

Welcome & Please join us on Menti.com

- 1) Please follow the directions at the top of the screen
- 2) Once there, give us a virtual thumbs up
- 3) This workshop is being recorded

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LINDENWOOD
UNIVERSITY



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U N I V E R S I T Y

Anti-Racist Workshop : Alpha Chi

FOUNDED 1827

Anti-Racist Workshop – Alpha Chi

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Inclusion

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Welcome

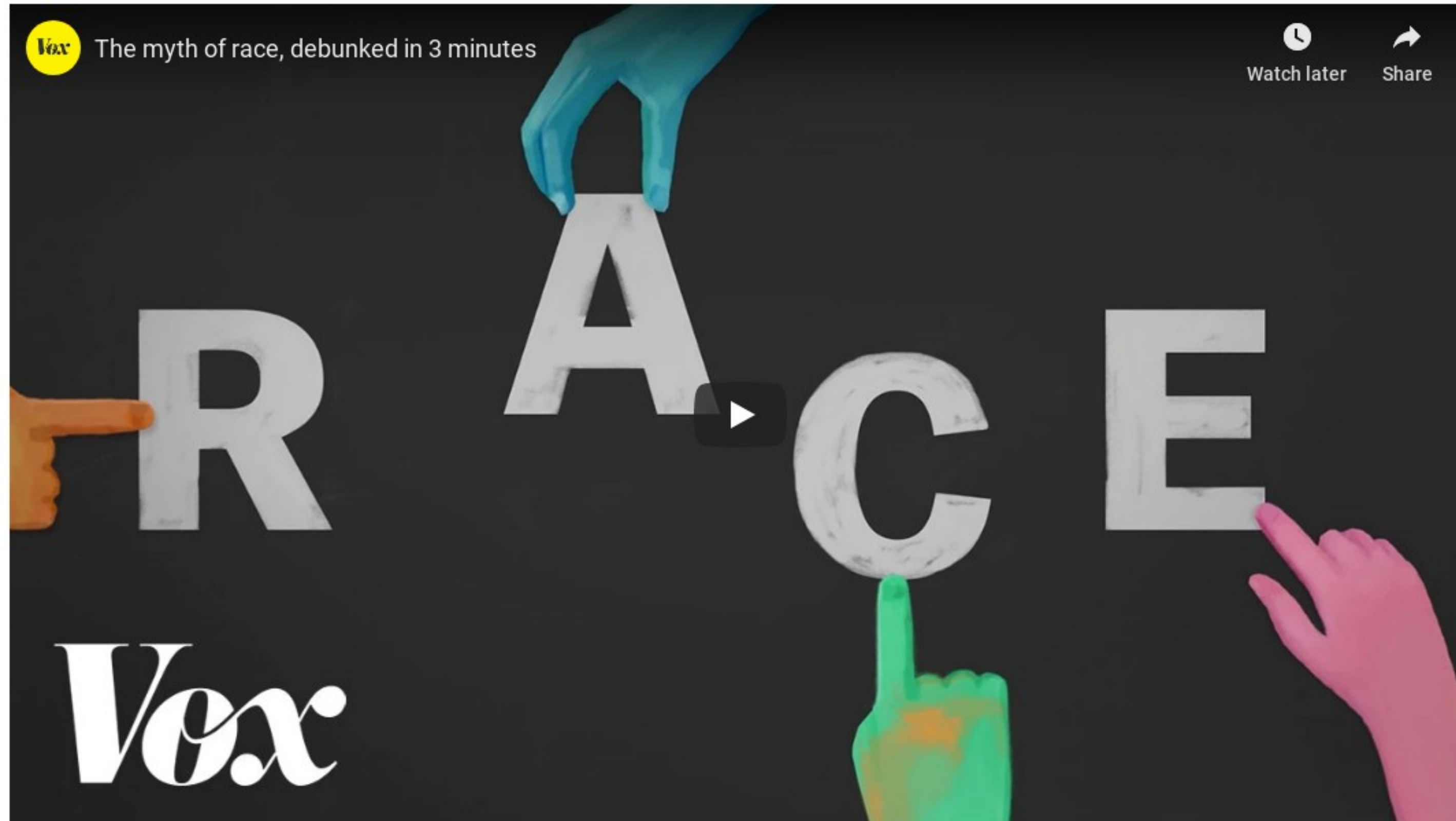
- Reflect on how we show up to conversations about race, racism, and anti-racism
- Goals
 - Awareness and education
 - Be able to identify race, racism, and anti-racism
 - Learn strategies to apply what you learned to your environment
- 45-minute interactive workshop
 - Mentimeter and Zoom
 - Menti: All reactions and responses are anonymous so please feel free to share and express yourself as the presentation requests
 - Post-workshop Q&A in Zoom
- This workshop will be recorded

