

# A Community Conversation: Developing a Better Understanding About Race

Facilitated by Dr. Rodney D. Smith &  
Stephenie K. Smith, MSW

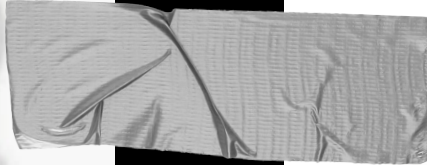


# Who Are We!

Change Agents + Community  
Mobilizers + **DIVERSITY, EQUITY,  
BELONGING & INCLUSION  
PRACTITIONERS** + Business  
Consultants + Scholars

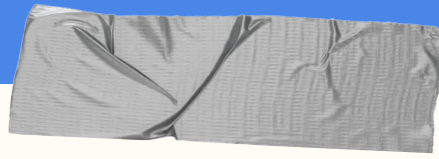


**YOU  
ARE  
SAFE  
HERE**



**BRAVE  
SPACE**





Being angry is uncomfortable.  
Unpacking your privilege and  
doing the work is  
uncomfortable.  
Talking about race is  
uncomfortable.  
Being uncomfortable is not  
the same as being in danger.

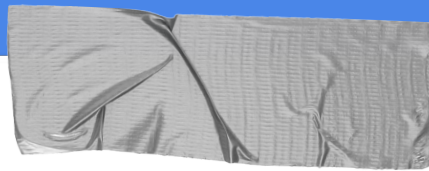
# Fishbowl Questions

What are you seeing and experiencing? How is it impacting you and those you love?

What do you want to hear or see happen at Pembroke? What needs to be heard?

What can Pembroke do to create a better sense of belonging for students/alumni/faculty/staff?



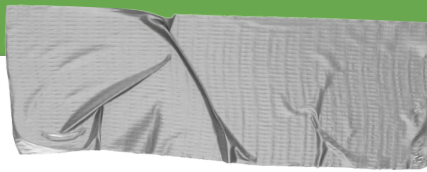


# **BIPOC Community**

**If you notice you're feeling  
heavier, exhausted &  
increasingly hypervigilant, your  
body is coping with traumatic  
news the best way it can.**

**Our bodies feel grief & are  
repeatedly reminded of how  
unsafe this world is for us.**

**Please be gentle with yourself!**



**Remember...**

**There is  
nothing  
wrong with  
you!**



# Who is the conversation for?

## And about?



### Tip

Think about your role in moving toward positive change.

This work requires reflection and introspection.



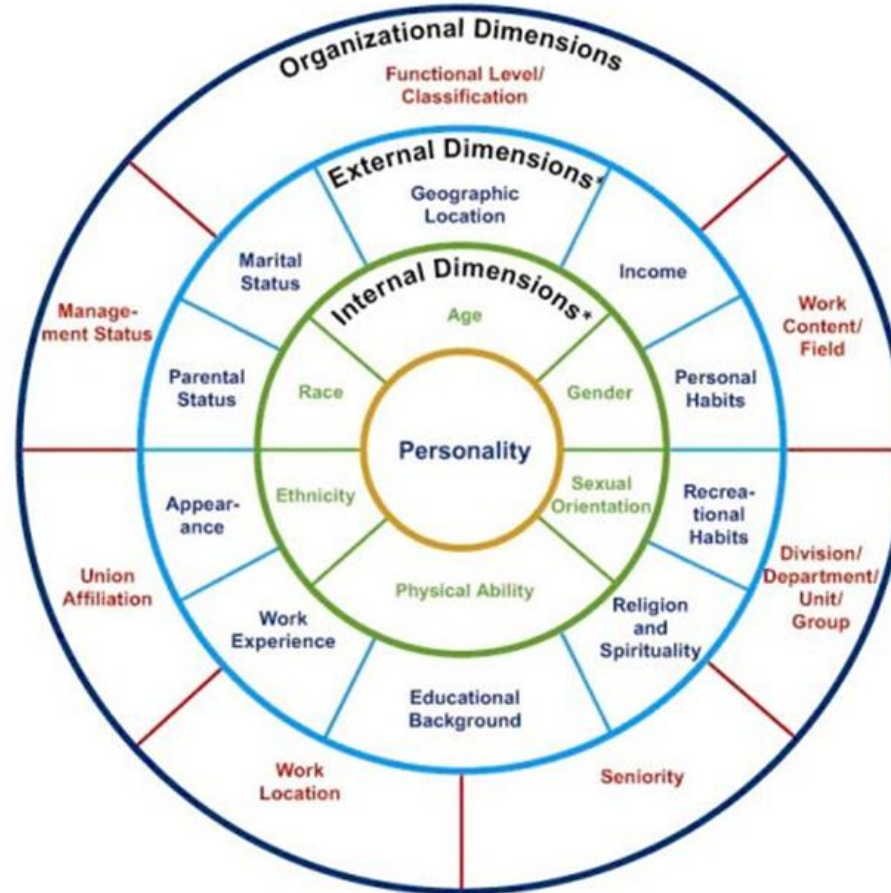




**You can't change  
what's going on  
around you until  
you start changing  
what's going on  
within you.**

[SIMPLEREMINDERS.COM](http://SIMPLEREMINDERS.COM)

# Dimensions of Diversity



[Gardenswartz & Rowe,](#)  
[Diverse Teams at Work](#)  
(2nd Edition, SHRM, 2003)

# Guiding Principles of Equity

With, Not For!

Get proximate to the problem!

Attempt to change the narrative!

Be open to new information!

Be willing to be uncomfortable!

