



Creating a Common Language for the Conversation

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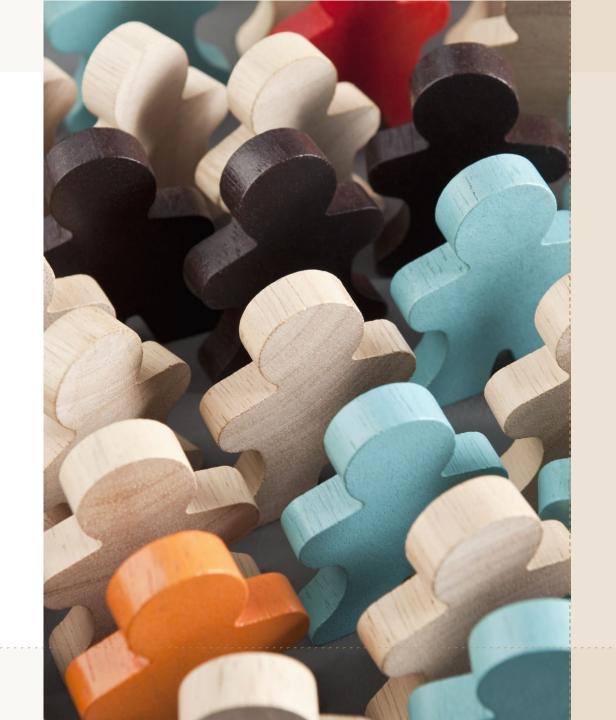
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overview

This webinar helps us to forge a common language for our conversations on racial equity. Beginning with an exploration of what we mean by race and equity, the presentation shifts to consider definitions and different perspectives on concepts such as white fragility, privilege, systemic racism, and anti-racism. The aim of the session is to help listeners learn and feel better equipped to enter conversations on







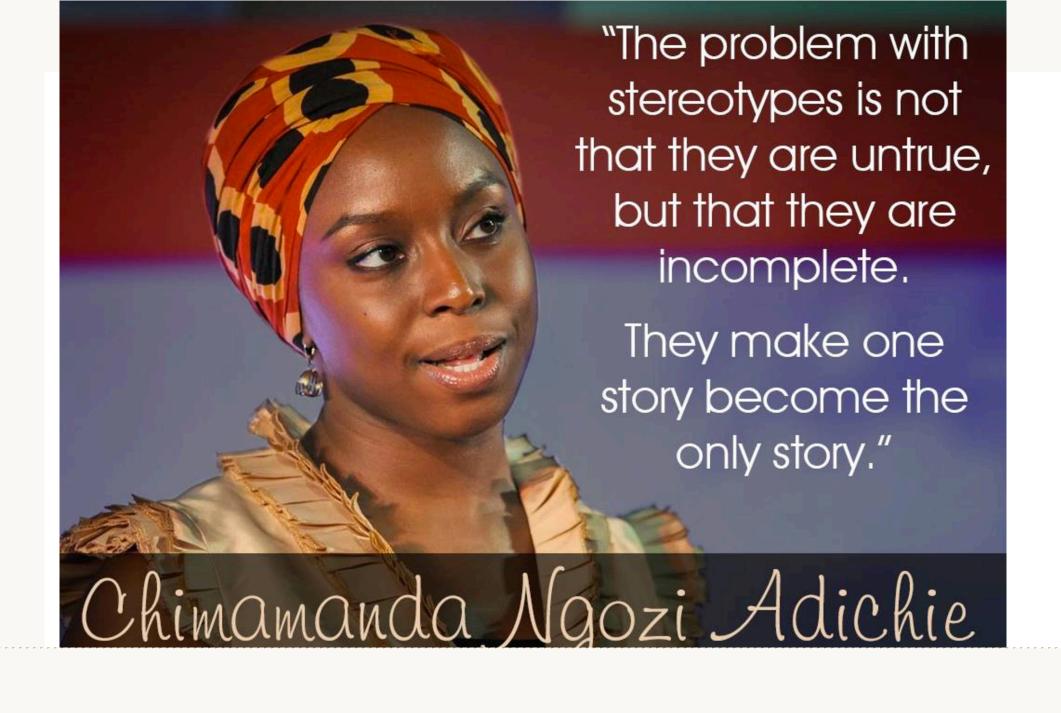
RACIAL EQUITY

"Not everything that is faced can be changed, but nothing can be changed until it is faced."

