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FORTIFY

Racial Equity Series IV

Getting Ready for Racial Inquiry: Deeper Dimensions of Racial Equity Dialogue

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Getting Ready... Racial Inquiry



OVERVIEW

What happens when we remain curious about racial equity? Far too often our conversations on race are little more than well-rehearsed chosen narratives that are seldom subject to examination. An approach to dialogue known as Racial Inquiry invites us to ask questions of one another on race. It begins by acknowledging the socio-historical realities of systemic racism. Racial Inquiry thereby reduces defensive reactions and moves us closer to responsive discourse that engages our common humanity to ask:

What now?

What's next?

Let's get ready for Racial Inquiry.

FORTIFTY

THE RACIAL EQUITY SERIES



- I. Creating a Common Language for the Conversation
- II. Being Ally, Accomplice, Accompanist, Advocate, and Anti-Racist
- III. Beginning Where You Are As Who You Are
- IV. Getting Ready for Racial Inquiry: Deeper Dimension of Racial Equity Dialogue**
- V. Learning the Adaptive Racial Conversation Hierarchy Approach
- VI. Living into Racial Equity: Intention and Action

Let's Begin

How ready are
you to engage
in Racial Inquiry
dialogue?



CHAT



RACIAL EQUITY

Getting ready for Racial Inquiry

“I am what time, circumstance,
history, have made of me, certainly,
but I am also, much more than that.
So are we all.”

James Baldwin



CENTRAL INQUIRY

*How ready are we
—all of us—
to inquire into our
“much more”
in terms of Racial Equity?
What Now?
What’s Next?*

OUR APPROACH: ***RACIAL INQUIRY***

Racial Inquiry begins with a stance of
curiosity and ***compassion***.

It is an approach that acknowledges the social
and historical realities of
systemic racism as givens.

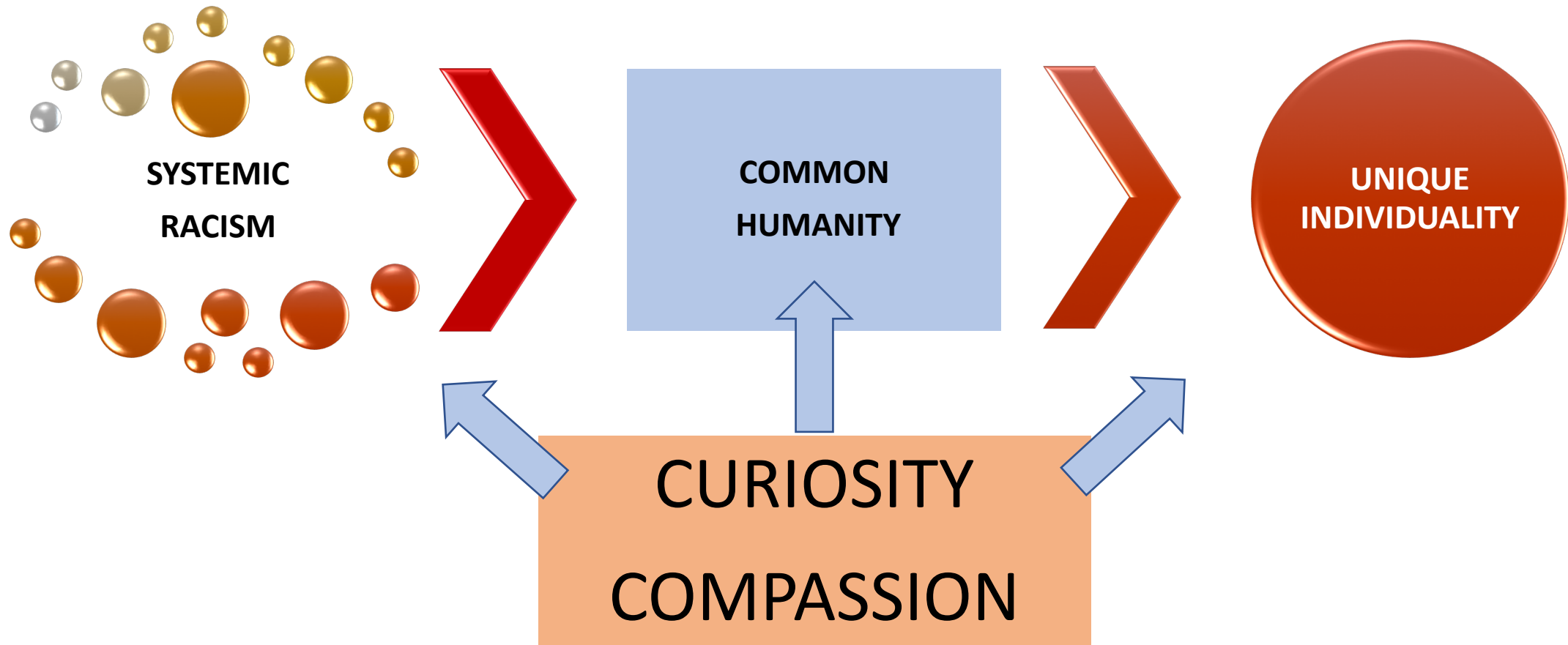
It calls us to the wholeness of
our **common humanity** and
our **unique individuality**.

