

**"some people,
when they hear
your story,
contract.
others,
upon hearing
your story,
expand.
and
this is how
you
know."**

- nayyirah waheed

GOALS

- Understand social positions and systems of power, and why we root ourselves in racial equity to create equity for all.
- Unpack the work of racial equity and how it differs from diversity, access, inclusion and equity.
- Differentiate types of racism and strategies for racial equity.

Foundational Competencies:

Develop knowledge of world/self

- Culture
- Socialization *
- Systems *
- History

Concepts of Race

- Definitions/shared language
- Power *
- Oppression
- Racism
- 4 Levels of Racism *
- White supremacy
- Colonization

Positionality

- Social Position *
- Target
- Agent
- Intersectionality *

Intersection of Race/Gender

- Sex
- Gender Identity
- Gender pronouns
- Transgender
- Misogyny
- Sexism

Racial Bias

- Implicit Bias
- Brain Science of implicit Bias

Shifting Culture

- Paradox of Practice
- White supremacy culture
- Relational Culture
- Ego/Authentic Self
- Trauma informed care
- Liberation & Healing

Foundational Truths

- **Truth #1:** We live in a highly racialized society – i.e. race matters. This shows in all the data about life outcomes related to racial advantage and disadvantage – economic, health/life expectancy, education, criminal justice
- **Truth #2:** We're all part of the picture – it not possible to live in U.S. society and not experience the impacts of structural racism (unearned advantage or unearned disadvantage) in our lives.
- **Truth #3:** None of us asked for this. None of us are responsible for the past; but all of us are responsible for the present and to some extent, the future.
- **Truth #4:** We know when talking about race and racism, we also need to talk about whiteness: the construction of whiteness, how a preference for white was created, and how it functions.
- **Truth #5:** We work in an institution where racism is embedded and manifests in different ways. As part of this community it is our responsibility to seek to understand, challenge and work to dismantle inequities that cause harm.

What are we talking about?



Diversity

Access

Inclusion

Equity

Racial
Equity

Does not question the institution's power or gatekeeping. Unquestioned maintenance of the status quo.

Questions how power and gatekeeping uphold normative practices that reinforce inequity. Is intersectional in nature as it addresses all oppression.