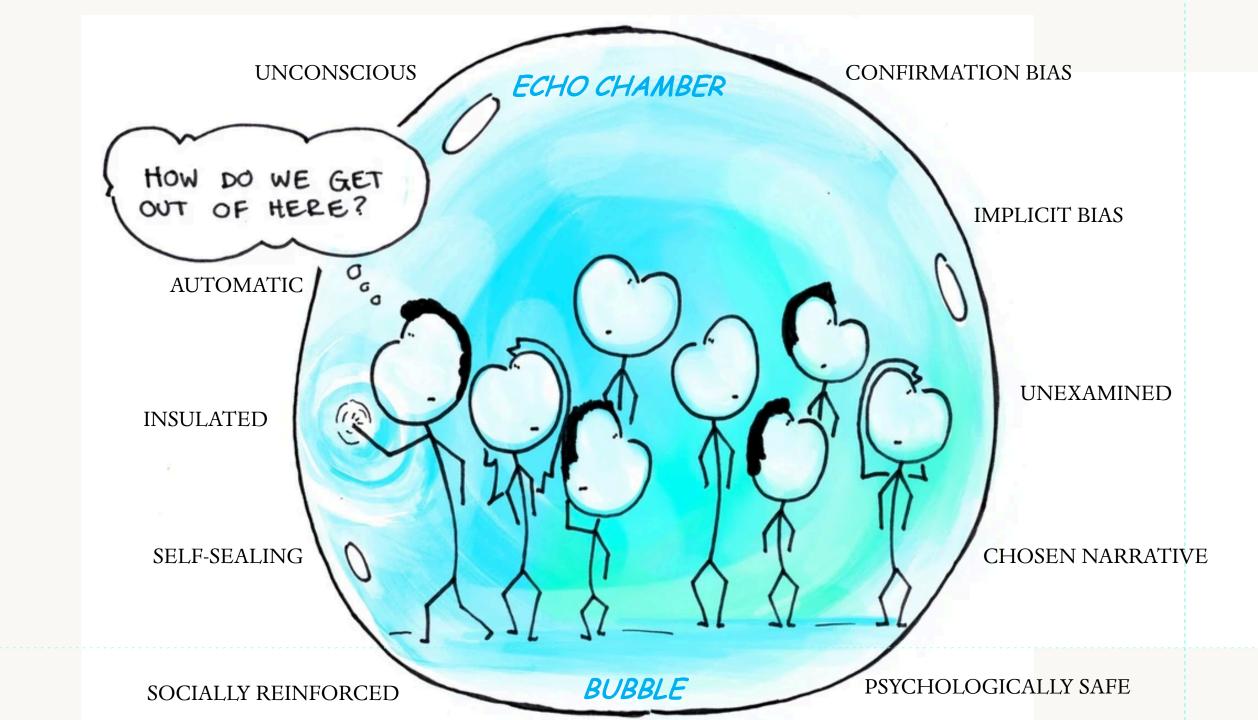
James Baldwin











theguardian

Trump orders crackdown on federal antiracism training, calling it 'anti-American'

- Memo directs officials to identify spending related to training on 'critical race theory' and 'white privilege'
- * 4 September 2020
- Donald Trump has directed the Office of Management and Budget to crack down on federal agencies' antiracism training sessions, calling them "divisive, anti-American propaganda".