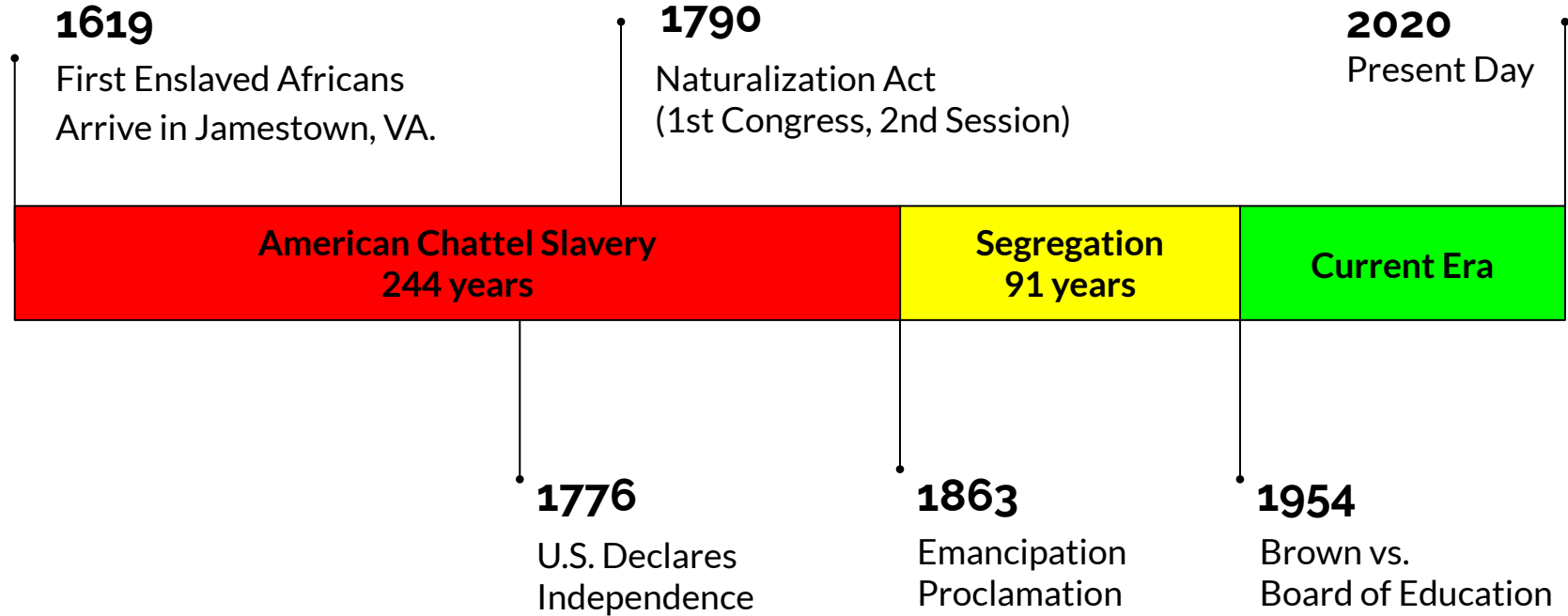
Commit! Engage! Trust the Process!

No Quick Fix!

Maintain Hope in the face of brutal facts!



# U.S. History

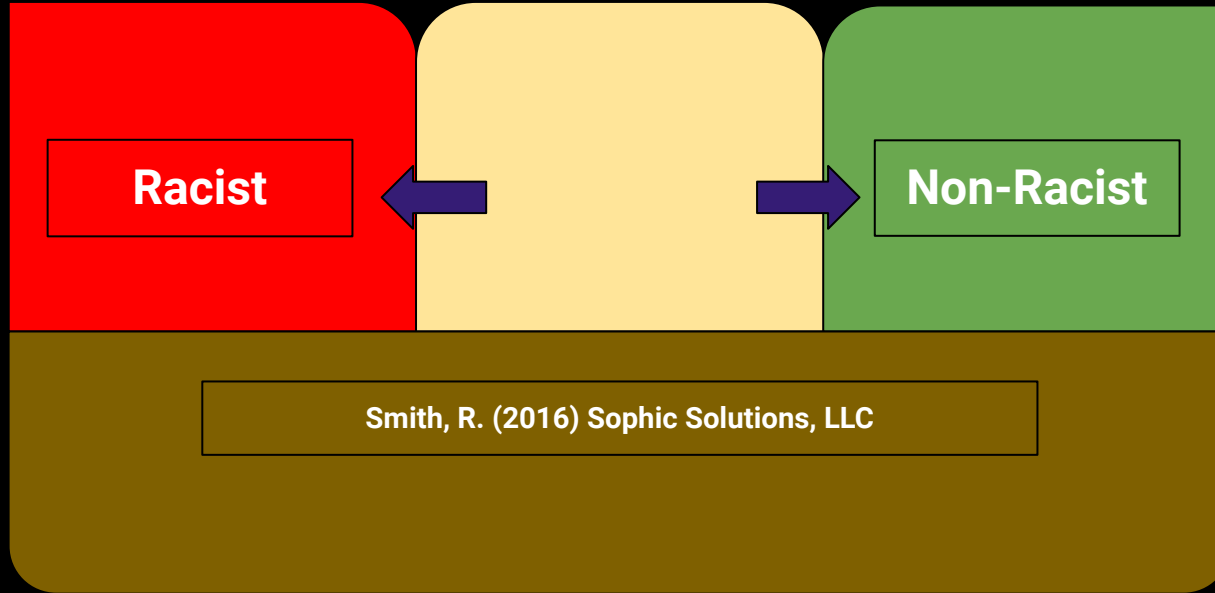


# Racism Defined

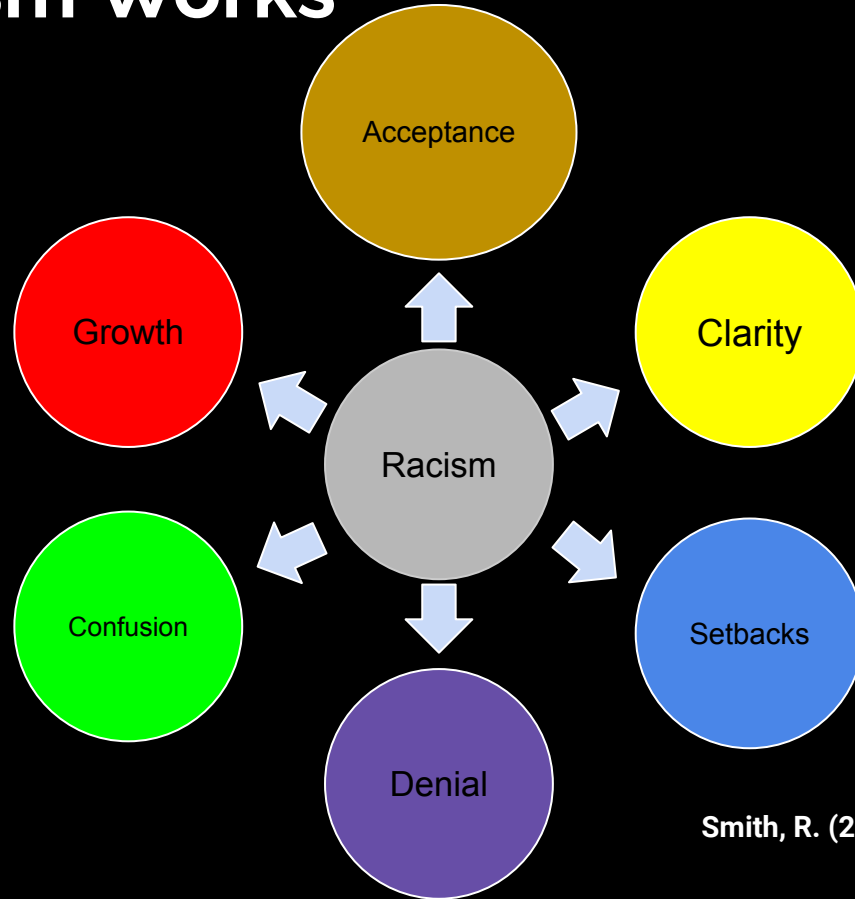
$$\begin{array}{c} \text{Race Prejudice} \\ + \\ \text{[misuse of] systemic/institutional power} \\ = \\ \text{RACISM} \end{array}$$

(Racial Equity Institute, [www.racialequityinstitute.com](http://www.racialequityinstitute.com))

# How Racism is Viewed



# How Racism Works



Smith, R. (2016) Sophic Solutions, LLC





# Anti-Racism

Anti-racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.

