

SLIDE 1:

Challenging Injustice & Constructing Co-Existence

Maryland Rehabilitation Conference

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Friendship Place.

DC Peace Team. Lighting up human dignity.

SLIDE 2:

Objectives

More theoretical

1. Gain a deeper understanding of systemic racism and intergenerational trauma.
2. Learn about historical events, ideologies, and social structures, and their impacts on today's beliefs, bias, prejudice, perception of race, and systems of inequity.
3. Reflect on our own bias, identity, power, privilege, and prejudice.
4. Develop nonviolent strategies for challenging systemic oppression in day-to-day interactions.

More practical

SLIDE 3:

Suggested Group Norms

- Step up, step back: Be mindful of your talk time, power, and privilege.
- Follow the Golden Rule: Treat others how you want to be treated.
- Welcome diversity: Embrace multiple perspectives and use I statements.
- Focus on the behavior & not the person: Our goal is learning & accountability, not discipline.
- Support the process: This includes sticking to the topic and giving yourself time to process.
- Be present: Your attention is a gift to yourself and others.

- Be humble: Give yourself space to learn, share and grow.
- Take care of yourself.

SLIDE 4:

Breakout: Introductions

- Name
- Location
- Why are racial equity conversations stuck?
- What you hope to learn today

SLIDE 5:

Working Definitions

Racism:

Prejudice, discrimination, or antagonism directed against a person or people on the basis of their membership to a particular racial or ethnic group, typically one that is a minority or marginalized and the power to exert said prejudice, discrimination, or antagonism.

Systemic Racism:

Systems and structures that have procedures or processes that disadvantages people based on their race. The ways in which the operation of institutions produce racialized outcomes.

SLIDE 6:

Racial Disparities in the U.S

Homeownership rate, by race. Q1 2020.

- White: 7.7%
- Other: 56%
- Hispanic: 48.9%
- Black: 44%.

Incarceration. 2017.

- Black: 475,900

- White: 436,500
- Hispanic: 336,500

US Population. 2017

- Black: 13%
- White: 61%
- Hispanic: 18%

SLIDE 7:

Historical Events, Ideologies, and Social Structures

- Slavery
- Segregationist ideas (nature)
- Assimilationist ideas (Nurture)

2 tweets on Assimilationist ideas and anti-racist ideas by Ibram X. Kendi.

The Harro Cycle of Socialization.

Source: [The Cycle of Socialization](#), Bobbie Harro Readings for Diversity and Social Justice, Routledge 2000.

SLIDE 8:

Breakout: Reflection

Quote for reflection:

“I think it’s important for us to understand that the phrase ‘Black Lives Matter’ simply refers to the notion that there’s a specific vulnerability for African-Americans that needs to be addressed. It’s not meant to suggest that other lives don’t matter. It’s to suggest that other folks aren’t experiencing this particular vulnerability.” — Barack Obama

- How does this quote resonate with you?
- When you think about the impact of systemic racism on intergenerational trauma, what comes to mind?

SLIDE 9:

Challenging Systemic Racism

- An antiracist is one who supports antiracist policies and systems through their current actions or expresses antiracist ideas.
- An antiracist idea is any idea that suggests the racial groups are equals in all their apparent differences.

Ibrahim X Kendi, How To Be an Antiracist

SLIDE 10:

Breakout 4: Brainstorming

Oftentimes, there are perceived or real structural barriers in place in our community to prevent antiracist work.

- What are the barriers to change within your community?
- What steps have you taken so far to address structural racism?
- Identify practical steps we can take collectively to end systemic racism.
- Identify a nonviolent action you will take to advance racial equality.

SLIDE 11:

“Color Blindness”

“Well, I’m color blind. People are just people. I don’t see color.”
Is color blindness a problem? Why?

SLIDE 12:

Becoming Antiracist

Exploring Systemic Racism

[Becoming Antiracist chart](#)

SLIDE 13:

Exploring Allyship

Working Definition

Allyship is an active and consistent practice of unlearning and re-evaluating, in which a person holding systemic power and privilege seeks to end oppression in solidarity with a group of people who are marginalized.

SLIDE 14:

Ally, Accomplice, & White Savior Complex

Exploring Allyship

Venn Diagram with three circles: Ally. Accomplice. White Savior Complex.

Simply, ally work focuses on individuals, and accomplice work focuses on the structures of decision-making agency.

Dr. Colleen Clemens, Ally or Accomplice? The Language of Activism

SLIDE 15:

Tips for Becoming an Ally/Accomplice

- Be open to learn and to make mistakes.
- Practice developing empathy for others.
- Listen to marginalized communities.
- Use your privilege to amplify the missing and marginalized voices.
- Speak up. Do not speak over.
- Recognize that everyone, including your loved ones, holds biases.
- Get comfortable with being uncomfortable.

Someone holding a sign that says: I understand that I will never understand, but I stand with you.

SLIDE 16:

Action Groups

Imagine that your group is hired to lead an event to promote multicultural sensitivity to an already diverse community where they

are planning on opening a new women's shelter for the unhoused. There are certain privileged community members that are concerned the shelter will invite the wrong types of individuals/issues to their neighborhood.

You walk in and find that all the attendees have grouped themselves by race. What might you do to optimize the interaction among them during the next few hours and encourage multicultural co-existence?

Try to be as creative as possible. Assume that time and money are not limitations. You have full cooperation and funding from DCPT & Friendship Place. The local news is covering the event as a potential program for other communities to follow.

SLIDE 17:

Discussion Groups

1. How does white supremacy and anti-blackness come up in your school/work/community? Where is this showing up in YOUR world and what can you do different?
2. Racial justice often works to deconstruct the system of harm. Transformative justice works to re-create a new system. In what ways can we de-construct and re-construct communities to make them more racially just?

SLIDE 18:

Peace Be With You!

Friendship Place

@DCPeaceTeam on Twitter, Facebook & Instagram