CRITICAL RACE THEORY

- The Critical Race Theory movement considers many of the same issues that conventional civil rights and ethnic studies take up, but places them in a broader perspective that includes economics, history, and even feelings and the unconscious. Unlike traditional civil rights, which embraces incrementalism and step by step progress, critical race theory questions the very foundations of the liberal order, including equality theory, legal reasoning, Enlightenment rationalism and principles of constitutional law.
- · SOURCE:
- Critical Race Theory: An Introduction
 By Richard Delgado, Jean Stefancic
 NYU Press, 2001

WHITE PRIVILEGE

- Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.
- A system of white domination that creates and maintains belief systems that make current racial advantages and disadvantages seem normal.
- The accumulated and interrelated advantages and disadvantages of white privilege that are reflected in racial/ethnic inequities in life-expectancy and other health outcomes, income and wealth and other outcomes, in part through different access to opportunities and resources.
- http://www.racialequitytools.org/resourcefiles/mcintosh.pdf

SYSTEMIC RACISM

• "Systemic racism includes the complex array of antiblack practices, the unjustly gained political-economic power of whites, the continuing economic and other resource inequalities along racial lines, and the white racist ideologies and attitudes created to maintain and rationalize white privilege and power. Systemic here means that the core racist realities are manifested in each of society's major parts [...] each major part of U.S. society—the economy, politics, education, religion, the family—reflects the fundamental reality of systemic racism."

RACIAL EQUITY



How would you complete this sentence...

Equity is_____

Racial Equity

Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation.

This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

- SOURCE:
- Center for Assessment and Policy Development



RACE

Race is a social construct, and not an actual biological fact

Race designations have changed over time. Some groups that are considered "white" in the United States today were considered "non-white" in previous eras, in U.S. Census data and in mass media and popular culture (for example, Irish, Italian and Jewish people).

The way in which racial categorizations are enforced (the shape of racism) has also changed over time.

PBS, Race: Power of an Illusion

Paul Kivel, Uprooting Racism: How White People Can Work for Racial Justice (Gabriola Island, British Columbia: New Society Publishers, 2002), p.141.

RACE

"LIVED EXPERIENCE" --FANON



SOCIAL IDENTITY

Human Genome Project

The Human Genome Project (HGP) was the international, collaborative research program whose goal was the complete mapping and understanding of all the genes of human beings.

Discovered that the sequence includes 25,000-30,000 genes.



Human Genome Project and the "Race Gene"

- Affirmed growing genetic evidence that there is no specific marker for "race"
- Discovered greater hereditable differences within "racial" groups than between
- Concluded that "race" is a social and political construction rather than one with a scientific basis



SOCIAL IDENTITY

"Black" is...

in the United States

· ...a single drop of blood...



in Brazil

…"Negro" as Black and Brown…28 categories



in the United Kingdom

"Black and Minority Ethnic"



in South Africa

...Black as African/Mixed as Coloured





RACISM

Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.

DEGREES OF RACISM

FIRST DEGREE-EXPLICIT

• Overtly prejudiced actions, use of derogatory language publicly or privately, active discriminatory behavior aimed at asserting dominance

SECOND DEGREE-COMPLICIT

• Actively or passively rejecting racial justice actions, openly opposing anti-racism efforts, remaining silent when witnessing racial injustice

THIRD DEGREE-ILLICIT

 Perniciously supporting policies, practices, norms, and outcomes that perpetuate disadvantage for people of color and/or privilege access and advancement of dominant groups

BLACKNESS AND WHITENESS

"White" was created by Virginia slave owners and colonial rules in the 17th century.

It eplaced terms like Christian and Englishman to distinguish European colonists from Africans and indigenous peoples.

The legal distinction of white separated the servant class on the basis of skin color and continental origin.

European colonial powers established whiteness as a legal concept after Bacon's Rebellion in 1676, during which indentured servants of European and African descent had united against the colonial elite.

The creation of 'whiteness' meant giving privileges to some, while denying them to others with the justification of biological and social inferiority.

BLACKNESS AND WHITENESS

Whiteness itself refers to the specific dimensions of racism that serve to elevate white people over people of color. This definition counters the dominant representation of racism in mainstream education as isolated in discrete behaviors that some individuals may or may not demonstrate, and goes beyond naming specific privileges (McIntosh, 1988)... Whiteness is thus conceptualized as a constellation of processes and practices rather than as a discrete entity (i.e. skin color alone). Whiteness is dynamic, relational, and operating at all times and on myriad levels. These processes and practices include basic rights, values, beliefs, perspectives and experiences purported to be commonly shared by all but which are actually only consistently afforded to white people.

