

TALKING ABOUT RACISM: A Community Conversation



ZOOM INFORMATION

- To Ask Questions:
 - **Use Q&A Function**
 - Questions may be grouped and we may not get to all questions
- The presentation portion of the seminar will be recorded.



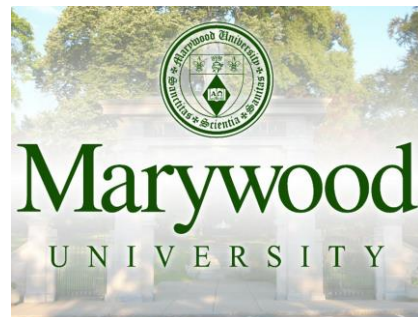
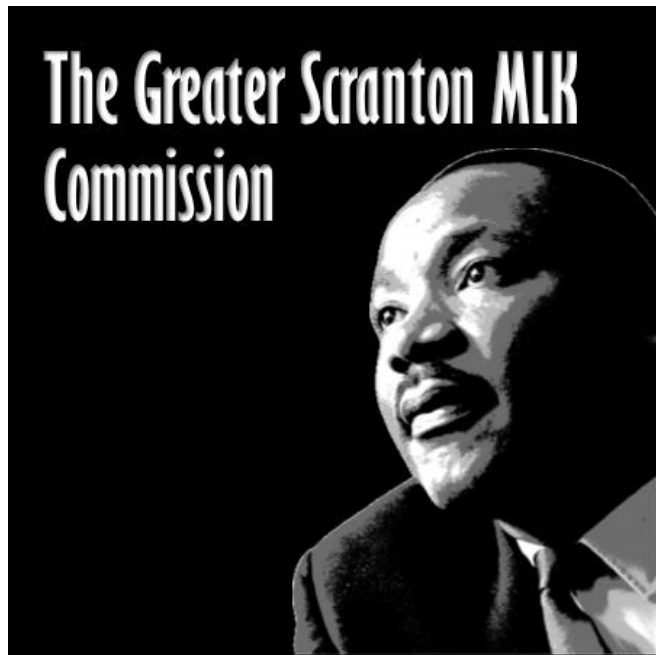
WHY WE ARE HERE: TO TALK ABOUT RACISM

- Racism is a longstanding problem in our country, including for Black and Brown neighbors here in Northeastern Pennsylvania.
- We are here to seize the moment to ensure our region is a welcoming and inclusive community for diverse communities of color.
- Talking about racism is difficult, but with **curiosity, knowledge, and empathy**, we can **listen, learn, and work for change**.
- This series is a **learning journey**: missteps and growth will happen along the way.

THE GREATER SCRANTON MLK COMMISSION

- OUR MISSION: to promote Dr. King's principles of non-violence, equity, and love through education and service.
- OUR PURPOSE:
 - To work inclusively with community partners to improve interracial relations everywhere.
 - To encourage economic and social growth within our minority communities.
 - To recognize those individuals who have contributed towards the economic and social growth within our minority communities.
 - To promote principals of non-violence, equality and love.
 - To tell the stories of the struggles and continued progress.
 - To provide education and leadership training for adults and youth.

COLLABORATION: SPONSORS & SPEAKER ORGANIZATIONS



HOW TO APPROACH TODAY'S CONVERSATION

- Listen with **openness** – not to agree/argue, but to hear/understand
- Listen with **empathy and humility** – imagine what the issue feels like for people with lived experiences different from yours, especially those in communities of color
- Listen with **justice** in mind – even if you have complicated or conflicting positions, think about the issue in terms of “justice” and “reconciliation”
- Extend **grace and mercy**, and **ask questions that lead to greater understanding**

TODAY'S SESSION: UNDERSTANDING WHITE PRIVILEGE AND ALLYSHIP

- **Session 2: Understanding White Privilege and Allyship**
 - Moderator: Ida Castro, JD, MLK Commission, GCSOM
 - Presenters:
 - Leon John, Ph.D., Director of Alumni Engagement, East Stroudsburg University
 - Jessica Nolan, Ph.D., Professor of Psychology, The University of Scranton



POWER & PRIVILEGE

(Some) Dimensions of Power

- Race
- Gender
- Class
- Age
- Sexual Orientation
- Ability
- Religion
- Education

POWER & PRIVILEGE

Domination & Subordination (Descriptive)

	Dominant Group(s)	Subordinate Group(s)
Race	Whites	BIPOC
Sexual Orientation	Heterosexual	LGBTQ+
Class	Wealthy/Middle Class	Poor

RACISM: POWER + PREJUDICE

- **Racism** involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.
- **Racism** = system of advantage based on race (Tatum, 1997)
- In the United States systemic racism puts BIPOC at an undeserved disadvantage and provides White people with an unearned advantage

WHAT IS WHITE PRIVILEGE?

What is the definition of White privilege?

“Having greater access to power and resources than people of color [in the same situation] do.”

