

NORMALIZE  
CHANGING  
YOUR  
OPINION  
EVEN  
PRESENTED  
WITH NEW  
INFORMATION

Until we **reconcile** and **repair** the harm from the trafficking and enslavement of Black people and the genocide and land theft indigenous peoples, we will continue to play out racism and oppression inter-personally and systemically.

@dellazduncan

# PART I

A TIME TO ACT:  
INTRODUCTION TO  
ACTIVE ALLYSHIP

**No matter how open-minded, socially conscious, anti-racist I think I am, I still have old, learned hidden biases that I need to examine.**

**It is my responsibility to check myself daily for my stereotypes, prejudice and, ultimately, discrimination.**

@shes\_mightymighty

# Our why:

- Come together as a community to learn from and support one another.
- Acknowledge the pain, the helplessness, and the anger we might be feeling.
- Continuous learning, sitting in discomfort, and healing.
- The systemic inequality and racism rooted in 400 years of history.
- To address the urgent need to support each other by holding space.



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# GROUNDING

A person with a large red backpack is walking across a suspension bridge that spans a deep valley filled with dense green forest. The bridge is made of metal cables and a mesh floor. In the background, there are rolling mountains under a hazy sky. The overall scene is serene and natural.

# Agreements / Norms

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Use the chat box to communicate questions or comments

Come in the space with an open heart and mind

Assume good intentions and impact matters

It's ok to pause and or/listen silently

Focus on what's said, not who said it

It's ok to make mistakes

\*\*Inspired AnaLouse Keating, *Teaching Transformation: Transcultural Classroom Dialogues*, 2010.

# Goals/outcomes

## PART I

Shared Language and Understanding

Develop Framework for Active Allyship

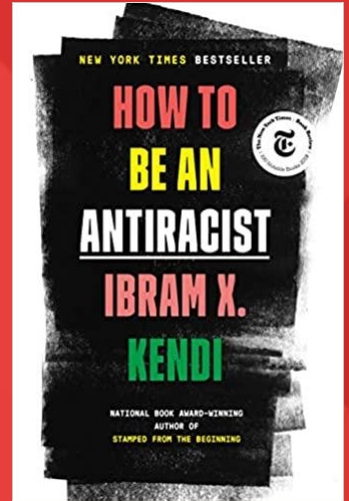
## PART II

Commitment to Action: Self Awareness and Identifying Growth Edges

Institutional Transformation : Allyship practices at our College

With that in mind, here are some reminders about how to navigate this space:

- Honor the context of this space as *anti-racist*. Ibram X. Kendi writes:
  - ◆ “... being an antiracist requires persistent self-awareness, constant self-criticism, and regular self-examination.” (23)
  - ◆ “To be an antiracist is a radical choice ... requiring a radical reorientation of our consciousness.” (23)



Race as we know it has no deterministic, biological basis. All the same, race is so powerful that it can have life-or-death consequences.





# Anti-Blackness

- Racism is the act of inflicting prejudice, discrimination, or antagonism against someone of a different race based on the belief that one's own race is superior.
- White Supremacy is the belief that white people are superior to those of all other races, especially the black race, and should therefore dominate society.
- Black is the antithesis of White
- Anti-Blackness is “a theoretical framework that illuminates society’s inability to recognize our humanity — the disdain, disregard and disgust for our existence.” ~ Dr. Kihana Miraya Ross

SAY OUR NAMES

GEORGE

FLOYD

TERRENCE CRUTCHER · JEREMY MO  
 TAMIR RICE · PHIL ANDO · CASTILE ·  
 AKAI GURLEY · KENDRA JAMES · FREDDIE GREY ·  
 MICHAEL BROWN · TERRANCE FRANKLIN ·  
 TYISHA MILLE · BREONNA TAYLOR · AL  
 ERIC GARNER · SHANTEL DAVIS · WI  
 SANDRA BLA · WALTER SCOTT ·  
 TAMA · REKIA BOY  
 J · VET SMI  
 SHELLY FR ·  
 TAMAR CL ·  
 TANISHA A ·  
 TARIKAWIL ·  
 ALTON STE ·  
 KORRYNGA ·  
 KATHRYN



I CAN BREATHE NOW

MAY 25, 2020

SAY HIS NAME



Racism,  
anti-blackness, and  
white privilege are  
systems.