Robin DiAngelo

WHITE FRAGILITY

white fragility is "a state in which even a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium."

Robin DiAngelo

White Fragility meets Black Rage



To be a Negro in this country and to be relatively conscious is to be in a rage almost all the time.

(James Baldwin)

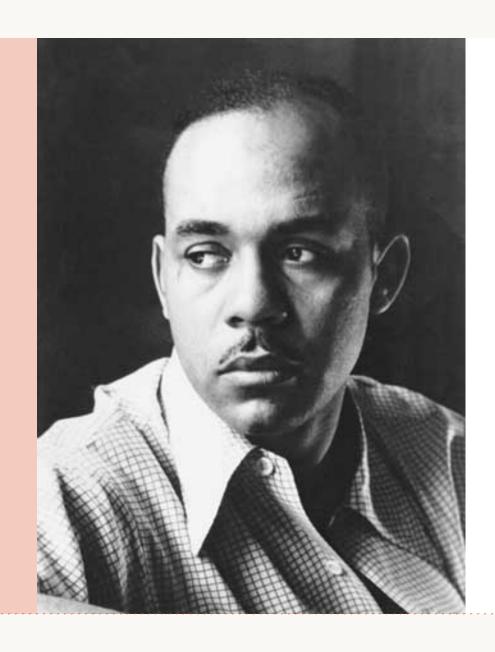
MICROAGGRESSION

MICRO-AGGRESSION

"...brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of



Derald Wing Sue, Columbia University



I SEE YOU...

...I AM HERE

"I am invisible, understand, simply because people refuse to see me... it is as though I have been surrounded by mirrors of hard, distorting glass. When they approach me they see only my surroundings, themselves or figments of their imagination, indeed, everything and anything except me."

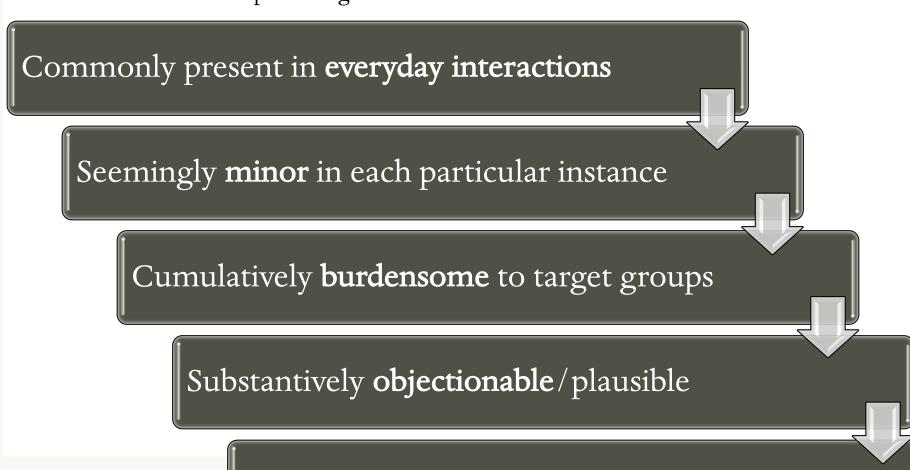
Ralph Ellison *Invisible Man*

When addressing microaggression closes conversations...



Micro-aggression KEY CHARACTERISTICS

The space of agreement between advocates and critics...



Vitally important to discuss and ameliorate

to be best in any point of view. Racism unfair treatmer SYSTEMIC RACISM rent race

SYSTEMIC RACISM

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"Three-fifths" Compromise

- How slaves should be counted for representation and taxation purposes
- The compromise: 3/5^{ths} of the number of slaves would be counted for both representation and taxation
- National government forbidden to interfere with the slave trade until 1808

BIG IDEAS



13th Amendment

Section 1: Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction.

Section 2: Congress shall have power to enforce this article by appropriate legislation.