Ground rules

- Brave space / safe space
- Share at your comfort level (Reminder: Menti is anonymous)
- Reserve the right to change your mind
- Be mindful of how you're feeling as we navigate these topics – check in with yourself
- Knowing that racism exists isn't enough – we must commit to take action against it
- Please ask questions during the Q&A at the end
- Be patient if the technology doesn't cooperate

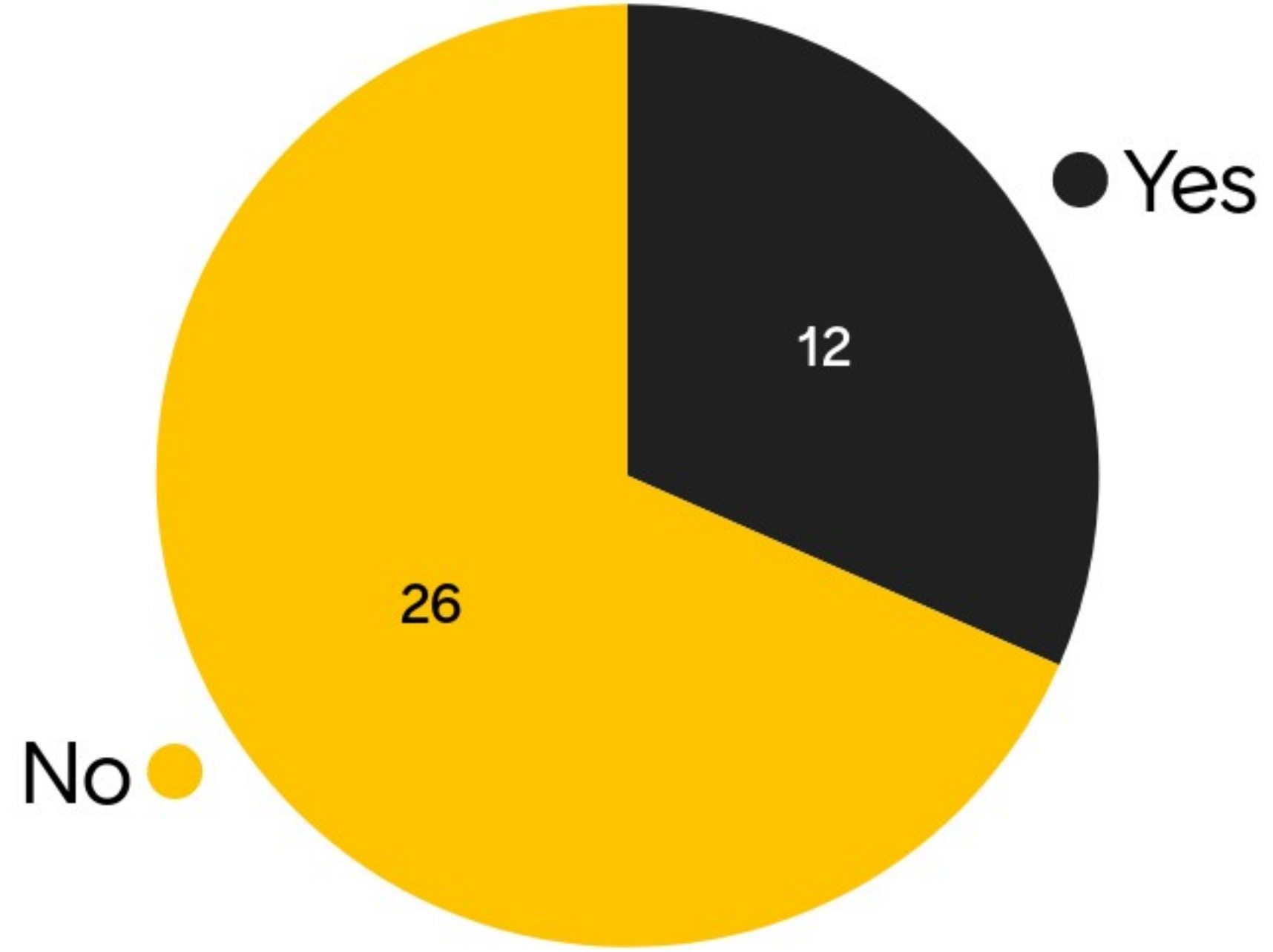


Box Breathing - In for 4, Hold for 4, Out for 4, Hold for 4

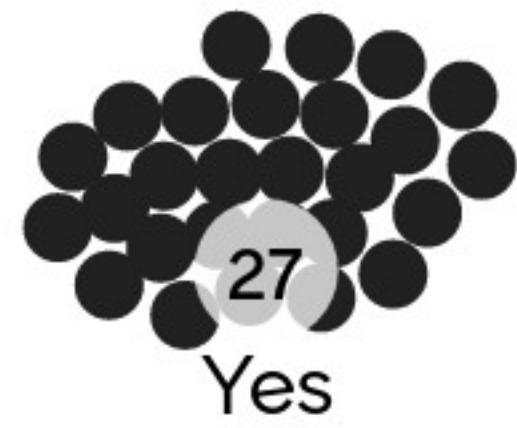


Why talk about anti-racism?

Should race matter?

