effect on the course of American history.

7. Why Are All the Black Kids Sitting Together in the Cafeteria?
   By Beverly Daniel Tatum
   (Basic) The president emerita of Spelman College examines whether self-segregation is a problem or a coping strategy.

8. Born a Crime
   By Trevor Noah
   (Spiegel & Grau) A memoir about growing up biracial in apartheid South Africa by the host of “The Daily Show.”

9. Raising White Kids
   By Jennifer Harvey
   (Abingdon) The Drake University professor of religion suggests ways to help white children understand their identity and implement antiracist practices.

10. White Rage
    By Carol Anderson
    (Bloomsbury) A historian documents a long timeline and pattern in which social, legal and economic advances for African-Americans have been countered with systemic and deliberate opposition.
https://www.instagram.com/theconsciouskid/

RESOURCES SPECIFIC TO COMMUNITIES

FOR NON BLACK PEOPLE OF COLOR COMMUNITY

Further Actions & Guides:

- How Latinx People Can Fight Anti-Black Racism in Our Own Culture (Teen Vogue)
- 20 Allyship Actions for Asians to Show Up for the Black Community Right Now (Medium)
- Letters for Black Lives (Medium)

Instagram Posts to Reference:

- Overt and Covert White Supremacy Instagram post
- Arabs for Black Lives Instagram post
- South Asians for Black Lives Instagram post
- Anti-Racism for Asian Americans Instagram post

Project READY: Reimagining Equity & Access for Diverse Youth

A free online professional development curriculum

White Community

FULL SELF GUIDED CURRICULUM

UNPACKING WHITENESS

http://ready.web.unc.edu/section-1-foundations/module-10-2/

Module 10: Unpacking Whiteness

Go Back:
- Module 9: Racial and Ethnic Identity Development

You Are Here:
- Module 10: Unpacking Whiteness

Next:
- Module 11: Confronting Colorblindness and Neutrality

After working through this module, you will be able to:

- Define whiteness and describe the privilege/advantages attached to it in the United States.
- Describe the impact whiteness has on individuals and systems in the United States.
- Identify ways you can work individually and collectively to challenge white privilege and transform the systems of oppression it perpetuates.
Belonging in Practice: How to Be Antiracist

Featuring,

Ibram X. Kendi
Professor of History and International Relations at American University

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