Source: [www.aclrc.com](http://www.aclrc.com)



## Tip

Know the difference between non-racist and anti-racist.



[www.SurgeryRedesign.com](http://www.SurgeryRedesign.com)

# ANTI-RACIST bingo 2

## ACCOUNTABILITY EDITION

ALYSE RIVANI @ALYSERIVANI

DONATE TO ANTI-WHITE SUPREMACY EFFORTS	educate yourself on history	SUPPORT BAIL-OUT EFFORTS	talk about racism with family & friends	DECOLONIZE YOUR BOOKSHELF
examine your own privilege & racism	READ BOOKS BY BLACK AUTHORS	hold your people accountable	SUPPORT BLACK BUSINESSES	speak up
PAY FOR THE LABOR OF BIPOC	follow+learn BIPOC on social media (BE RESPECTFUL)	UNDERSTAND IT'S AN ONGOING PRACTICE THAT REQUIRES ACTION <small>NOTE: This bingo is for you to use to hold yourself accountable, and maybe know white or non-black friends with who you can relate with other accountable. This is NOT to be used performatively, ie to "prove" you aren't racist (cause we are).</small>	center BIPOC	CALL OR WRITE TO LEGISLATORS
share BIPOC work on your platforms	JOIN AN ANTI-RACIST WORKING GROUP	give \$\$\$ to therapy funds for BIPOC	PARTICIPATE IN REPARATIONS	watch movies & docs to learn
ATTEND PROTESTS	listen to experiences of BIPOC	CONFRONT RACIST BEHAVIOR/ LANGUAGE	give up money, time, & power	CONTRIBUTE TO LOCAL ORGS

### SOURCES & INSPO:

@rachel.cargle  
corinne.shutack on medium  
bclanna  
blyanna  
lyallyhenry  
@sarahsophie  
+@dj.diabetic  
@ibramxk



# **get comfortable saying:**

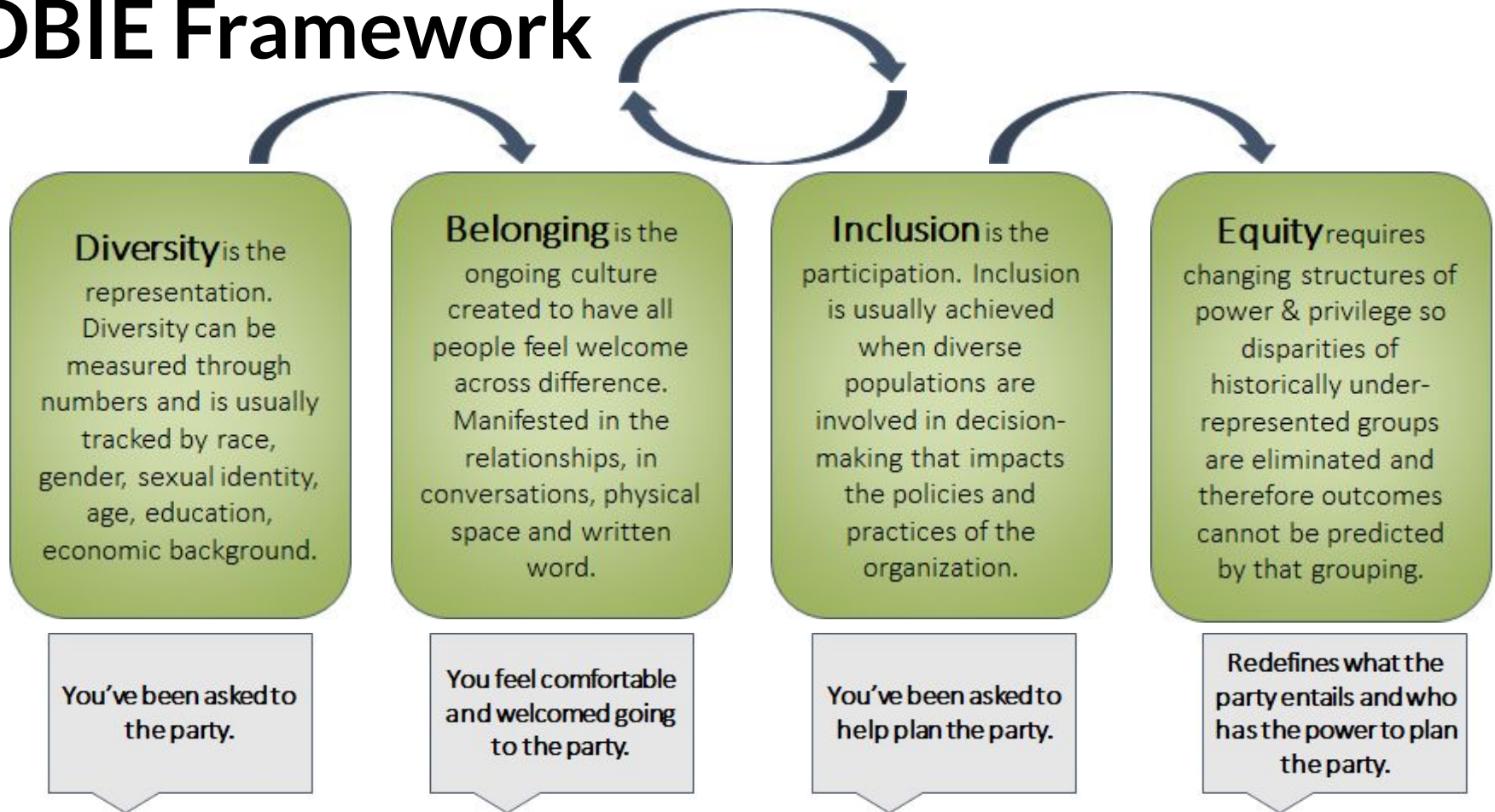
- 1. thanks for correcting me. i didn't realize that.**
- 2. i hadn't thought of it like that. i understand now.**
- 3. i was wrong about that, and i've changed my mind.**
- 4. i should do some more research before i argue this point.**