Our actions can be  
complicit with these  
systems or we can  
intervene and stop  
them.

Why is it so hard for us  
to talk about race &  
center racial justice?

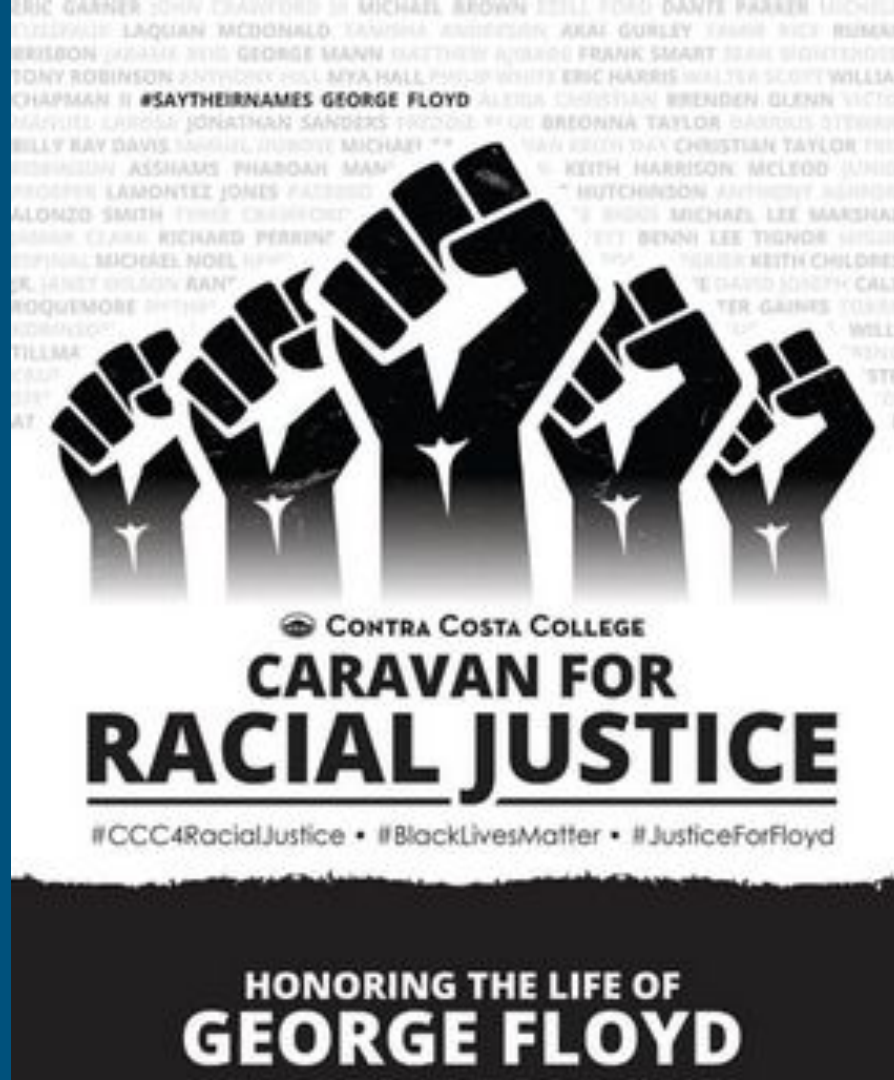
“Each of us goes through the world thinking of self as subjugated self; this leads us to have a blind spot vis a vis others.”

~ Dr. Ken Hardy



# 3 FOUNDATIONAL UNDERSTANDINGS

- Privilege
- Intersectionality
- Implicit biases



“White privilege doesn’t mean your life hasn’t been hard. It just means that the color of your skin isn’t one of the things that makes it harder. Wherever you stand, I don’t see how you can argue with that.”