In Racial Inquiry the questions are:

- **What Now?**
- **What Else?**
- **What's Next?**



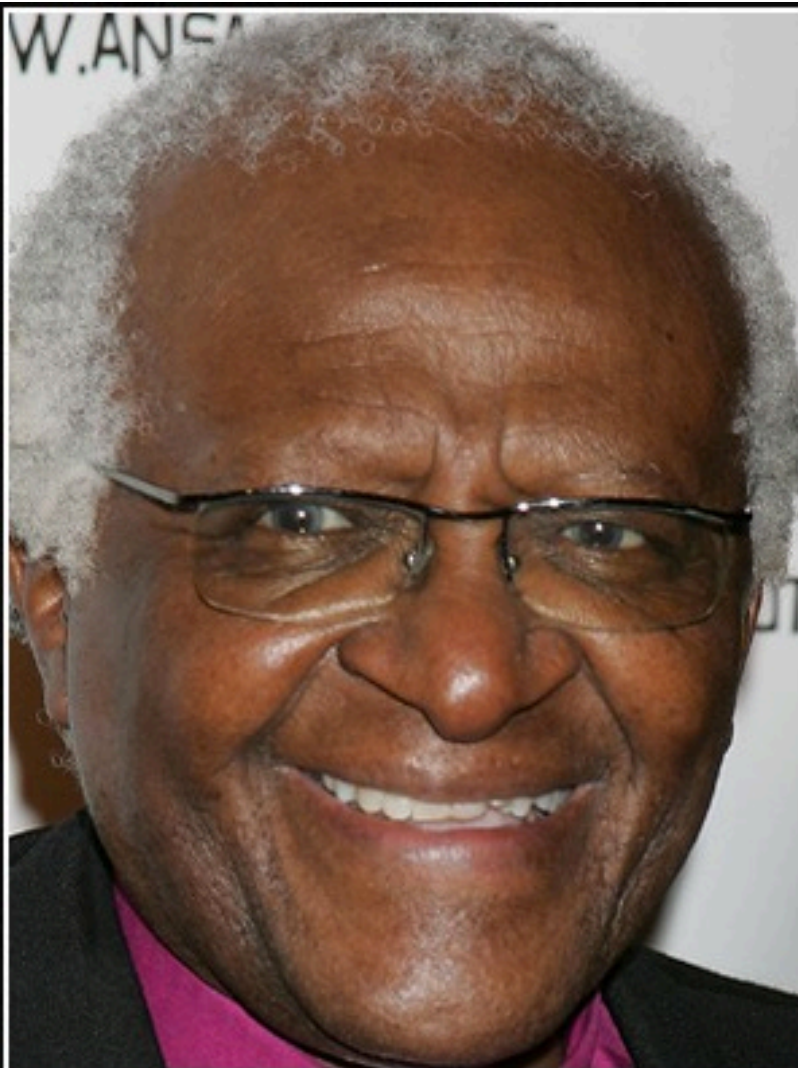
RACIAL INQUIRY



COMMON HUMANITY

*UNIQUE
INDIVIDUALITY*





If we could but recognize our common humanity, that we do belong together, that our destinies are bound up in one another's, that we can be free only together, that we can be human only together, then a glorious world would come into being where all of us lived harmoniously together as members of one family, the human family.

— Desmond Tutu —

AZ QUOTES

COMMON HUMANITY

I see you...