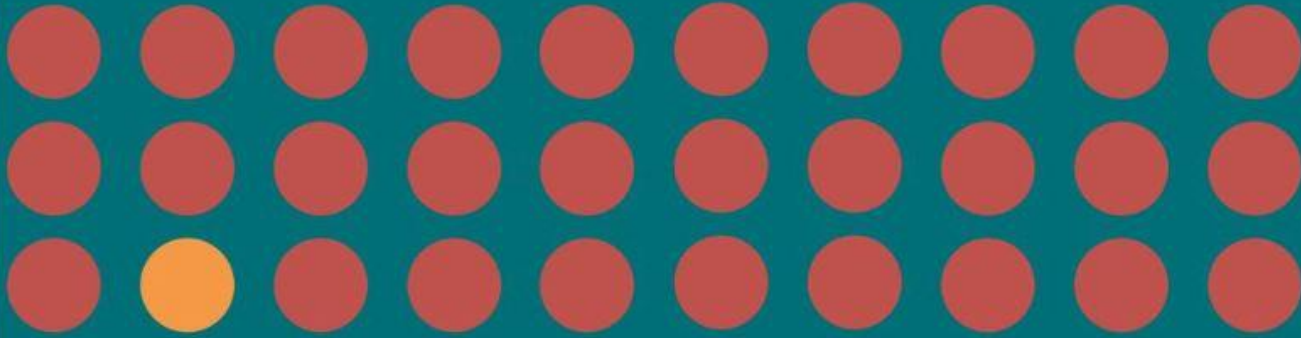
**there's no shame in being wrong,  
only refusing to learn.**

<u>Actor</u>	<u>Ally</u>	<u>Accomplice</u>
<p>Actor can recognize inequity; does not “participate” but does not disrupt the status quo.</p>	<p>An ally is a verb, an action. One needs to act as an ally. Can not bestow this title to themselves.</p>	<p>The action of an accomplice is meant to directly challenge institutional inequity; by blocking or impeding inequitable people, policies, and/ or structures.</p>
	<p>An ally has a greater likelihood to challenge institutionalized inequity. To disrupt and educate.</p> <p>Allies work to learn and grow self.</p>	<p>Accomplices recognize that freedom and equity are bound together for all. Retreat and withdrawal in the face of oppressive structures are not an option.</p> <p>Accomplices are not driven by personal guilt or shame.</p>