~Jimmy Kimmel



# WHITE FRAGILITY

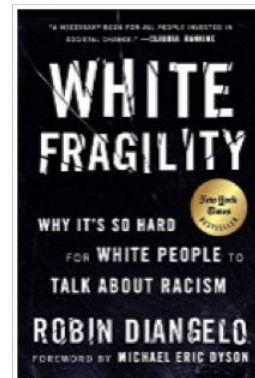
Concepts to keep in mind when starting to strategize having conversations that address race/equity on our campuses:

## 75 THINGS WHITE PEOPLE CAN DO FOR RACIAL JUSTICE

<https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234>



IMAGE CREDIT: KARA SPRINGER





# LATINIDAD

- How Latinx People Can Fight Anti-Black Racism in Our Own Culture (Teen Vogue)



Tanya K. Hernández

Archibald R. Murray Professor of Law

Professor Tanya Hernández Discusses 'Latinos for Black Lives Matter' with Univision

# LatinX as Allies and Coalition Builders

- Empathy and humility
- Reflect and unpack our own “invisible knapsack”
- Confront 'ingrained' anti-black racism
- We all need to be in the fight -  
Use your voice to fight oppression



*“Latinos must acknowledge our own racism, then we must pledge to fight it.”*  
Stephanie Valencia, co-founder and president of Equis Labs and Denise Collazo,  
senior adviser, Faith in Action



**ACTIVE  
ALLYSHIP**

## Transformational

- Agents of oppression -> agents of change
- Suffering -> healing
- Harmful act -> Opportunity for growth

## Intersectional

- Experiencing many identities that impact each other
- Not binary: not either/or allies or recipients of allyship
- Not a tool for deflection

## Intentional

- Requires active, constant work
- Ally as identity -> allyship as action
- Accountability in action

## Personal

- Varies person-to-person
- Be actively present
- "What is needed/being asked of me right now?"

# What allyship looks like...

From *How to be an Antiracist* by Ibram X. Kendi

“... stop using the ‘I’m not a racist’ or ‘I can’t be racist’ defense of denial.”

“**Admit** racial inequality is a problem of bad policy, not bad people.”

“**Identify** racial inequity in all its intersections and manifestations.”

“**Investigate** and uncover the racist policies causing racial inequity.”

“**Work with** sympathetic antiracist policymakers to institute the antiracist policy.”

“**Monitor** closely to ensure the antiracist policy reduces and eliminates racial inequity.”

“**When policies fail, do not blame the people.** Start over and seek out new and more effective antiracist treatments until they work.” (2019)

*“Whatever we know, it is not sufficient. We can’t see enough of the whole. We can’t figure it out alone. Somebody sees something that the rest of us might need.”*

- Margaret Wheatley

**SEE the SYSTEM:**

Sense-Making is  
part of our  
Empathy Work



# INTERSECTIONAL

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# What allyship looks like...

“Repeat after me: I will not tell Black people how to feel, how to mourn or how to protest.” @audrelordeproject reposted from @latinarebels

## WHAT CAN I DO?

- Cultivate Awareness & Acceptance
- Sit in the discomfort from cultivating awareness & acceptance
- Practice
  - ◆ Listening, humility, processing, believing, reflection
- Transform our understanding of racism
  - ◆ Transform our assumptions
  - ◆ Transform our behaviors
- Ask for support



# INTENTIONAL & PERSONAL

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# SELF REFLECTION:

What is our  
responsibility as  
educators?