Interpersonal
Analysis

Systems
Analysis

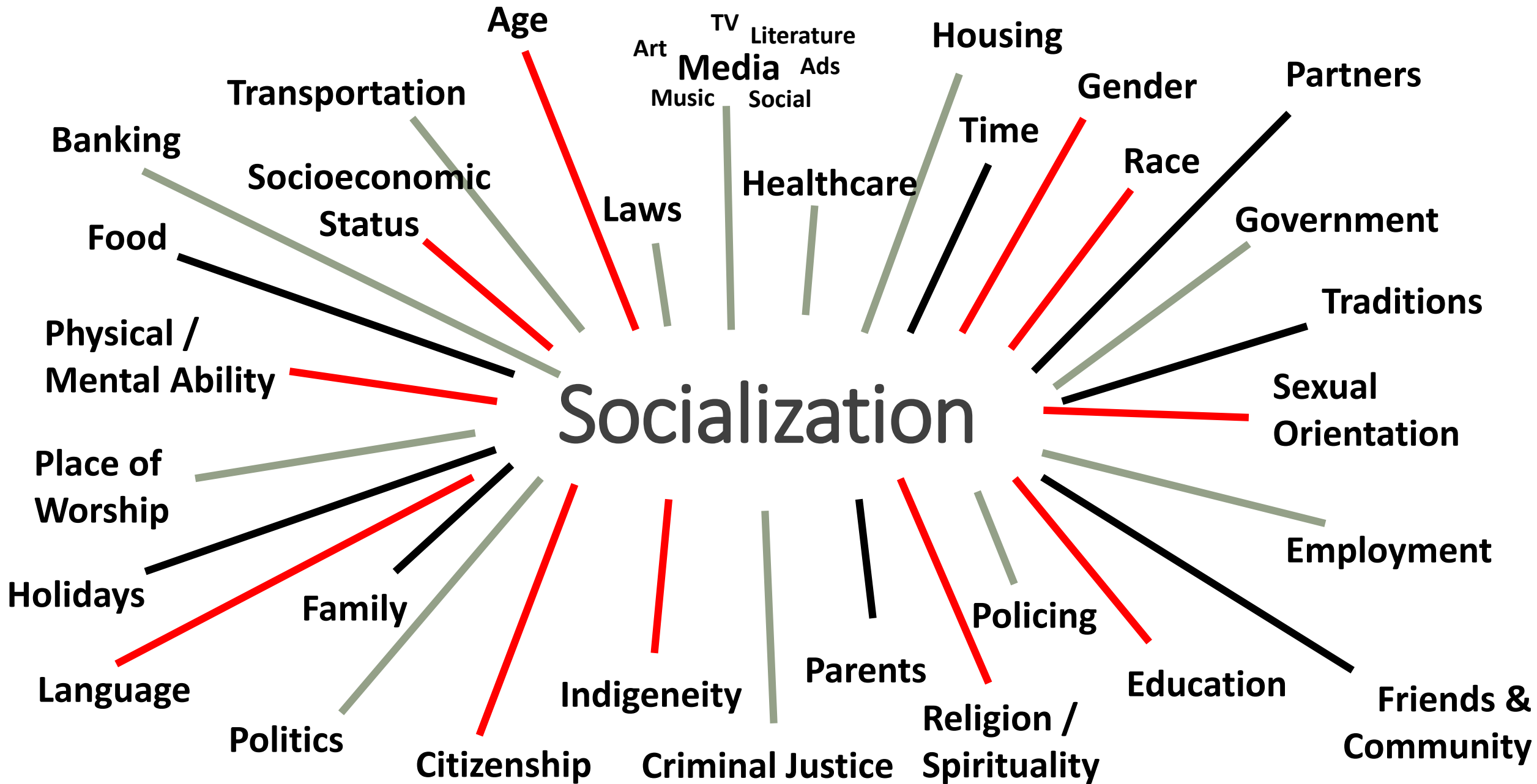
Racialized
Power
Analysis

Authentic
Accountable
Relationships

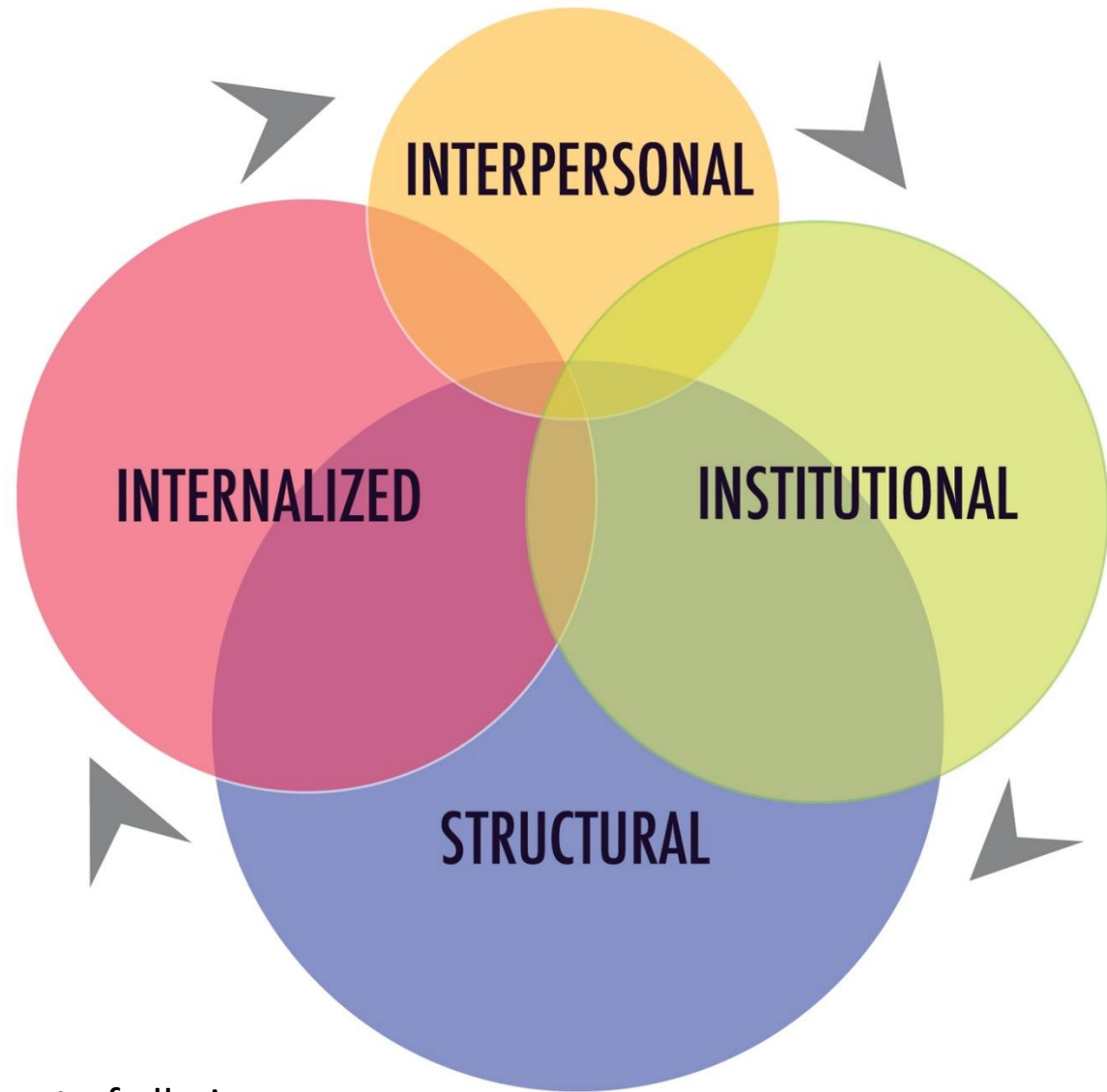
Culture
Shift



Socialization



Levels of Racism



* Can be used to articulate the different levels of impact of all -isms.

KEY DEFINITIONS

PREJUDICE

Pre-judgment or bias based on a particular identity (race, gender, class, religion, etc.).

DISCRIMINATION

Prejudice + action (when we act on our prejudices). Among other things, the Civil Rights Act of 1964 makes it illegal to discriminate based on race, color, sex, religion or national origin. Any human can discriminate and any human can be the target of discrimination.

OPPRESSION (-ism)

Prejudice + power. The systematic mistreatment and exploitation of marginalized groups that creates inequity and disparity for the marginalized groups. How an individual experiences oppression is a reflection of how their dominant and marginalized identities intersect. At any given moment in time, it is possible to experience multiple forms of oppression/privilege or simultaneously experience oppression and privilege.

