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

[Image of two people smiling]
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.
Dimensions of Diversity

Gardenswartz & Rowe, Diverse Teams at Work
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

1619
First Enslaved Africans Arrive in Jamestown, VA.

1776
U.S. Declares Independence

1790
Naturalization Act (1st Congress, 2nd Session)

1863
Emancipation Proclamation

1954
Brown vs. Board of Education

American Chattel Slavery 244 years

Segregation 91 years

Current Era

2020 Present Day
Racism Defined

Race Prejudice
+
[misuse of] systemic/institutional power
=
RACISM

(Racial Equity Institute, www.racialequityinstitute.com)
How Racism is Viewed

Racist

Non-Racist

Smith, R. (2016) Sophic Solutions, LLC
How Racism Works

Confusion
Growth
Denial
Acceptance
Clarity
Setbacks

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

Tip

Know the difference between non-racist and anti-racist.
Becoming Anti-Racist

Fear Zone
- I identify how I may unknowingly benefit from Racism.
- I recognize racism is a present & current problem.
- I deny racism is a problem.
- I avoid hard questions.
- I talk to others who look & think like me.
- I listen to others who think & look differently than me.
- I surround myself with others who think & look differently than me.
- I strive to be comfortable.

Learning Zone
- I seek out questions that make me uncomfortable.
- I understand my own privilege in ignoring racism.
- I am vulnerable about my own biases & knowledge gaps.
- I yield positions of power to those otherwise marginalized.
- I educate myself about race & structural racism.

Growth Zone
- I promote & advocate for policies & leaders that are Anti-Racist.
- I sit with my discomfort.
- I speak out when I see Racism in action.
- I educate my peers how Racism harms our profession.
- I don’t let mistakes deter me from being better.

www.SurgeryRedesign.com
<table>
<thead>
<tr>
<th><strong>DONATE TO ANTI-WHITE SUPREMACY EFFORTS</strong></th>
<th><strong>EDUCATE YOURSELF ON HISTORY</strong></th>
<th><strong>SUPPORT BAIL-OUT EFFORTS</strong></th>
<th><strong>TALK ABOUT RACISM WITH FAMILY &amp; FRIENDS</strong></th>
<th><strong>DECOLONIZE YOUR BOOKSHELF</strong></th>
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</thead>
<tbody>
<tr>
<td><strong>PAY FOR THE LABOR OF BIPOC</strong></td>
<td><strong>READ BOOKS BY BLACK AUTHORS</strong></td>
<td><strong>HOLD YOUR PEOPLE ACCOUNTABLE</strong></td>
<td><strong>SUPPORT BLACK BUSINESSES</strong></td>
<td><strong>SPEAK UP</strong></td>
</tr>
<tr>
<td><strong>SHARE BIPOC WORK ON YOUR PLATFORMS</strong></td>
<td><strong>FOLLOW &amp; LEARN BIPOC ON SOCIAL MEDIA (BE RESPECTFUL)</strong></td>
<td><strong>UNDERSTAND IT'S AN ONGOING PRACTICE THAT REQUIRES ACTION</strong></td>
<td><strong>CENTER BIPOC</strong></td>
<td><strong>CALL OR WRITE TO LEGISLATORS</strong></td>
</tr>
<tr>
<td><strong>ATTEND PROTESTS</strong></td>
<td><strong>JOIN AN ANTI-RACIST WORKING GROUP</strong></td>
<td><strong>GIVE $$$ TO THERAPY FUNDS FOR BIPOC</strong></td>
<td><strong>PARTicipate IN REPARATIONS</strong></td>
<td><strong>WATCH MOVIES &amp; Docs TO LEARN</strong></td>
</tr>
<tr>
<td><strong>LISTEN TO EXPERIENCES OF BIPOC</strong></td>
<td><strong>CONFRONT RACIST BEHAVIOR/LANGUAGE</strong></td>
<td><strong>GIVE UP MONEY, TIME, &amp; POWER</strong></td>
<td><strong>CONTRIBUTE TO LOCAL ORGS</strong></td>
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**NOTES:** This is for accountability—NOT for performance or accolades.