Practices

Amplifying Voices

Policy

Curriculum Development

Taking up space vs holding space

Naming for myself when I have been  
complicit in Anti-Black Racism

## Solidarity & unlearning whiteness

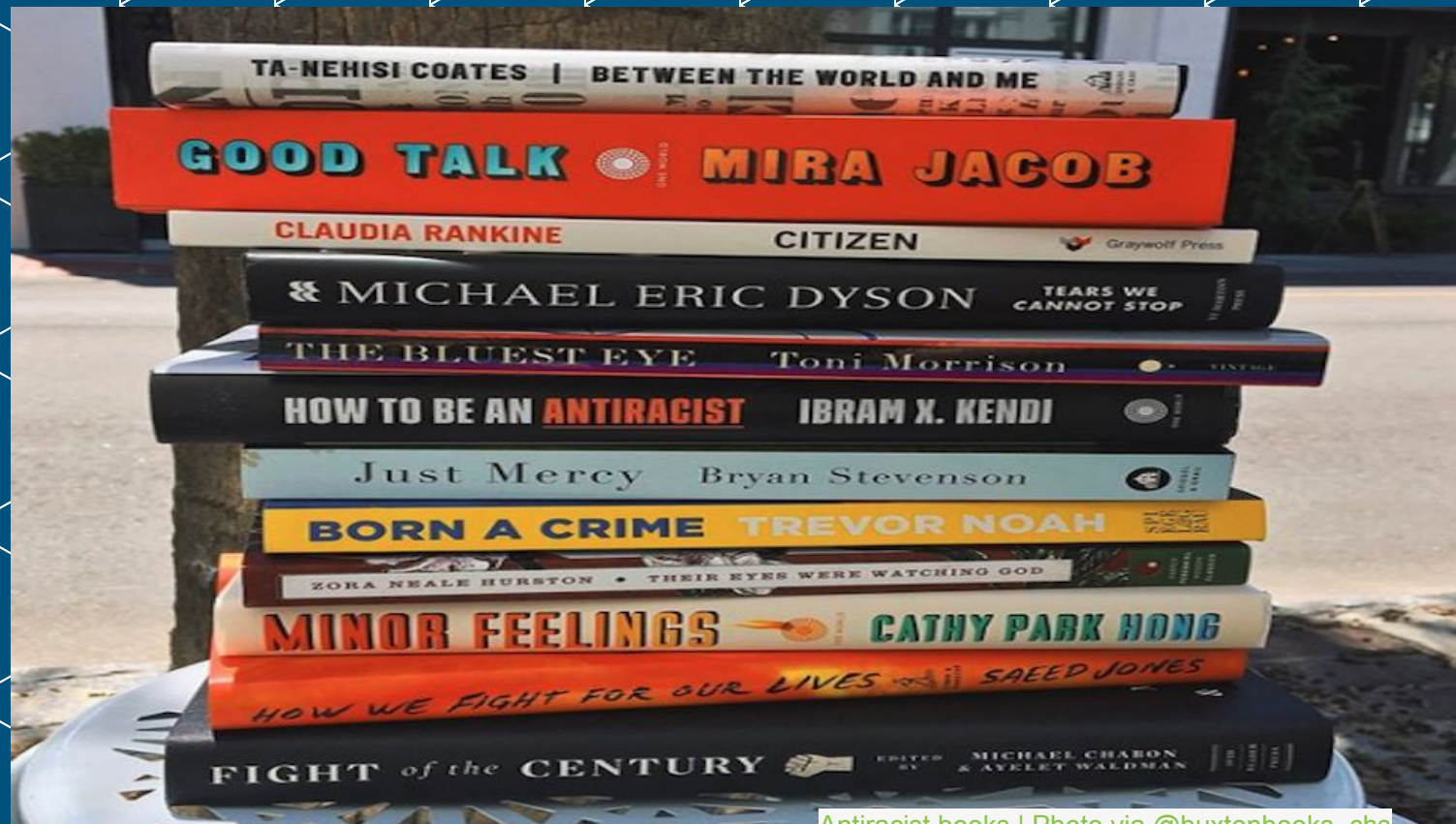
*“You cannot be a part of a dominant culture of 500 years of dehumanizing violence and come out unscathed.” — Kelly Germaine-Strickland*





**RESOURCES  
FOR OUR  
ALLYSHIP  
PRACTICE**

# What allyship looks like...



[Antiracist books](#) | Photo via [@buxtonbooks\\_chs](#)

# Everyone- Implicit Bias

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Harvard's [Project Implicit](#).

It allows you to take a series of tests to see where your unconscious biases lie—looking at race, gender, age, weight, disability and sexuality.

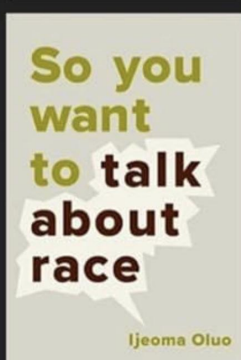
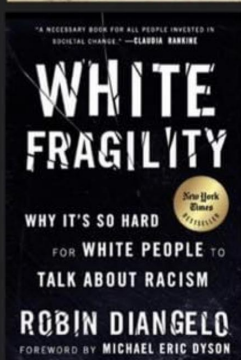
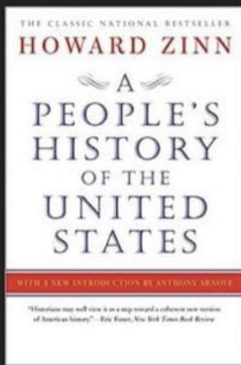
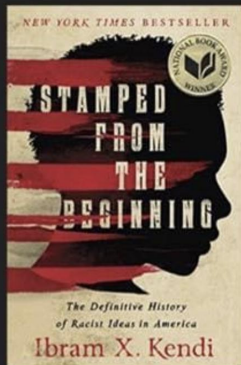