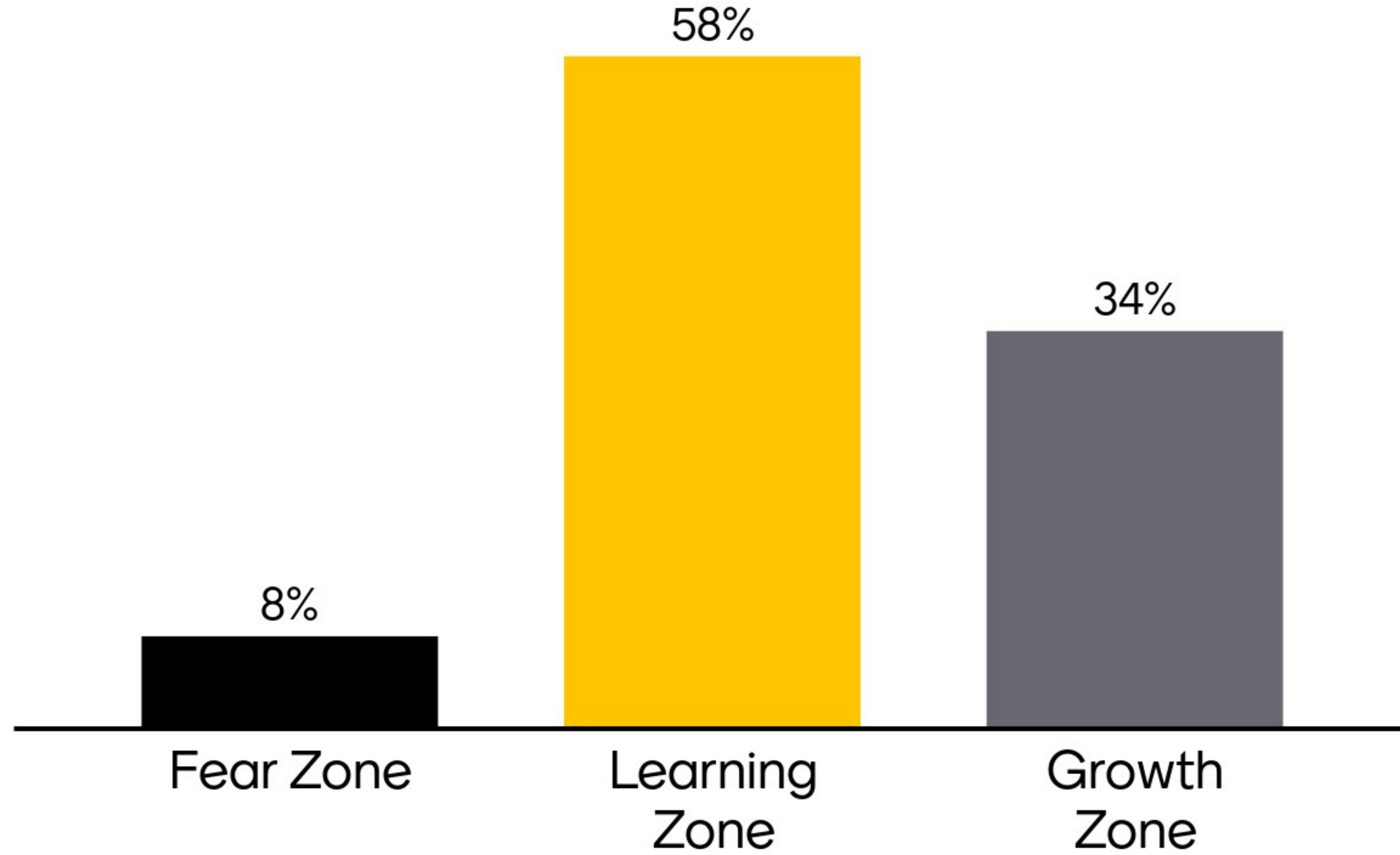


Does race matter?





Where are you?



What is your definition of racist?

Someone who discriminates based on the color of someone's skin or national origin

Anyone who makes color/origin/identity an issue when making choices.

People who judge others based on the color of their skin

Not acting on these issues

Assuming things of another person based on skin color

Either intentionally or unintentionally allowing those around you to be marginalized for the color of their skin.

An individual who lets conscious or unconscious biases distort their relations with others.

Treating others different because of the color of their skin.

Treating people differently (showing favoritism) based on the color of their skin

What is your definition of racist?

A person who generalizes someone due to the color of their skin. Stereotypes, etc.

Someone who won't acknowledge their privilege and who does not push against racist policies or ideologies, either personally or politically.

One who treats others as inferior or allows others to treat people unfairly based on their race.

Someone who doesn't acknowledge or work on their own biases

No action against it

when you think you are better than the other person

Treating people unequally based purely off the color of their skin

Racist is someone who mistreats another mainly because of race

"Racist" means understanding differences as signs of value.

What is your definition of racist?

Treating others differently (in a negative way) based on nationality/ethnicity

racism is when people stereotype (either conscious or unconscious) based on a person's skin color

Someone who makes another person's life harder because of the other person's skin color

being prejudiced or discriminating against a group of people for their race

Someone who believes their race is the best / makes them better than others

a person who believes he/she is superior to others solely based on the racial identity and deserves advantages based on this superiority

A person that sees race based on skin color or other attributes and does not recognize the singular race we all are, human.

aligning yourself with an imbalance of power and deciding to discriminate towards marginalized groups

Anyone who holds marked biases against people of a different race, and who believes that those differences are innate

What is your definition of racist?

I feel that you should continue and teach me.

Someone who speaks against or puts down those whose skin is a different color.

someone who does not acknowledge racial differences in terms of opportunity and experience, tends to discriminate against or silence voices of those who are marginalized, and has little regard for other's perspectives based on their life experience

-Judgement and antagonism towards another individual based solely on the basis of race and/or ethnicity.