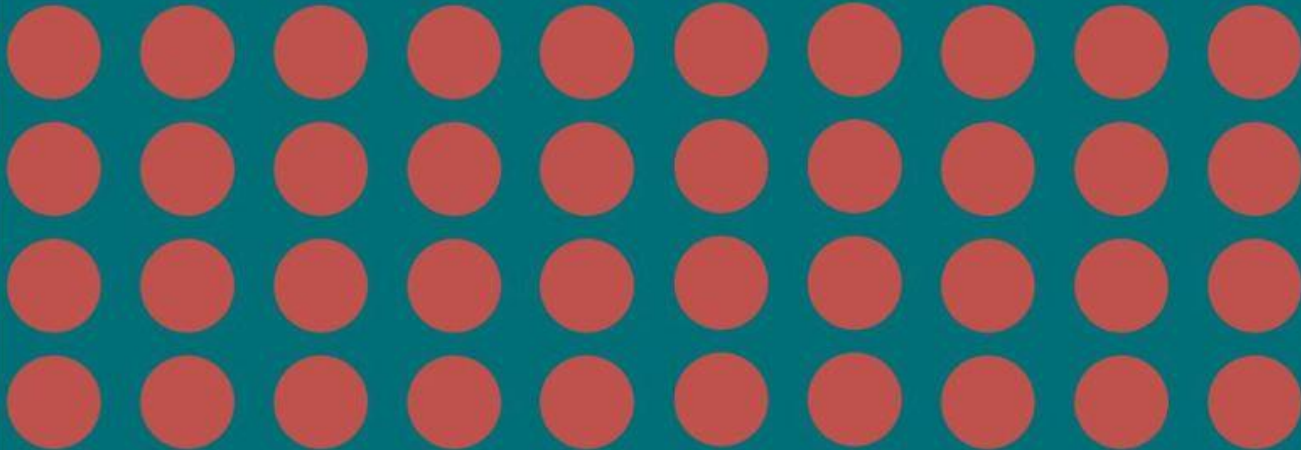


# DBIE Framework

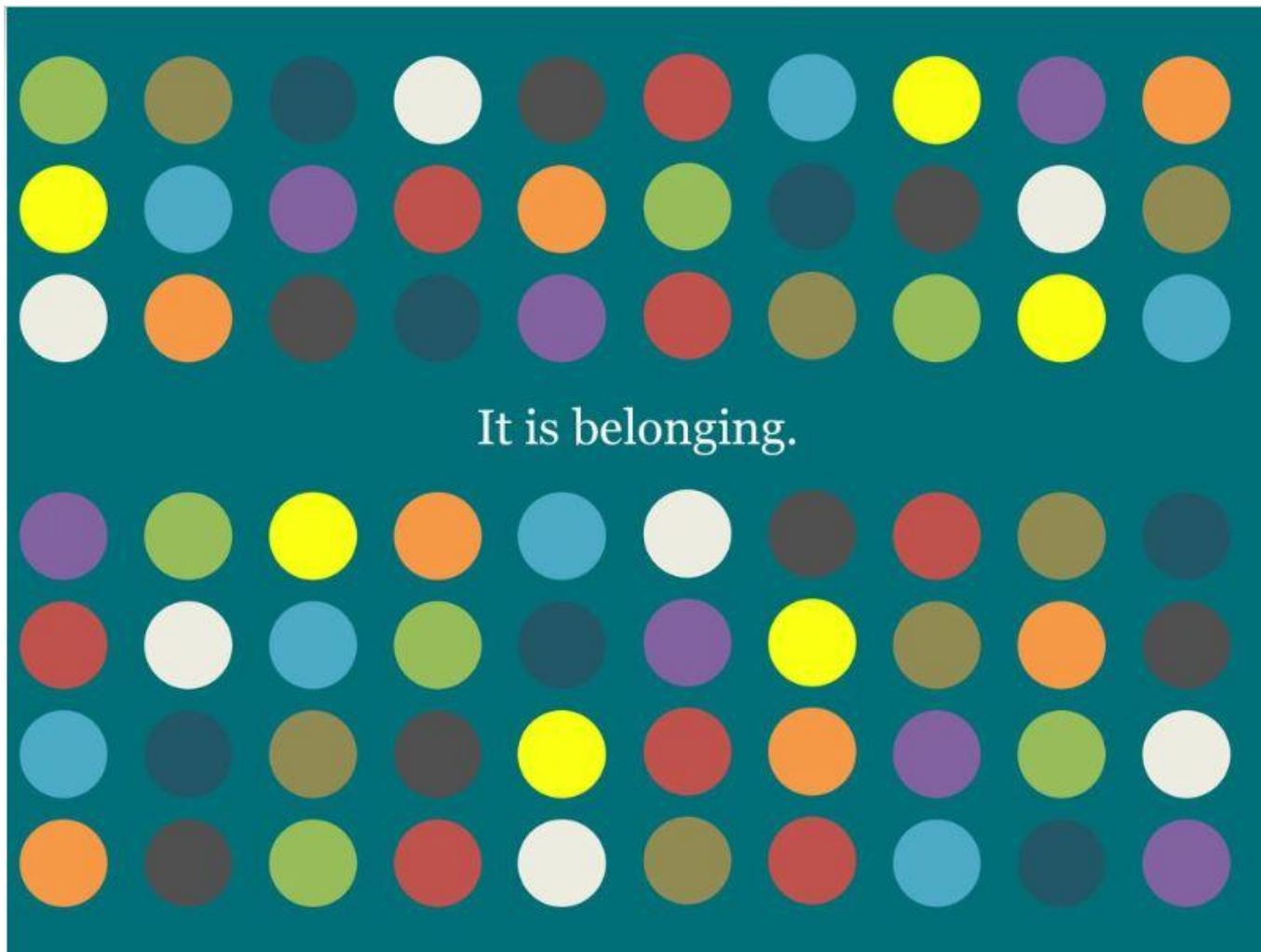




The opposite of Othering is not “saming.”



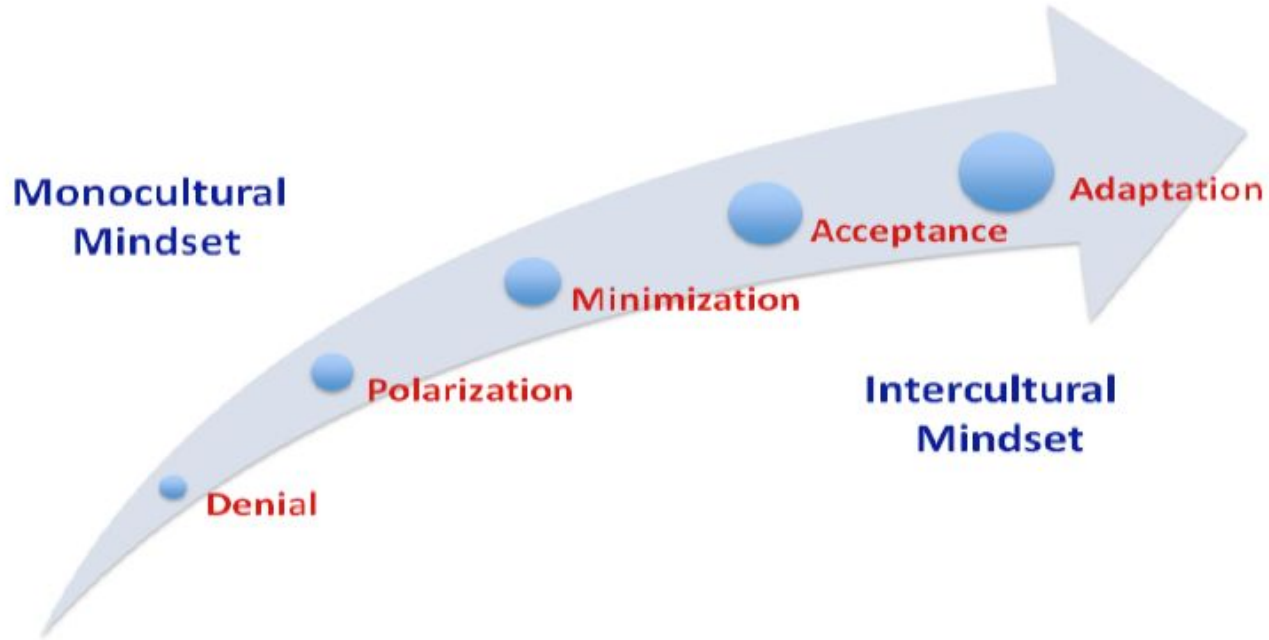




It is belonging.

# Where Do You Fall?

## Intercultural Development Continuum



# Diversity, Equity, Inclusion & Justice

**DIVERSITY** asks, 'Who's in the room?'

**EQUITY** responds, 'Who is trying to get in the room but can't? Whose presence in the room is under constant threat of erasure?'

**INCLUSION** asks, 'Has everyone's ideas been heard?'

**JUSTICE** responds, 'Whose ideas won't be taken as seriously because they aren't in the majority?'

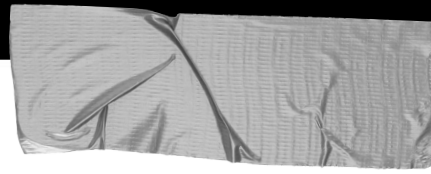
**DIVERSITY** asks, 'How many more of [pick any minoritized identity] groups do we have this year than last?'

**EQUITY** responds. 'What conditions have we created that maintain certain groups as the perpetual majority here?'

**INCLUSION** asks, 'Is this environment safe for everyone to feel like they belong?'

**JUSTICE** challenges, 'Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?'

-Dafina-Lazarus Stewart



## **Mercy Vs. Justice**

Evaluate if you are more attracted to  
“mercy”(ephemeral acts of kindness)

or

“justice” (changing the systems that  
creates injustice).

## **Just Mercy**



# What ideals/beliefs fuel racism?





# **White Supremacy**

Promotes the idea  
that whiteness is  
the ideal of  
humanity.

(DiAngelo, R. 2018)