WEARETEACHERS.COM

## 21 Anti-Racism Videos To Share With Kids

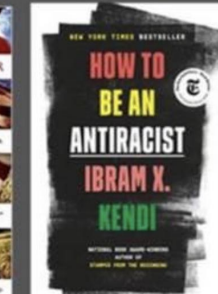
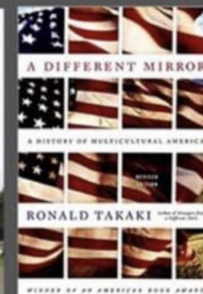
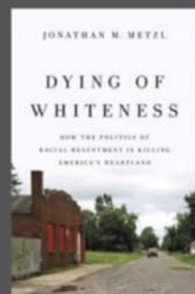
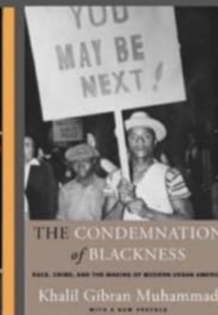
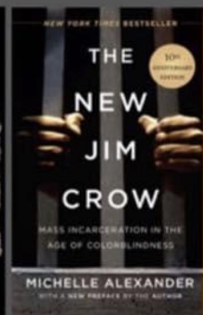
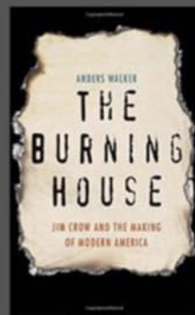
These videos help to explain complex topics to youn...

# Anti-Racist Lit. Starter Kit



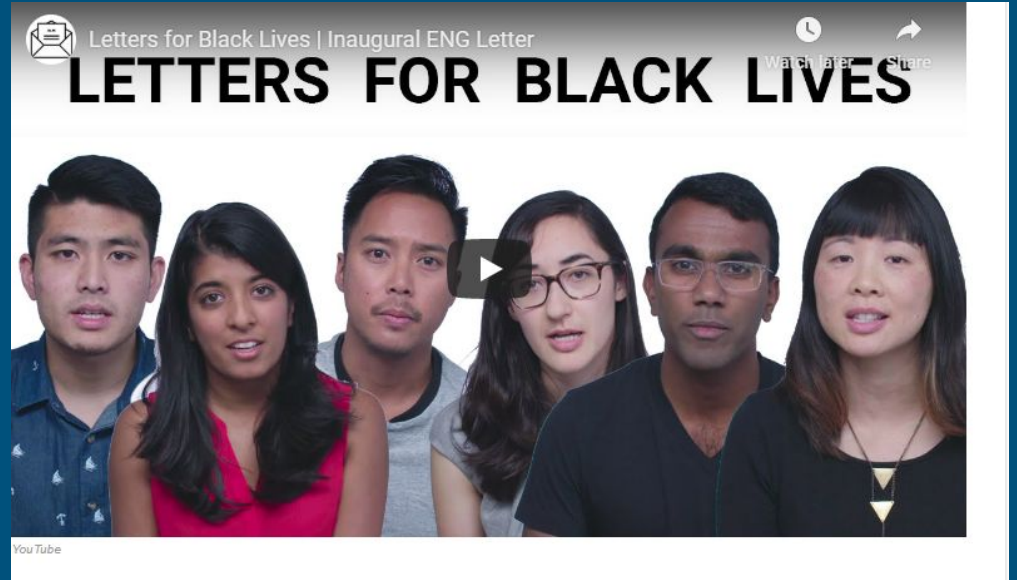
| THIS WEEK | Paperback Nonfiction  | WEEKS ON LIST |
|-----------|---|---------------|
| 1         | <b>SO YOU WANT TO TALK ABOUT RACE</b> , by Ijeoma Oluo. (Seal) A look at the contemporary racial landscape of the United States.  | 3             |
| 2         | <b>WHITE FRAGILITY</b> , by Robin DiAngelo. (Beacon) Historical and cultural analyses on what causes defensive moves by white people and how this inhibits cross-racial dialogue.   | 92            |
| 3         | <b>THE COLOR OF LAW</b> , by Richard Rothstein. (Liveright) A case for how the American government abetted racial segregation in metropolitan areas across the country.   | 6             |
| 4         | <b>THE NEW JIM CROW</b> , by Michelle Alexander. (New Press) A law professor on the "war on drugs" and its role in the disproportionate incarceration of black men.   | 189           |
| 5         | <b>JUST MERCY</b> , by Bryan Stevenson. (Spiegel & Grau) A civil rights lawyer and MacArthur grant recipient's memoir of his decades of work to free innocent people condemned to death.  | 208           |
| 6         | <b>STAMPED FROM THE BEGINNING</b> , by Ibram X. Kendi. (Bold Type) Winner of the 2016 National Book Award for nonfiction. A look at anti-black racist ideas and their effect on the course of American history.                       | 3             |
| 7         | <b>WHY ARE ALL THE BLACK KIDS SITTING TOGETHER IN THE CAFETERIA?</b> , by Beverly Daniel Tatum. (Basic) The president emerita of Spelman College examines whether self-segregation is a problem or a coping strategy.                 | 1             |
| 8         | <b>BORN A CRIME</b> , by Trevor Noah. (Spiegel & Grau) A memoir about growing up biracial in apartheid South Africa by the host of "The Daily Show."  | 69            |
| 9         | <b>RAISING WHITE KIDS</b> , by Jennifer Harvey. (Abingdon) The Drake University professor of religion suggests ways to help white children understand their identity and implement antiracist practices.                              | 1             |
| 10        | <b>WHITE RAGE</b> , by Carol Anderson. (Bloomsbury) A historian documents a long timeline and pattern in which social, legal and economic advances for African-Americans have been countered with systemic and deliberate opposition. | 2             |