!#*&!\$

Attitudes and actions of superiority based on "race" that impacts others

Identifies a person's abilities based on color of skin or suspected race

When someone acts in a prejudice, discriminatory, condescending manor towards a certain group of people.

Using the fact that others are different than you to judge and mistreat them.

What is your definition of racist?

Anyone who is willing to act on biases to harm other groups

A construct invented to dehumanize a group of people on the basis of their physical features

A person who treats members of racial groups different from their own differently from members of their own group.

taking actionable steps to encourage equity and reduce division among groups

Someone who sits entrenched in their "I'm not a racist."

Someone opposed to racism / speaks out against racism

What is your definition of anti-racist?

Someone who acts

Someone who denies race exists

Someone who upholds policies that help prevent racism.

Someone who actively works against racism in everyday life, both personally and systemically.

Open minded, allow people to show who they are and stands up for others in tough situations

Someone who centralizes equality no matter the color of skin.

Someone who is dedicated to fighting racist policies and practices

Judging people by the content of their character rather than the color of their skin.

someone who is not racist

What is your definition of anti-racist?

Someone who doesn't let guilt about their privilege stop them from acting for justice

Someone who realizes that race is a construct invented to dehumanize a group of people on the basis of the color of their skin

someone who is vehemently opposed to the discrimination and mistreatment of people of other races and seeks out justice for marginalized communities

Someone who isn't scared to speak up when they see someone who is different from them being treated unfairly.

Anti-racist is one who fights against racism and openly challenges it

Someone who works hard to not treat others of a different skin color differently

actively working against racism

Someone who speaks out against racism as well as fighting it

Someone who creates a safe space for all people

What is your definition of anti-racist?

Someone who lives in the future

someone who actively works against racism in systems, groups, institutions

Someone who acknowledges racism and learns their unconscious beliefs to better themselves and then help fight for justice

Treating people equally

Someone who sees the person, not the differences.

Someone who supports, advocates, educates, and brings awareness about racism and how to defeat it.

Someone who makes a point to recognize their implicit biases & how they affect others

Someone who acts in love to everyone around them despite the nationality/ethnicity of the people around them

Works against racism.

What is your definition of anti-racist?

Someone who is trying to help marginalized communities

One who 'sees' people for their abilities and does not characterize by race/color and doesn't allow racism in treatment of others