“The starting point is our common humanity and the phenomena of birth, death, illness, work, happiness and loss.” Cambridge English Corpus

BEGINS IN
MUTUAL
RESPECT AND
RECOGNITION

REFLECTS
HUMAN
GENOME
PROJECT

MOVES BEYOND
SOCIAL
CONSTRUCITON
OF IDENTITY

TRANSCENDS
“MONOLITHIC
MYTH”
**UNIQUE
INDIVIDUALITY**

...I am here



SYSTEMIC RACISM

...the gap between 'fault' and 'responsibility'...



SYSTEMIC RACISM

Systemic racism includes the complex array of practices that disproportionately and adversely impact the lives of Black people...

Systemic racism is seen in the use and abuse of political and economic power to perpetuate resource inequalities along racial lines, and through ideologies and attitudes created to maintain and rationalize advantage, dominance, and power.

Systemic here means that the core realities related to race 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."

SYSTEMIC RACISM

...includes the policies and practices entrenched in established institutions, which result in the exclusion or promotion of designated groups. It differs from overt discrimination in that no individual intent is necessary...

Examples: Jim Crow Laws/Redlining, USA
Apartheid, South Africa

Race Relations, Myths and Facts

INDIVIDUAL

- Identity and difference
- Individual advantage and disadvantage
- Explicit bias
- Implicit bias
- Stereotype threat
- Internalized oppression

INTERPERSONAL

- Reproductive discourse (“Discourse 1”)
- Microaggressions
- Racist interactions
- Transferred oppression

INSTITUTIONAL

- Biased policies and practices (e.g. in hiring, teaching, discipline, parent-family engagement)
- Disproportional (e.g. racialized) outcomes and experiences

STRUCTURAL

- Systems of advantage and disadvantage
- Opportunity structures
- Societal history of oppressive practices and policies

ELEMENTS OF SYSTEMIC RACISM



CURIOSITY

...the courage to face the question...and learn...

CURIOSITY IN RACIAL INQUIRY



BEGINS WITH PERSONAL READINESS

EXPRESSES AUTHENTIC INTEREST/LEARNING

ACKNOWLEDGES UNSPOKEN CONCERNS

RELEASES ATTACHMENT TO RESPONSES

OPENS (RACIAL) BELIEFS TO EXAMINATION



CURIOSITY

“Not everything that is faced
can be changed, but nothing can
be changed **until it is faced.**”

- James Baldwin



COMPASSION

...to suffer with...to seek to alleviate the suffering...

COMPASSION

“Nothing changes until the pain of remaining the same is perceived as greater than the pain of change.”

...being moved by the suffering of ourselves and others as well as seeking to alleviate and prevent it...

- ❖ EMPATHY AND REASON
- ❖ PATIENCE AND WISDOM
- ❖ KINDNESS AND PERSISTENCE
- ❖ WARMTH AND RESOLVE

CHAT

Compassion is not a relationship between the healer and the wounded. It's a relationship between equals. Only when we know our own darkness well can we be present with the darkness of others. Compassion becomes real when we recognize our shared humanity.

Pema Chödrön

COMPASSION IN RACIAL INQUIRY

A large, red, cylindrical button with a metallic base sits on a grey pedestal. The background is filled with intense, swirling flames in shades of yellow, orange, and red, creating a sense of danger and urgency.

REACT-RESPOND-REFLECT

What to do when triggered...

I may have pushed your button, but I did not install it!

REACTIVE-RESPONSIVE



REACTIVE

- IMPULSIVE ACTIONS
- GIVES POWER OVER
- IMMEDIATE RELEASE
- SELF-GRATIFYING
- REGRET/CONSEQUENCE
- SHADOW-ORIENTED
- LIMITATION → ANXIETY
- ESCALATION

RESPONSIVE

- DISARMING PAUSE
- GAINS POWER OVER
- PATIENT ENCOUNTER
- SELF-REGULATING
- REFLECTION/LEARNING
- SOLUTION-ORIENTED
- LIBERATION → AGENCY
- DE-ESCALATION

REFLECTIVE

MINDFULNESS

FROM UNCONSCIOUS

GREATER CONSCIOUSNESS



DELIBERATIVE

FOCUS ON MEANING

PRACTICE OF INTEGRATION



PRESENSE


SELF-AWARENESS/CORRECTION

ONGOING/CONTINUOUS



RACIAL INQUIRY

...exploring where you are...opening your heart to others...



