

---

**From:** Herauf, Ed.D., Todd  
**Sent:** Wednesday, January 06, 2021 10:23 AM  
**To:** \_\_\_All School Team  
**Subject:** Resources from 1/4 w/ Alison

Good morning, ROBS!

Below (and attached) you will find a compilation of resources from Monday's time with Alison.

After reviewing this, if you have any additional questions or resources that you would like, please let me know.

Have a great afternoon.

Todd

Todd Herauf, Ed.D.  
Associate Head of School for Academics  
River Oaks Baptist School  
2300 Willowick  
Houston, Texas 77027  
713.623.6938 x 315  
[www.robs.org](http://www.robs.org)

On calling out, calling in and cancel culture (Blink working definition)

**Calling out/in** is the act of naming how someone's speech or action is inappropriate, problematic or incorrect to you and/or to a community. **Calling out** and **calling in** are distinguished by *intent* and *method*: **calling out** tends to describe acts of publicly shaming someone for specific action or speech, whereas **calling in** describes engaging someone about what they said/did with respect for them, your relationship and the community. **Calling out** stems more from a *punitive justice* mindset, whereas **calling in** is rooted in *restorative justice*, which demands no less accountability from us for our actions and speech while striving to repair relationships and for mutual growth.

**Calling out** is linked to **cancel culture**, which is defined variously as:

- An outcome of progressive/left-wing/social justice policing and censorship, in the form of political correctness and identity politics – i.e. "outrage culture";
- An act of resistance to unjust social norms, with roots in the [boycotts of the Civil Rights Movement](#);
- A call for accountability, that is inversely effective, depending on the status of the person getting called out.

"Canceling is a way to acknowledge that you don't have to have the power to change structural inequality. You don't even have to have the power to change all of public sentiment. But as an individual, you can still have power beyond measure."

—Anne Charity Hudley, Chair of Linguistics of African America, UC

Santa Barbara

Criticism of **cancel culture** often focuses on "cancelling" at an interpersonal level, overlooking the institutional systems that "cancel" entire groups (through systematic, structural discrimination, disenfranchisement and genocide). As sports columnist Sally Jenkins (see link below) argues, **cancel culture** is *not* demanding that sports teams de-mascotize Native Americans: **cancel culture** "for real" is defining people as mascots in the first place; it's over-riding treaties and sovereignty agreements to build an oil pipeline; it's "superimposing... heroic White narratives" over the narratives, accomplishments and rights of Indigenous peoples.

A couple of resources on cancel culture:

- [What if Instead of Calling People Out, We Called Them In?](#)
- [Writers call for a more nuanced alternative to 'cancel culture'](#)
- [DRAG THEM: A brief etymology of so-called "cancel culture"](#)
- [Native American sports mascots turned real people into flimsy props. Good riddance to them all .](#)

And an additional article about practicing active open-mindedness (I mentioned it indirectly when I referred to the increasing challenge of being open-minded, the more you care about an issue):

- [Chances are, you're not as open-minded as you think](#)

Blink's working definition of social justice:

- A. "Anything its champions want it to mean" (Goldberg, 2014)
- B. Specific, often liberal or progressive, stances on social issues (whether a specific choice/action, perspective or framework for understanding)
- C. Individual, collective and institutional striving to realize the core promises of your community for all—not just some—community members to thrive, through ongoing, intentional discernment and action, which requires:
- D. "A recognition that:
  - all people are individuals, but we are also members of socially constructed groups;
  - society is stratified, and social groups are valued unequally;
  - social groups that are valued more highly have greater access to resources and this access is structured into the institutions and cultural norms;
  - social injustice is real and exists today;
  - relations of unequal power are constantly being enacted at both the micro (individual) and macro (structural) levels;
  - we are all socialized to be complicit in these relations;
  - those who claim to be for social justice must strategically act from that claim in ways that challenge social injustice; and

this action requires a commitment to an ongoing and lifelong process" (Sensoy & DiAngelo, 2014).

---

Alison Park

she/her/hers [[why are Alison's pronouns here?](#)]

Blink Consulting

critically rethinking diversity

e: [alison@rethinkingdiversity.com](mailto:alison@rethinkingdiversity.com)

p: 415.847.9087

w: [www.rethinkingdiversity.com](http://www.rethinkingdiversity.com)

b: <https://rethinkingdiversity.wordpress.com/>