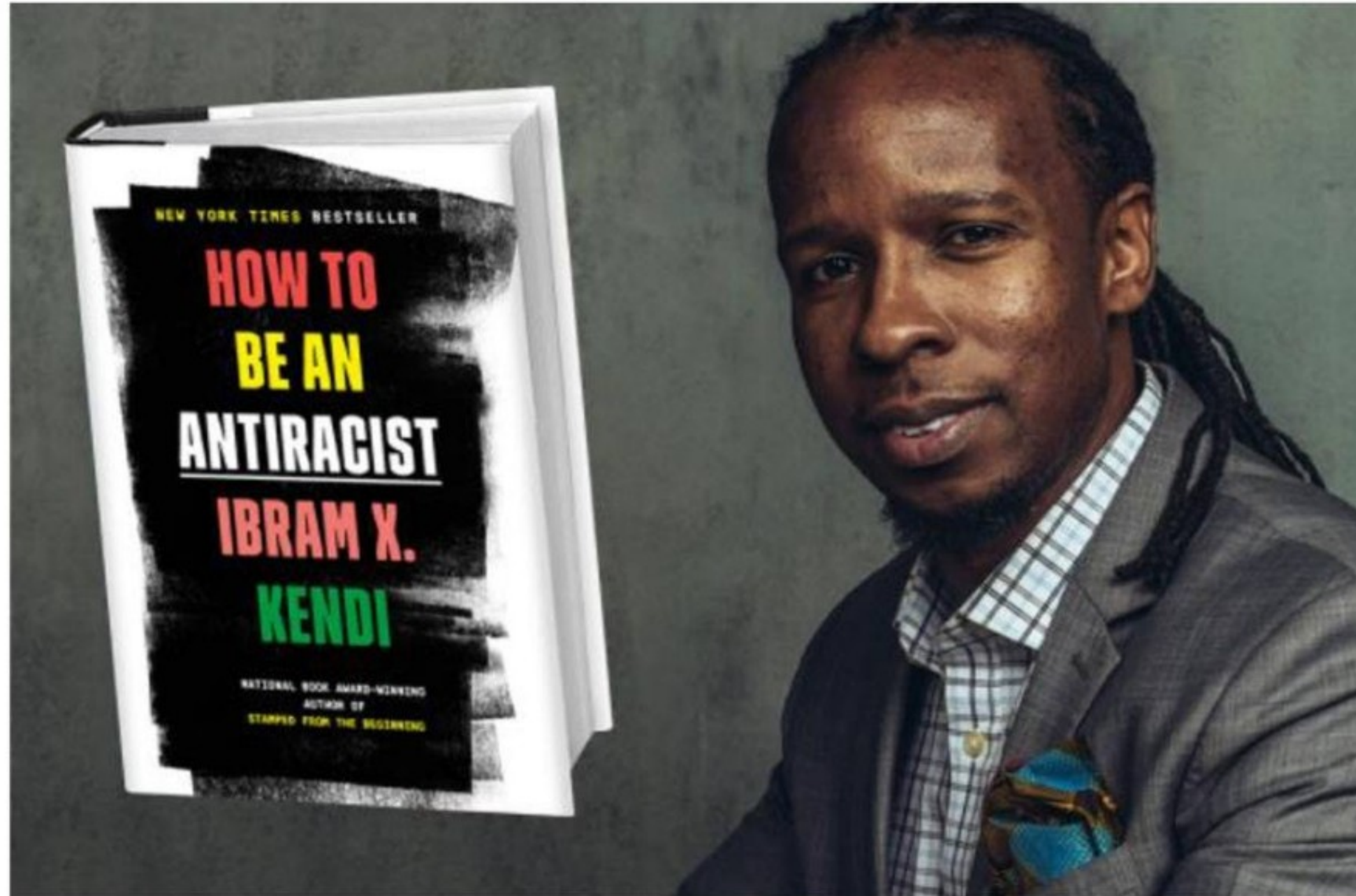
Someone who recognizes their own racist tendencies and tries to actively work against their own and others racists actions, and thoughts.

Someone who realizes that they will have to admit that they have not adequately pushed for change either intentionally or unintentionally and allowed the status quo to continue.

Someone who works and speaks against racism

Actively opposing racism, promoting change for the equality for all people.

Someone who treats everyone the same way as they are all human before anything else.



CHAPTER 1

DEFINITIONS

RACIST: One who is supporting a racist policy through their actions or **inaction** or expressing a racist idea.

ANTIRACIST: One who is supporting an antiracist policy through their actions or expressing an antiracist idea.

NASA names its headquarters after Mary W. Jackson, the agency's first Black female engineer



Jackson 'helped NASA succeed in getting American astronauts into space,' NASA Administrator Jim Bridenstine said on Wednesday

Thumbs up = Heard about it | Thumbs down = Didn't hear about it

17



16



Rhode Island moves to change official state name due to slavery connotation

NOW
THIS



Thumbs up = Heard about it | Thumbs down = Didn't hear about it



This runner is refusing to wear her high school's name - Robert E. Lee - on her jersey



The school in Texas is named after Robert E. Lee, a Confederate general who owned slaves. A petition calling for its renaming has over 10,000 signatures.

Thumbs up = Heard about it | Thumbs down = Didn't hear about it

12



23



Merriam-Webster will update its definition on racism after a Missouri woman asked them to



Kennedy Mitchum grew frustrated during conversations about racism where people have pointed to the dictionary to prove that they're not racist

Thumbs up = Heard about it | Thumbs down = Didn't hear about it

7



25





Harms of racism



“If we try and understand each other, we may even become friends.”