QUALITIES OF EFFECTIVE RACIAL INQUIRY

EMPLOYS OPEN-ENDED QUESTIONS ... BEYOND “YES/NO”

EXPLORES THE SHARING OF **STORIES AND PERSPECTIVES**

PROMOTES CURIOSITY AND LEARNING

REQUIRES **EMPATHY, EMPTINESS AND OPENNESS**

CHALLENGES ASSUMPTIONS AND BELIEFS

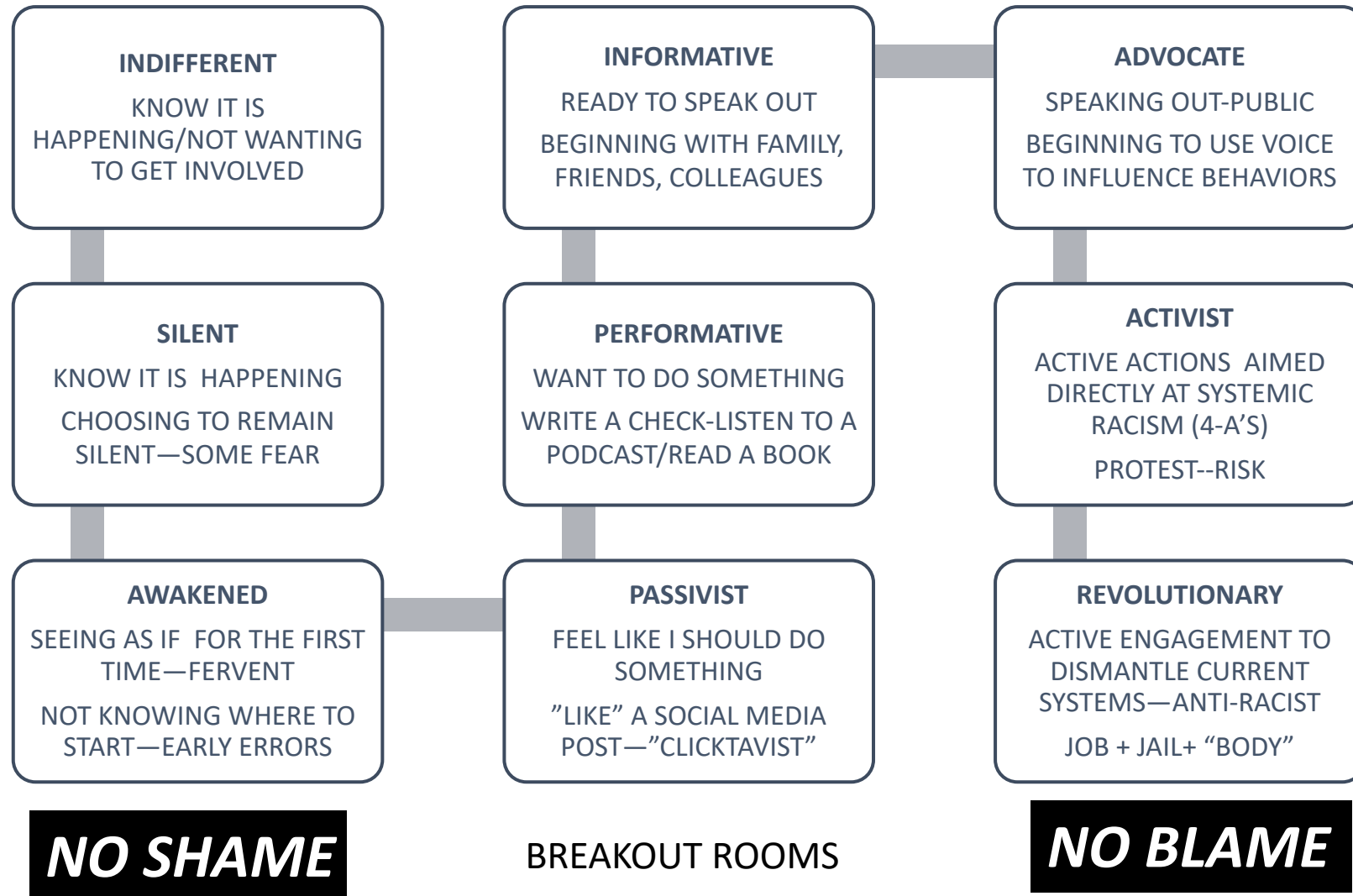
STRETCHES PRESENCE **BEYOND USUAL COMFORT**

INVITES ENGAGEMENT AND COMPASSION

CREATES OPPORTUNITY FOR **NEW INSIGHTS/PRACTICES**

RACIAL EQUITY JOURNEY—A CONTINUUM

WHERE AM I?