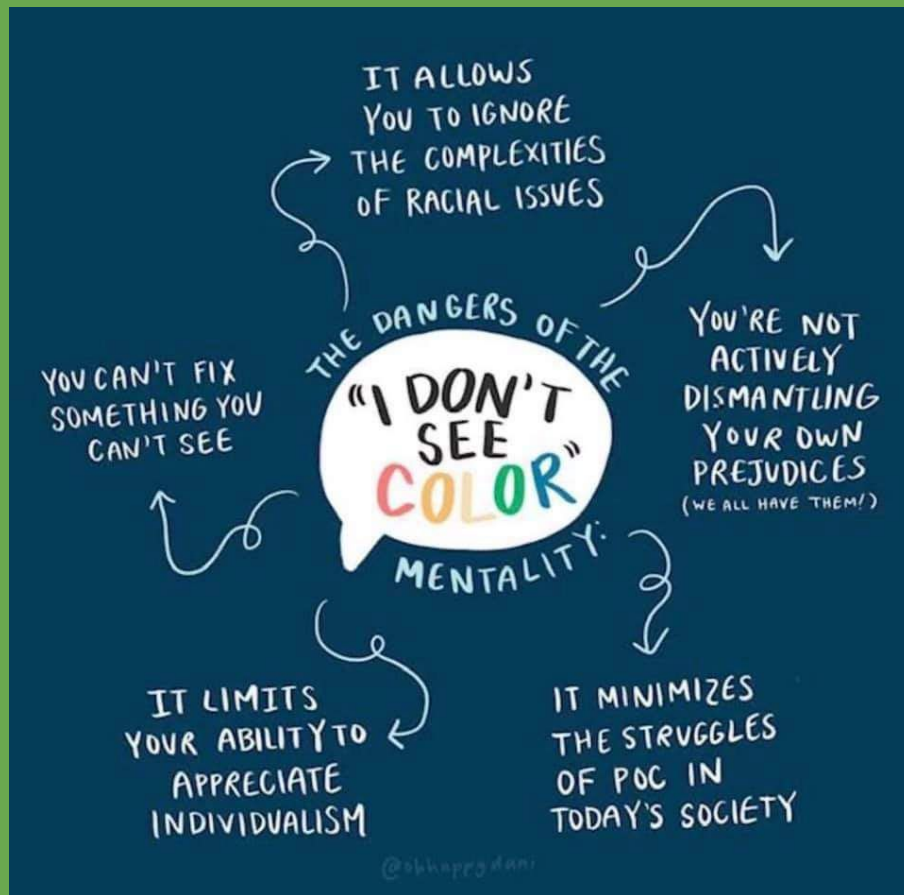


## OVERT WHITE SUPREMACY (Socially Unacceptable)

**Source Information:**  
Original Image: Safehouse Progressive  
Alliance for Nonviolence (2005)  
Adapted by Ellen Tuzzolo (2016)

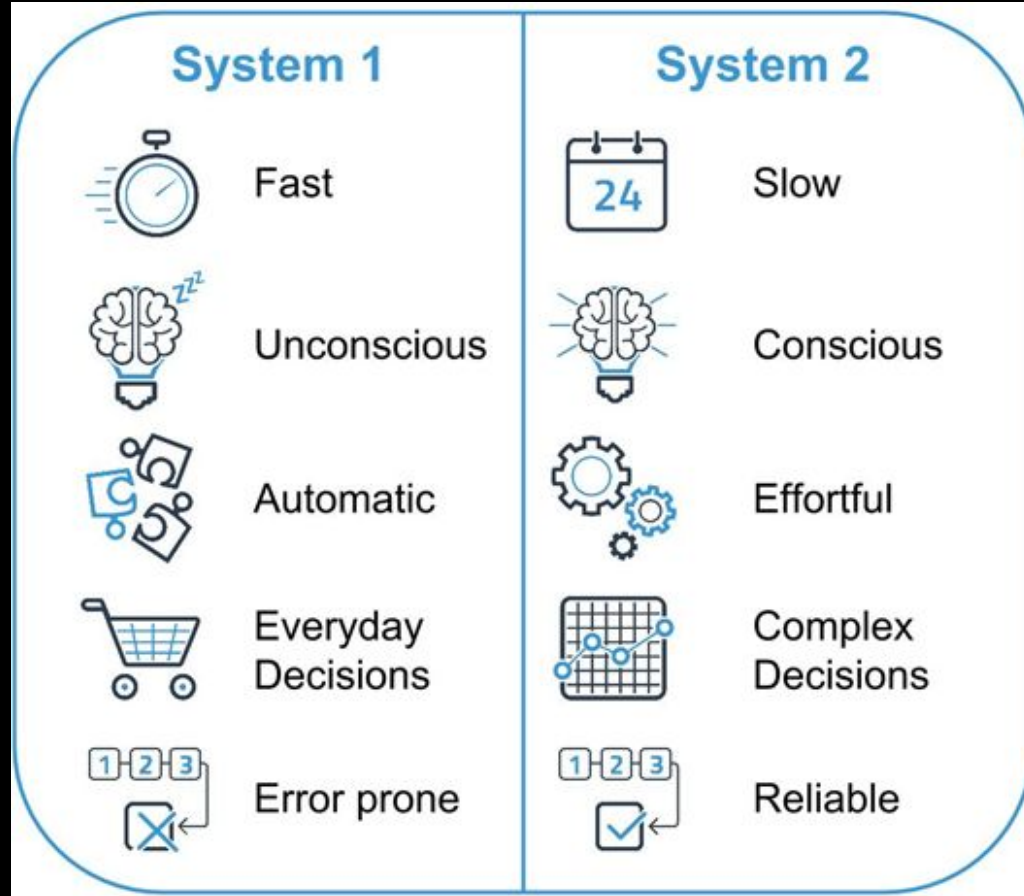






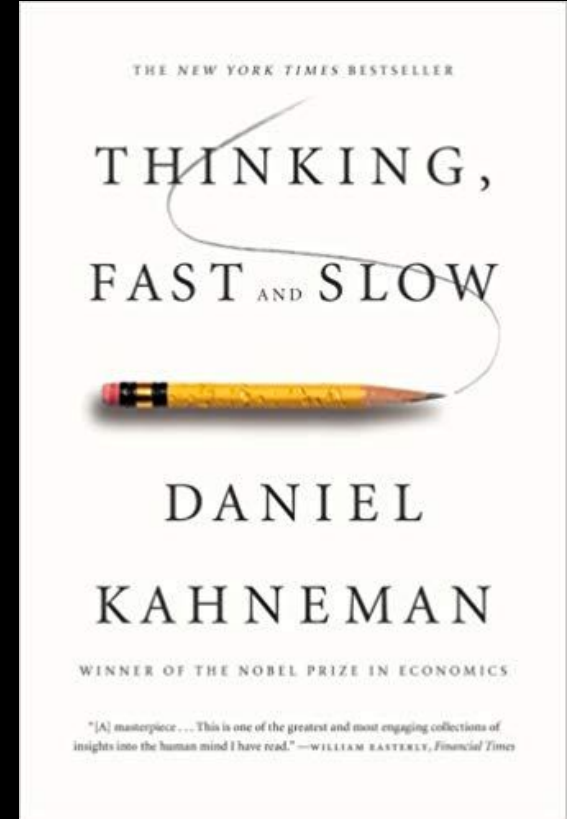


# System 1 Vs. System 2 Thinking



# Kahneman's Advice:

1. Be aware of Cognitive Bias
2. Use frameworks & theories
3. Consider Multiple Perspectives
4. Ask Questions!
5. Use probabilities & statistics
6. Make incremental decisions