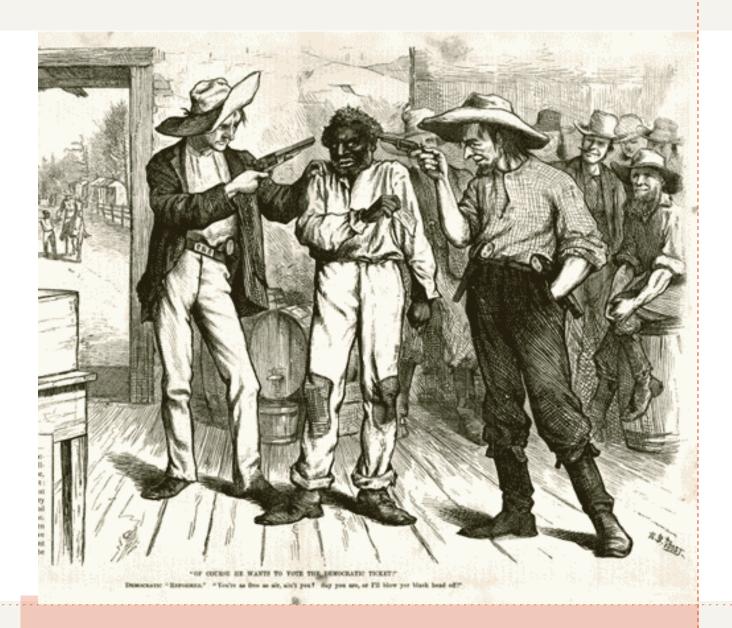


Jim Crow Laws

• Jim Crow laws were a collection of state and local statutes that legalized racial segregation. Named after a <u>Black minstrel show</u> character, the laws—which existed for about 100 years, from the post-<u>Civil War</u> era until 1968—were meant to marginalize African Americans by denying them the right to vote, hold jobs, get an education or other opportunities. Those who attempted to defy Jim Crow laws often faced arrest, fines, jail sentences, violence and death.

•

JIM CROW



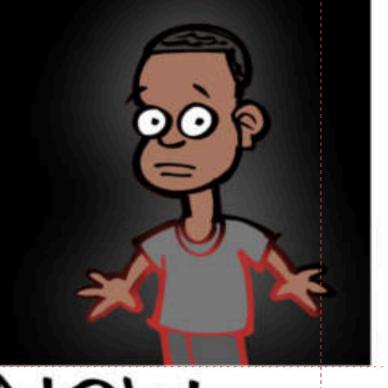
TULSA MASSACRE May 31, 1921 "Black Wall Street"



". . . threat of infiltration of foreign-born, negro, or lower grade population."

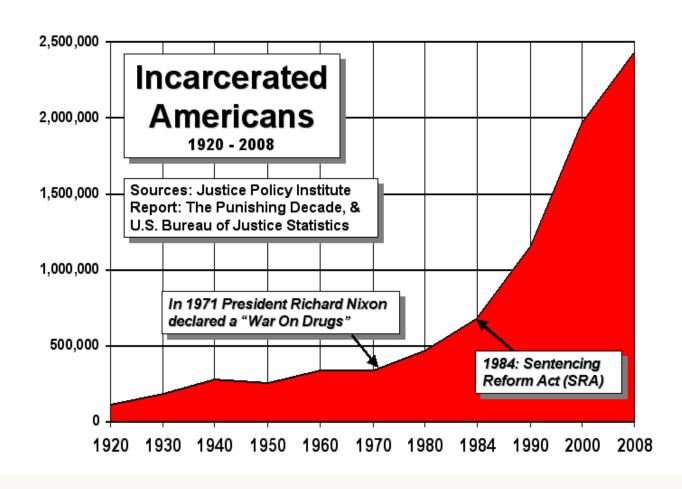


. . . threat of infiltration of respiratory & other health problems from racist, lower grade policies.



