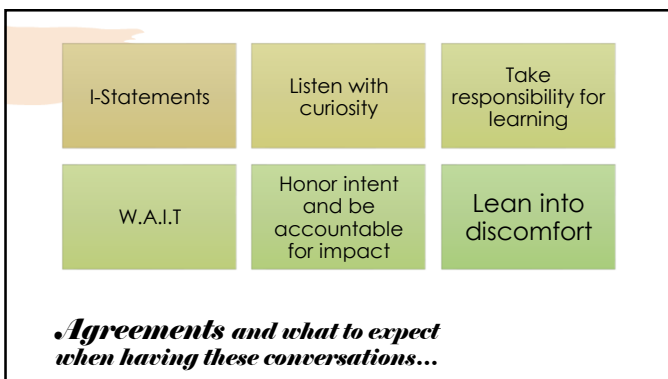




1



2



3

Expect non closure

Notice, and challenge your assumptions

Notice what surprises and confuses you, Use the confusion to serve your learning

Notice "either, or" mindset

Practice "both, and" mindset

You have permission to accept or reject anything in this training

Agreements and Learning Reminders

4

Definitions

- Equality – Equal in status, rights, and opportunities.
- Equity – About us getting what we need to survive and succeed: access to opportunities, resources and support.
- Implicit Bias – Unconscious Bias, we are not aware of it.
- Explicit Bias – Conscious Bias, we are aware and clear about what we are doing.
- Race – A social construct. Based on skin color and physical attributes, how we look

5

Equality vs Equity

EQUALITY
EQUITY

6

Racism

Dr. Camara Jones defines racism as:

- A system of structuring opportunity and assigning value based on the social interpretation of how one looks ("race")
- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
- Saps the strength of the whole society through the waste of human resources

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Levels of Racism

1. **Individual** - beliefs, words, attitudes and actions of individuals that support or perpetuate racism. This can be demonstrated in implicit and/or explicit bias.
- Internalized** - believing the stereotypes and bias, accepting them to be true.
2. **Institutional** - structures, policies, and practices that create advantages and benefits for White people and discrimination, disadvantage, and oppression for communities of color.
3. **Cultural** - the ways things are done is culture. Aspects of society that overtly and covertly attribute value and normality to White people and devalue, stereotype non-White people as "other", less, different or invisible.

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Anti-Black Racism

A two-part formation that both strips Blackness of value (dehumanizes), and systematically marginalizes Black people. This form of anti-Blackness is overt racism. Society also associates politically incorrect comments with the overt nature of anti-Black racism. Beneath this anti-Black racism is the covert structural and systemic racism which predetermines the socioeconomic status of Blacks in this country and is held in place by anti-Black policies, institutions, and ideologies.

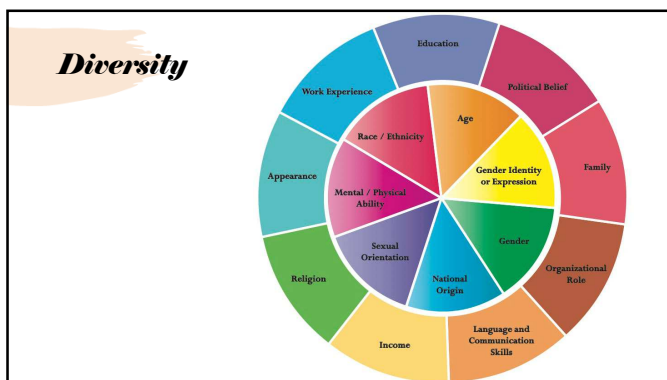
Anti-Blackness is also the disregard for anti-Black institutions and policies. This disregard is the product of class, race, and/or gender privilege certain individuals experience due to anti-Black institutions and policies.

Source: Council for the Democratizing Education

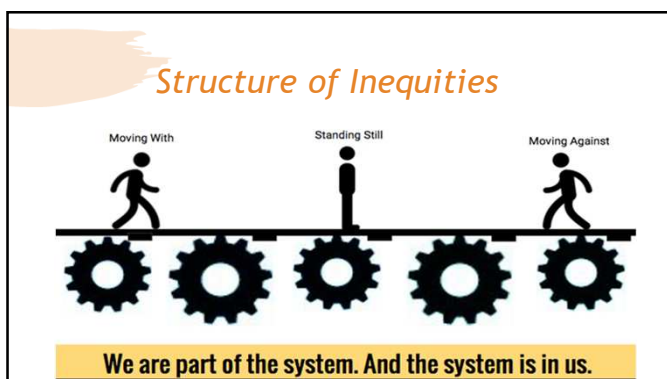
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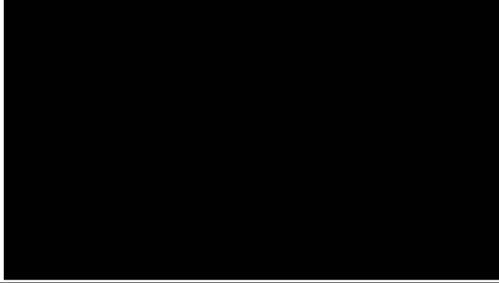


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Timeline: A brief history of white privilege, racism and oppression in America



13

SYSTEMIC RACISM



14

What Can We Do?



1

Learn

- Increase Awareness and Understanding

2

Teach

- Teach empathy and compassion (See and Hear each other, treat everyone with respect, include everyone)

3

Acknowledge

- Acknowledge the deep roots of oppression in the US and its lasting impacts (systemic and institutional) so that we can help dismantle it

4

Assess

- Assess current institutional practices to determine if oppressive practices exist and identify ways to eliminate unfair, biased policies and practices.

15

Interrupting oppression on the individual level

- Don't let offensive behavior go by.
- See the incident as a teaching opportunity.
- No shame, no blame.
- Maintain a positive and non-judgmental tone.
- Use strategies to reduce defensiveness.
- Listen actively.
- Be firm in asserting that people must treat each other with respect.

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10 Things we CAN do when Bias incidents occur

Handout



17

Interrupting Bias

- Conversation Starters handout
- Role Play



18

Culturally Responsive Practices

- Get to know residents in your area
- Be open to different types of families
- Work to develop positive relationships with all
- Be thoughtful about communication
- Show mutual respect for diversity
- Create community connections
- Counter Oppression

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Be the Change you wish to see

Self care handout

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