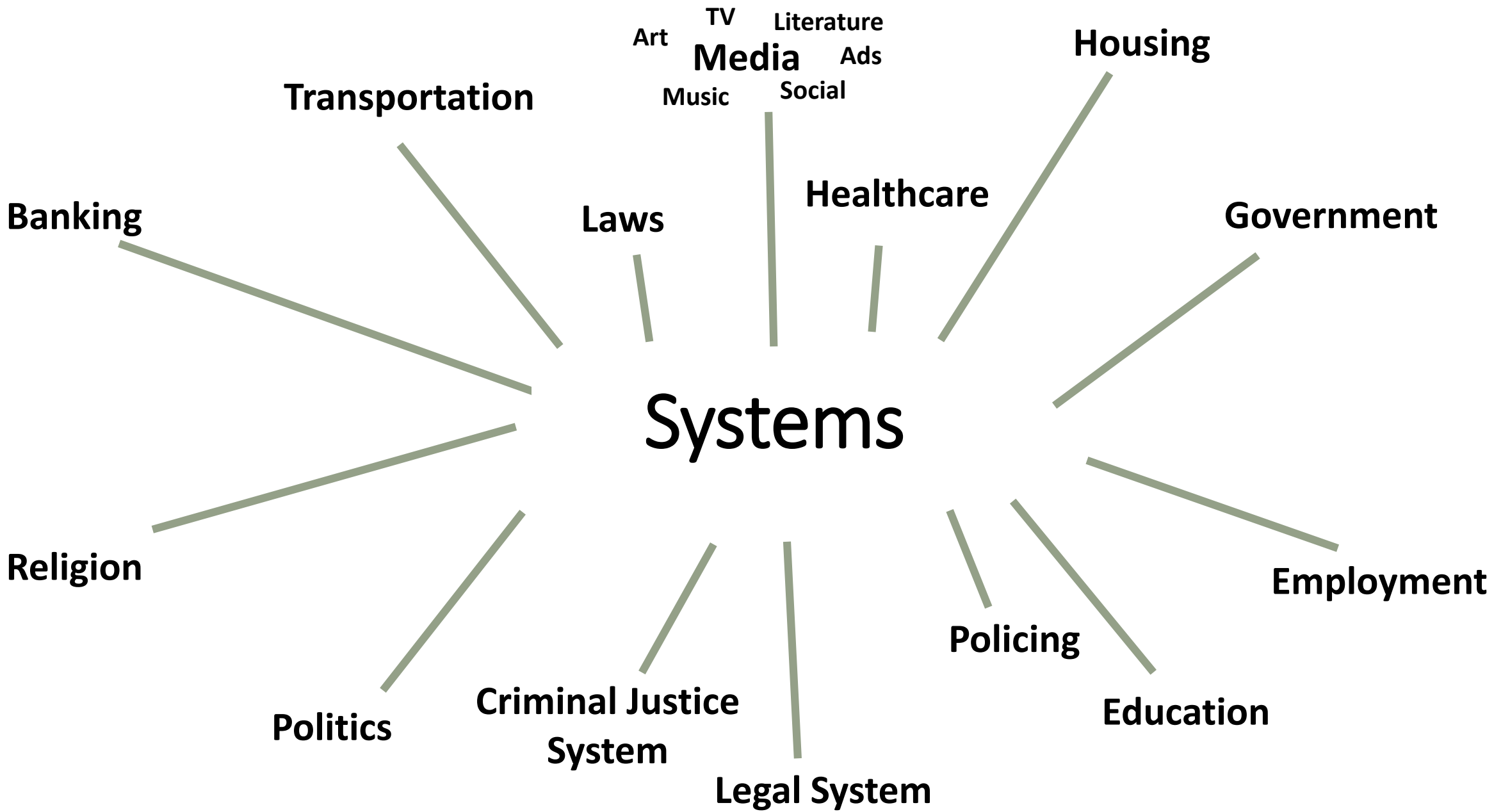
Power

The ability to shape reality for self and others;
control of access and resources.

RACISM =

RACIAL PREJUDICE + POWER

(power to write the narrative, to influence or
decide where resources go)



Social Identity

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graph TD; SI((Social Identity)) --- Age; SI --- Gender; SI --- Race; SI --- SexualOrientation[Sexual Orientation]; SI --- Education; SI --- ReligionSpirituality[Religion / Spirituality]; SI --- Indigeneity; SI --- CitizenshipStatus[Citizenship Status]; SI --- Language; SI --- PhysicalMentalAbility[Physical / Mental Ability]; SI --- SocioeconomicStatus[Socioeconomic Status];
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Age

Gender

Socioeconomic
Status

Race

Physical /
Mental Ability

Sexual
Orientation

Language

Indigeneity

Religion /
Spirituality

Education

Citizenship Status

SOCIAL POSITION GROUPS

DOMINANT/AGENT	OPPRESSION	NON-DOMINANT
White	RACISM	People of Color
Non-Indigenous	COLONIALISM	Indigenous
Non-Trans Men	SEXISM	Trans, Women, Gender Non-Conforming, Non-Binary, Genderqueer
Wealthy	CLASSISM	Poor, Working Class
Straight/Heterosexual	HETEROSEXISM	Lesbian, Gay, Bisexual
Non-Disabled	ABLEISM	People with Disabilities (Physical, Mental, Cognitive, etc.)
Formally Educated	ELITISM	Not Formally Educated, Some Education
Christian or Christian Socialized	CHRISTIAN DOMINANCE/HEGEMONY	Non-Christian (Muslim, Jewish, Hindu, Buddhist, etc.)
US-Born	NATIONALISM	Non-US-Born
Native/Formal English Speaker	ELITISM	No English, Not Formal English, ELL, ESL
Middle Aged	AGEISM and ADULTISM	Old and Young

Intersectionality

- Intersectionality is a model developed by Kimberle Crenshaw to address the particular impact to Black Women.
- Intersectionality happens at the intersection of marginalized identities. It results in compounding the harm of marginalization.
- Dominant social identities are not intersections, they are norms.
- Using intersectionality as a framework necessitates building a racial analysis and addressing racism.

Review

- Definitions
- Socialization
- Levels of Racism
- Power
- Systems
- Social Identity within systems
- Intersectionality

Questions