–Francis E. Kendall, Diversity in the Classroom and Understanding White Privilege: Creating Pathways to Authentic Relationships Across Race

WHITE PRIVILEGE

“I have come to see **white privilege** as an invisible package of unearned assets which I can count on cashing in each day, but about which I was meant to remain oblivious.”

--Peggy McIntosh, *White Privilege: Unpacking the Invisible Knapsack*

WHITE PRIVILEGE

Examples:

- I am never asked to speak on behalf of my racial group
- When I make a mistake, I don't have to worry that I will make my race look bad
- When I buy or rent a house I can be pretty sure that my race will not affect the houses I am shown
- I can expect to be treated respectfully by the police if I am ever pulled over
- When I get angry my anger is not attributed to my race
- When I send my children to school I can be sure their curriculum will represent and celebrate members of their race*

WHITE PRIVILEGE



WHITE PRIVILEGE

“**White privilege** doesn't mean you haven't worked hard or you don't deserve the success you've had. It doesn't mean that your life isn't hard or that you've never suffered. It simply means that your skin colour has not been the cause of your hardship or suffering.”

–John Amaechi, BBC Bitesize

WHAT IS THE DEFINITION OF ALLYSHIP?

Research literature has thus far identified an ally as an individual from a dominant social group willing to forego their privileged status to support the activism of a marginalized group with the intent of dissolving oppressive systems in a society (Mizock & Page, 2016; Munin, 2010).

- Supports and advocates for marginalized individuals
- Centered on anti-racism, anti-sexism and activism historically
 - Women's Suffrage
 - Civil Rights movement
- Multi-dimensional in that it supports the LGBTQIA community, normalization of mental illness, and accessibility for people with disabilities

ALLYSHIP

Characteristics of an **Ally**:

- Self-reflection and critical thinking
 - Identifying implicit bias and being malleable
 - Self-examination
- Awareness and education
 - Utilizing resources
 - Speaking to oppressed groups
 - Challenging yourself

ALLYSHIP

Characteristics of an **Ally**:

- Action
 - Participation in fight for social justice
 - SPEAK UP!!!!
 - Feel uncomfortable with conversations
 - Cultivate support from other allies
- Be understanding of others' complex social identity
 - Ingroup vs. outgroup

ALLYSHIP

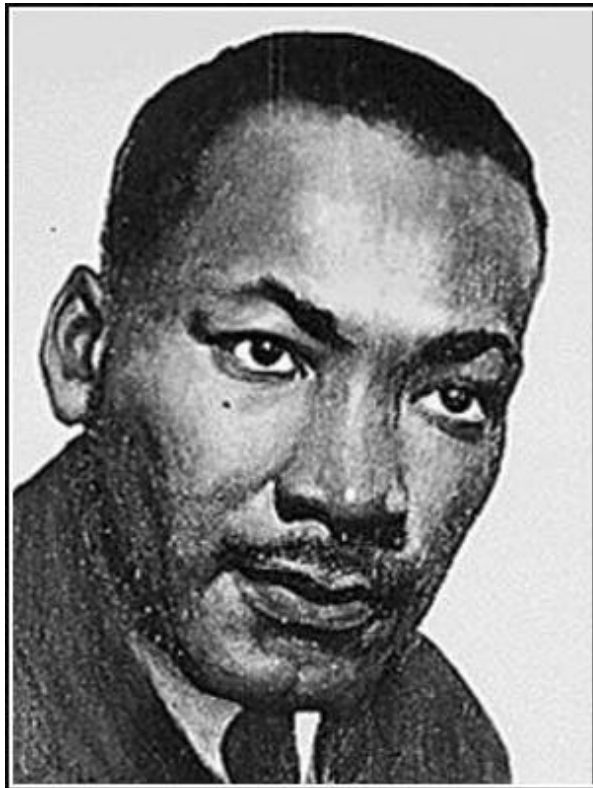
TO DO LIST:

- Challenge the race joke at work or at the dinner table.
- Call out friends who are part of a group text or email group when something inappropriate is said.
- Learn to identify microaggressions and train yourself to think before you speak.
- It is ok to have uncomfortable conversations when someone is called out because of a racially insensitive comment.
- Be welcoming, and act as an advocate or mentor for those who seek you out.

ALLYSHIP



WHITE PRIVILEGE AND ALLYSHIP



No one is free until we are all free.

— *Martin Luther King* —

AZ QUOTES

QUESTIONS?



THANK YOU FOR JOINING THE CONVERSATION

- Upcoming Sessions:
 - Thursday, **October 15: Discussing Black Lives Matter**
 - Moderator: Lia Richards Palmiter, PhD, MLK Commission, Marywood University
 - Presenters:
 - Glynis Johns, Founder, Black Scranton Project
 - Yerodin Lucas, PhD, Interim Director Office of Equity & Inclusion and Title IX Coordinator, Marywood University

JOIN US AGAIN

- Register at www.surveymonkey.com/r/TalkingAboutRacism