# Paradigm Shift



**Cultural  
Competency**

**Vs**



**Cultural  
Humility**

# A Historical Perspective

# Social Security Act of 1935

**MORE SECURITY FOR  
THE AMERICAN FAMILY**



FOR INFORMATION WRITE OR CALL AT THE NEAREST FIELD OFFICE OF THE  
**SOCIAL SECURITY BOARD**





# The Servicemen Readjustment Act of 1944

## THE G.I. BILL



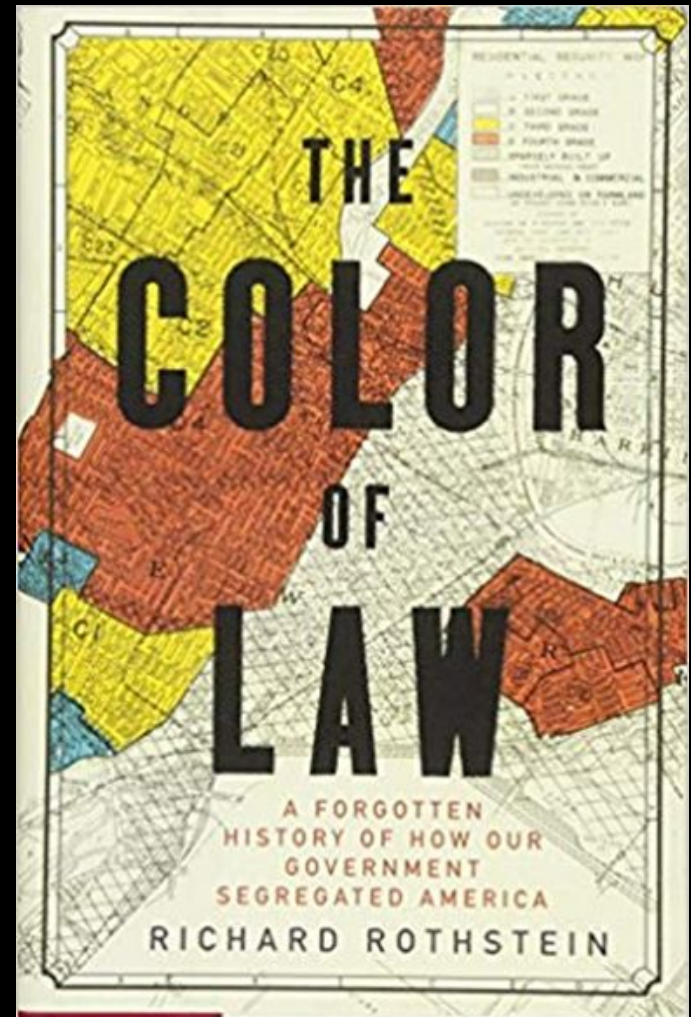
President Franklin Roosevelt signs the GI Bill in 1944

*VA Mortgages paid for nearly 5 million new homes, by making homes affordable with low interest rates and 30 year loans.*

*Between 1945 and 1954, the U.S. added 13 million new homes to its housing stock*

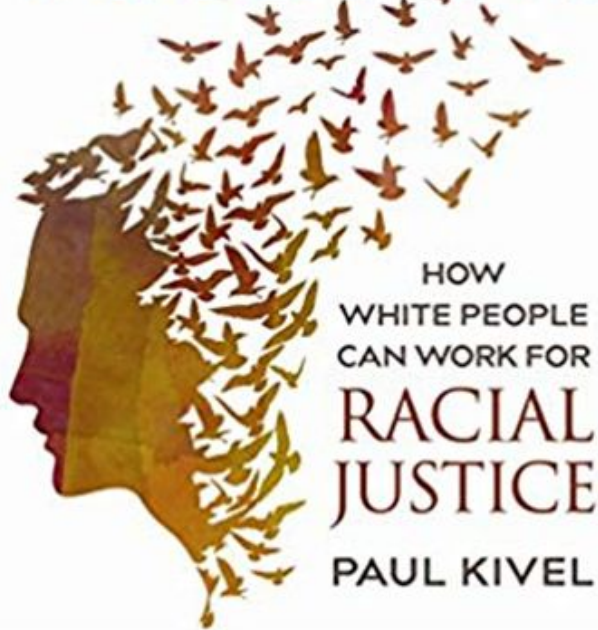


“the Federal Housing Administration (FHA) and Veterans Administration (VA) not only refused to insure mortgages for African Americans in designated [W]hite neighborhoods...they also did not insure mortgages for [W]hites in neighborhoods where African Americans were present.”  
(pg. 13, Rothstein, 2017)



4<sup>TH</sup> REVISED & UPDATED EDITION

# UPROOTING RACISM



HOW  
WHITE PEOPLE  
CAN WORK FOR  
RACIAL  
JUSTICE  
PAUL KIVEL

“Between 1934 and 1962, FHA and VA loans financed more than \$120 billion in new housing real estate...less than 2% went to families of color.” (pg. 36, Kivel, 2011)

“City officials drew a boundary right down the middle of the city along its longest north-south thoroughfare, Troost Avenue. Let the east side go black, it was decided. We’ll hold the line here. Still today, nearly every zip code, every census tract, every voting ward—and, for a long time, every school district—all split right along Troost.” (Pg. 79, Griffin, 2015)