Racial Inquiry
*“Only a
crystal-clear
question yields
a transparent
answer.”*
Zen Proverb

POTENTIAL AREAS OF INQUIRY

- What is one life experience in terms of race that informs my current behavior?
- Please share a time when there was an issue related to race where I would now respond differently?
- What attitude and/or behavior impedes me from addressing and acting on racial equity?
- What do I most need to *let go* and/or *take on* to practice racial equity and antiracism more fully? (Beyond reading/podcasts, etc)
- In terms of racial identity, how do I identify and how did I come to identify myself in this way?

POLL

BREAKOUT ROOM

AGREEMENTS AND GUIDELINES

DESIGNATE A TIMEKEEPER

so everyone has an
equal and equitable
opportunity to speak

BE OKAY WITH THE SPEAKING ORDER...

Yes, it has meaning AND...

When speaking,
BE BRAVE
BE HONEST
BE BRIEF

When listening,
PRACTICE EMPATHY.
SEEK TO UNDERSTAND
the feelings of others

EMBRACE THE DISCOMFORT

as a natural part of the
process

Disagree
on ideas and behaviors
WITHOUT ATTACKING OR
INSULTING ANYONE

RECOGNIZE AND RESPECT
EACH OTHER'S
HUMANITY

**FOCUS ON THE
LEARNING**
see what you can
LET GO TO LET COME

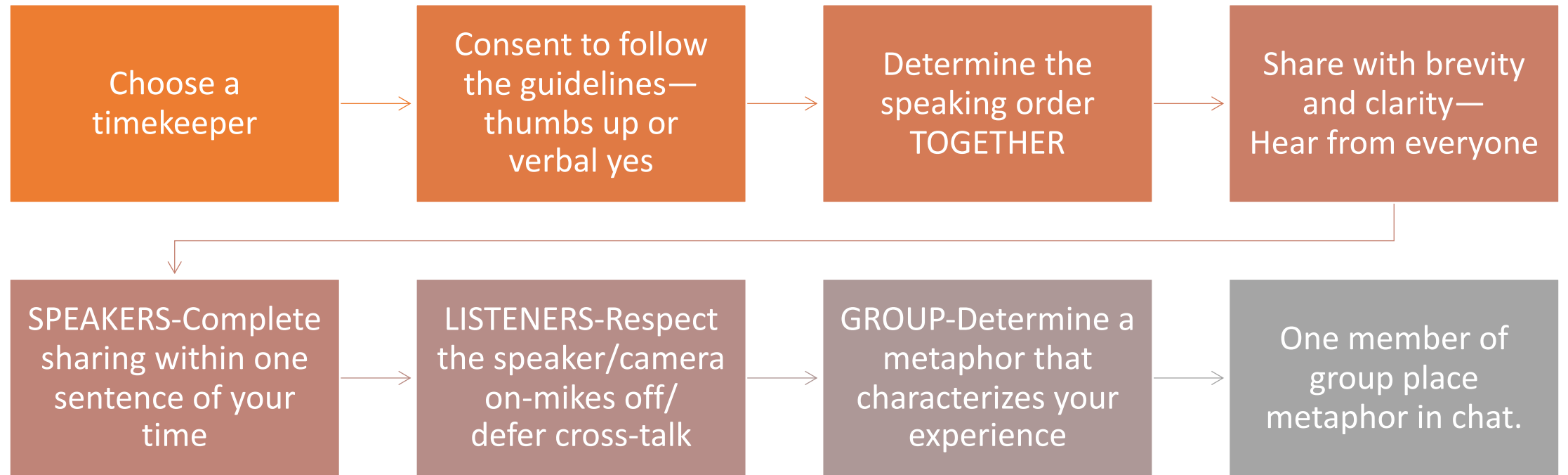
BE KIND, FOR EVERYONE YOU MEET IS FIGHTING A BATTLE YOU KNOW NOTHING ABOUT

PREPARING FOR RACIAL INQUIRY

*Take One
Minute to
Get Ready*



RACIAL EQUITY PROCESS





FINAL CHAT
ONE WORD...
ONE PHRASE ...

*CHARACTERIZING YOUR
LEARNING TODAY*

THANK YOU!