# Anti-Racist Lit. Intermediate Kit





<https://www.instagram.com/theconsciouskid/>



<https://www.npr.org/sections/codeswitch/2016/07/27/487375314/a-letter-from-young-asian-americans-to-their-families-about-black-lives-matter>

# RESOURCES SPECIFIC TO COMMUNITIES

<https://www.dosomething.org/us/articles/our-role-as-non-black-people-of-color-in-disrupting-racism>

## FOR NON BLACK PEOPLE OF COLOR COMMUNITY

### Further Actions & Guides:

- [How Latinx People Can Fight Anti-Black Racism in Our Own Culture](#) (Teen Vogue)
- [20 Allyship Actions for Asians to Show Up for the Black Community Right Now](#) (Medium)
- [Letters for Black Lives](#) (Medium)

### Instagram Posts to Reference:

- Overt and Covert White Supremacy [Instagram post](#)
- Arabs for Black Lives [Instagram post](#)
- South Asians for Black Lives [Instagram post](#)
- Anti-Racism for Asian Americans [Instagram post](#)

## RESOURCES SPECIFIC TO COMMUNITIES CONTINUED

### White Community

### FULL SELF GUIDED CURRICULUM

### UNPACKING WHITENESS

[http://ready.web.unc.edu/  
section-1-foundations/  
module-10-2/](http://ready.web.unc.edu/section-1-foundations/module-10-2/)

## Project READY: Reimagining Equity & Access for Diverse Youth

A free online professional development curriculum



## Module 10: Unpacking Whiteness



### AFTER WORKING THROUGH THIS MODULE, YOU WILL BE ABLE TO:

- Define *whiteness* and describe the privilege/advantages attached to it in the United States.
- Describe the impact whiteness has on individuals and systems in the United States.
- Identify ways you can work individually and collectively to challenge white privilege and transform the systems of oppression it perpetuates.

### PAGES

- Home
- About Us
- Getting Started: Curriculum Guide
- Section 1: Foundations
  - Module 1a: Agreements
  - Module 1b: Introduction
  - Module 2: History of Race and Racism
  - Module 3: Getting on the

**400 Years of Resistance to Slavery and Oppression Series at UC Berkeley**

September 12, 2019

# **Belonging in Practice: How to Be Antiracist**

*Featuring,*

**Ibram X. Kendi**

Professor of History and International Relations at American University

*[400years.berkeley.edu](http://400years.berkeley.edu)*

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