**Sources & Inspo:**
@anise_puran @sarahagbeh @ajdiabetic @sarah_kay_ @rainbow_house @bobby_bunny

**N.B.:** This bingo is for you to use to hold yourself accountable, not for others. It's about acknowledging the role in perpetuating racism in our actions and how to disrupt. Want to use it for accountability? Let others know about it. Don't use it to show off or to get credit, use it to hold yourself accountable and do the work.

**Related:*** Anti-Racist Bingo 1

**Reported by:**
@anise_puran

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

**Diversity** is the representation. Diversity can be measured through numbers and is usually tracked by race, gender, sexual identity, age, education, economic background.

- You’ve been asked to the party.

**Belonging** is the ongoing culture created to have all people feel welcome across difference. Manifested in the relationships, in conversations, physical space and written word.

- You feel comfortable and welcomed going to the party.

**Inclusion** is the participation. Inclusion is usually achieved when diverse populations are involved in decision-making that impacts the policies and practices of the organization.

- You’ve been asked to help plan the party.

**Equity** requires changing structures of power & privilege so disparities of historically underrepresented groups are eliminated and therefore outcomes cannot be predicted by that grouping.

- Redefines what the party entails and who has the power to plan the party.

digdeepforequity.org
The opposite of Othering is not “saming.”
It is belonging.
Where Do You Fall?

Intercultural Development Continuum

Monocultural Mindset → Minimization → Polarization → Acceptance → Adaptation → Intercultural Mindset → Denial
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)

- Lynching
- Hate Crimes
- Swastikas
- Burning Crosses
- KKK
- The N-Word
- Racist Slurs
- Racist Jokes
- Neo-Nazis

School-to-Prison Pipeline
Confederate Flags
Not Believing Experiences of POC
Virtuous Victim Narrative
Denial of White Privilege
Denial of Racism
Tokenism
White Savior Complex

Hiring Discrimination
Discriminatory Lending
Paternalism
Mass Incarceration
Police Brutality
Racial Profiling
Police murdering POC
Anti-Immigration Policies/Practices
Fearing People of Color
“Don’t blame me, I never owned slaves”
Bootstrap Theory
Cultural Appropriation

COVERT WHITE SUPREMACY (Socially Acceptable)

- Assuming that Good Intentions are Enough
- Self-appointed White Ally
- Celebration of Columbus Day

- "Make America Great Again"
- "Get America Great Again"
- "WhiteOUT"
- "WhiteOut the ProPublica Story"
- "What about me?"
- "But what about me?"
- "They are not human"
- "It is just a joke!"
- "But we’re just one human family"
- "Racist Mascots"
- "Claiming Reverse Racism"
- "Not Challenging Racist Jokes"

Source Information:
Adapted by Ellen Tuzzolo (2016)
The Dangers of the "I Don't See Color" Mentality:

- It allows you to ignore the complexities of racial issues.
- You can't fix something you can't see.
- You're not actively dismantling your own prejudices (we all have them!)
- It limits your ability to appreciate individualism.
- It minimizes the struggles of POC in today's society.
System 1 vs. System 2 Thinking

**System 1**
- Fast
- Unconscious
- Automatic
- Everyday Decisions
- Error prone

**System 2**
- Slow
- Conscious
- Effortful
- Complex Decisions
- Reliable
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**

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

President Franklin Roosevelt signs the GI Bill in 1944

**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)
“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)
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

<table>
<thead>
<tr>
<th>Persons in Family/Household</th>
<th>Poverty Guideline</th>
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<tbody>
<tr>
<td>1</td>
<td>$12,490</td>
</tr>
<tr>
<td>2</td>
<td>$16,910</td>
</tr>
<tr>
<td>3</td>
<td>$21,330</td>
</tr>
<tr>
<td>4</td>
<td>$25,750</td>
</tr>
<tr>
<td>5</td>
<td>$30,170</td>
</tr>
<tr>
<td>6</td>
<td>$34,590</td>
</tr>
<tr>
<td>7</td>
<td>$39,010</td>
</tr>
<tr>
<td>8</td>
<td>$43,430</td>
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</tbody>
</table>

For families/households with more than 8 persons, add $4,420 for each additional person.
### Poverty, Race/Ethnicity & Geography

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

- Concentrated Poverty is defined as a clustering of residential communities with incomes below the poverty 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?