G. S. GRIFFIN

# RACISM IN KANSAS CITY

A SHORT HISTORY

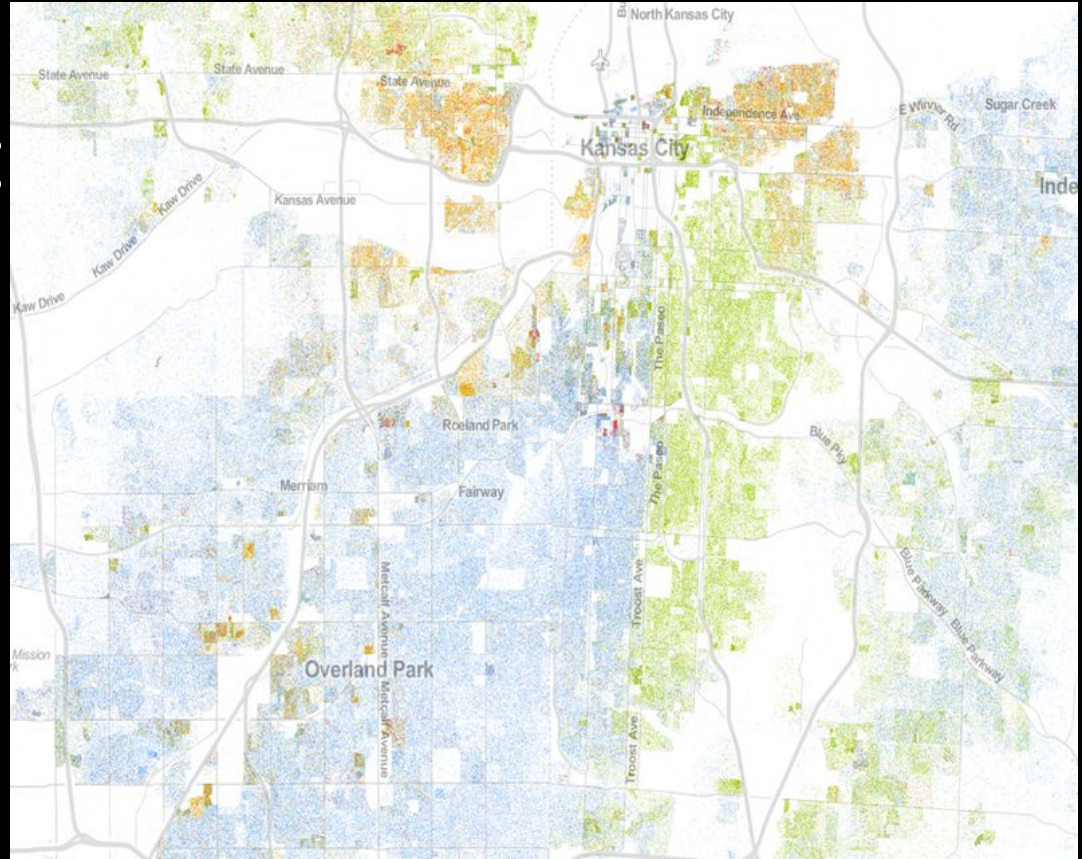


FOREWORD BY ALVIN BROOKS



# Kansas City: One of America's Most Segregated City

24/7 Wall Street.com  
Aug. 19, 2015



# America

74%

Low to Moderate Income

64%

Families of Color

(The National Community Reinvestment Coalition, 2018)

# Kansas City

95%

Low to Moderate Income

72%

Families of Color

(The National Community Reinvestment Coalition, 2018)



# 2019 Federal Poverty Guidelines

2019 POVERTY GUIDELINES FOR THE 48 CONTIGUOUS STATES AND THE DISTRICT OF COLUMBIA	
PERSONS IN FAMILY/HOUSEHOLD	POVERTY GUIDELINE
For families/households with more than 8 persons, add \$4,420 for each additional person.	
1	\$12,490
2	\$16,910
3	\$21,330
4	\$25,750
5	\$30,170
6	\$34,590
7	\$39,010
8	\$43,430

# Poverty, Race/Ethnicity & Geography

Race/Ethnicity	Population	# of Poor People	Poverty Rate	# States w/ Concentrated Poverty
White	192 million	14 million	7%	0
Asian	18 million	1.7 million	9%	N/A
<u>Latinx</u>	58 million	9 million	15%	12
Native American	2 million	446K	22%	N/A
African American	38 million	7.8 million	20%	26

- Concentrated Poverty is defined as a clustering of residential communities with incomes below the people threshold.
- A census tract with 20% poor residents = high concentration of poverty; 40% = very high concentration.
- Virtually the only locations with higher concentrations of poverty are public housing projects, which sometimes approach 100% poor residents.

**What does Cultural Humility look like  
in the workplace?**

**Think about a time a well-intentioned  
plan created inequity.**



# Table Talk

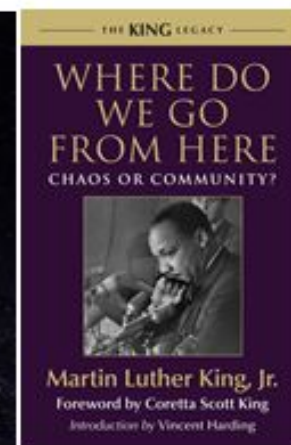
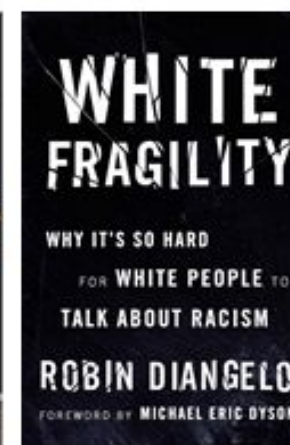
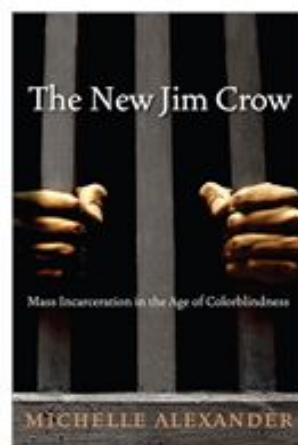
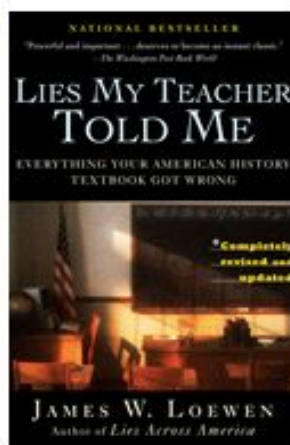
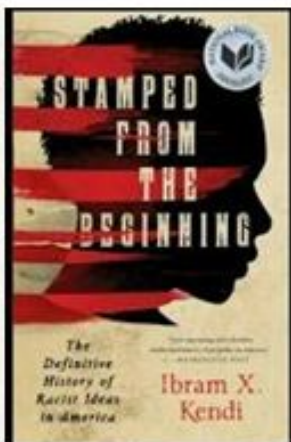
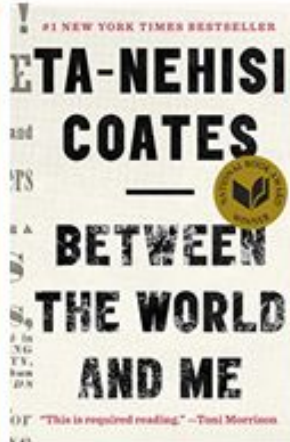
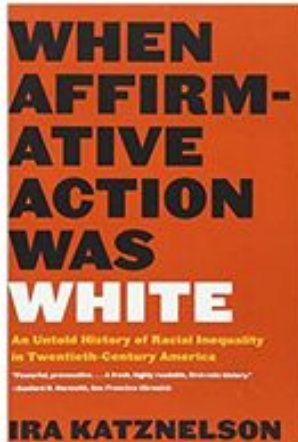
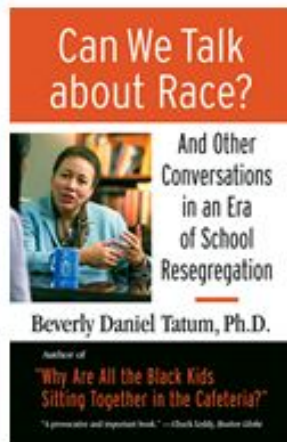
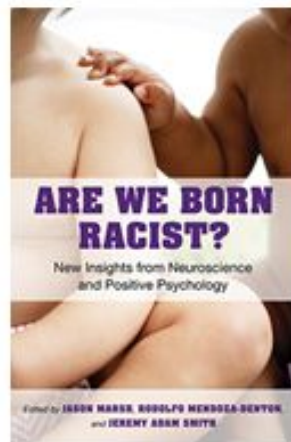
Start	Stop
Continue	Consider

**What are the racial/identity implications of every decision you make?**

**What do people have to give up to be around you?**

**Examine the 4 P's of Operationalizing Equity (Pedagogy, Policies, Practice, People).**





# Questions?



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