1930s

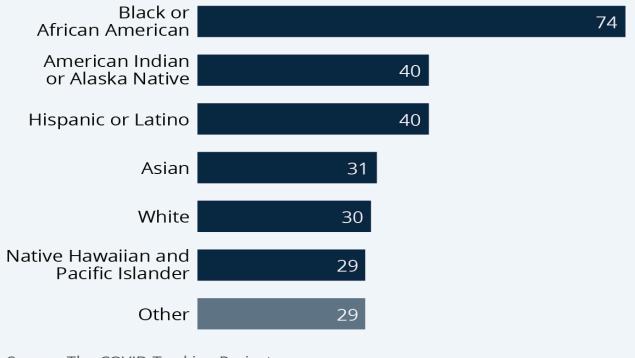
MASS INCARCERATION



PANDEMIC DISPARITY

The Pandemic's Racial Disparity

Covid-19 deaths per 100,000 people in the U.S. by race or ethnicity (as of July 30, 2020)













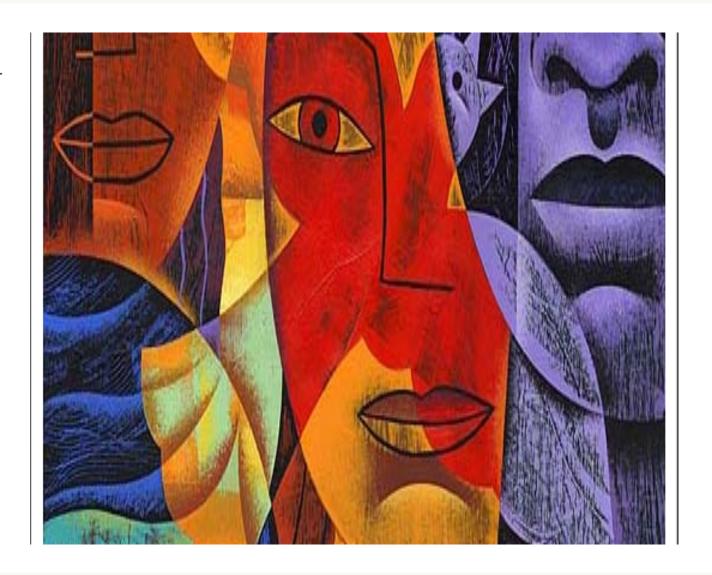


Term originally coined by legal scholar,
Kimberlé Crenshaw, Columbia Law School



Intersectionality

Intersectionality is a term that acknowledges the rich experience of belonging to different groups and locations at the same time



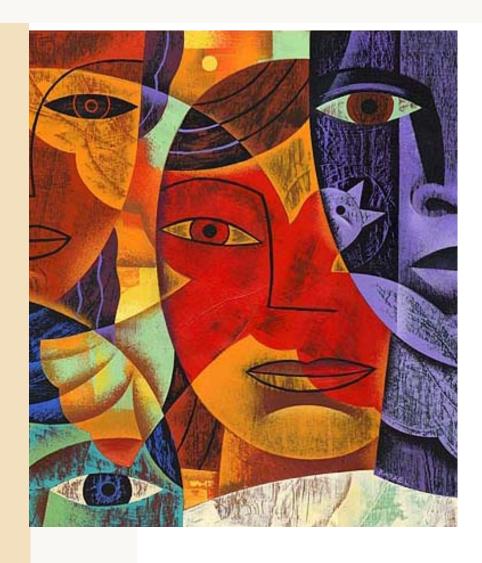
Double Consciousness

"One ever feels his twoness,
--an American, a Negro; two
souls, two thoughts, two
unreconciled strivings; two
warring ideals in one dark
body, whose strength alone
keeps it from being torn
asunder."

The Souls of Black Folk



W. E. B. Du Bois



Intersectionality involves

- Complementary and conflicting feelings of group identity
- Reduction of expression into familiar binary thinking
- Essentialism of one (set) of our identities over others
- Attending to the complex authorization in any given moment
- Providing framework for concurrent mobilization of identities



Where to begin...

Where you are...

- What is ONE element of this presentation that is still present for you?
- Who is ONE person with whom you can BEGIN a conversation about your learning?
 - What is ONE element of this presentation that troubles you?
- What is ONE question you are ready to continue to explore after this presentation?



CLOSING IN A WORD

COMMITMENTS

APPRECIATIONS

RESONANCE

REFLECTIONS

ACTIONS