Maya Angelou
4/4/1928 - 28/5/2014



- dehumanization
- segregation
- unearned power/privilege
- oppression
- marginalization
- enslavement
- historical and intergenerational pain, grief, trauma
- educational achievement gaps
- mass incarceration
- health disparities
- social justice inequities
- death

What is your definition of colonialism?

Taking over the running of another country by a more powerful country.

Took the land from native Americans

The belief that western culture is superior to all others and that they were so good that they had should 'cultivate' their culture.

Complete political and social control.

seeking full control of the occupants of a country

colonialism is the expansion of european colonists into Native American land

The economic exploitation of another area of the world often under the guise of enlightenment.

Not ugly, just history. Acceptable

Taking over a group of people or kicking out a group of people for the sake of colonizing an area of land if necessary.

What is your definition of colonialism?

Stealing land from indigenous people

Taking over space or resources already occupied by others

That white christians of European descent perceived themselves as superior to those that they colonized (US, South America, Africa)

People taking over other people

Colonialism is the overtake and occupation of by others who think they are better

colonialism replaces the indigenous culture, language, customs, etc. with that of the culture that is the colonizer., thereby erasing the other people

Co-opting the culture and goods of another people for one's own benefit.

When a nation takes over another nation. They ignore their past and enforce their own culture. (e.g. Europeans took over other nations)

-Forcibly acquiring another country/territory/location, occupying it, and taking its natural resources for their own economic benefit.

What is your definition of colonialism?

Nations of power invading countries in Africa (mostly) for resources and culture.

The act of powerful countries moving into native lands and exploiting their cultures

Taking land from the people who originally reside there to benefit another race.

European enslavement and dispossession of the indigenous

Claiming a place or people group for your own

is it during slavery when the British colonize countries like africa

Taking what doesn't belong to you and claiming it as your own.

One country that controls an area outside of their county and the people there while also changing the people's culture

Establishing control over others in a different geographical location.

What is your definition of colonialism?

Colonialism occurred when a western/European country conquered and indigenous areas, and sought to acculturate the indigenous people they found there and believed themselves to be superior for various social and ethnic reasons

Giving culture and tradition back to the original people.

What is your definition of decolonization?

Giving back to rightful owners of land and property

Allowing people to express their culture and language

Taking back your culture, rejecting the colonialism of the past

Population taking back the country

Returning land, resources, or culture to those from whom it was taken

If it is done correctly (which is hard to do) it should be the effort to allow countries to take control of their own resources and economic processes.

Respecting the culture and resources of other and making reparations for injury

I've never heard the term, but probably the removal of vestigial colonization to allow native voices political and cultural power with less influence from older colonizing force.

the reclaiming of the culture, language, customs and other identifiers of the people , may include reparations

What is your definition of decolonization?

decolonization is gradual removal of colonial tendencies

when they put an end to colonization

Dismantling systems and processes that are almost subconsciously supporting white privilege

Allowing and encouraging people reassert their identity and cultural practices.

-Withdrawing from a location that was once a colony. Allowing the location to be independent (self-determination)

Building community over corruption.

Removal of control of a culture by the colonizer,

Unraveling what colonization took from the original inhabitants.

Reclaiming of ways of being and lands

After 250 years, a Native American tribe regains ownership of ancestral lands



The Esselen Tribe in California closed a \$4.5 million deal to purchase 1,200 acres of sacred land, 250 years after it was taken by Spanish explorers

Thumbs up = Heard about it | Thumbs down = Didn't hear about it

8



25



Judge rules Dakota Access Pipeline must be shut down for environmental study

NOW
THIS



Thumbs up = Heard about it | Thumbs down = Didn't hear about it





PRESS RELEASE

For Immediate Release
July 3, 2020

**STATEMENT FROM THE WASHINGTON
REDSKINS:**

In light of recent events around our country and feedback from our community, the Washington Redskins are announcing the team will undergo a thorough review of the team's name. This review formalizes the initial discussions the team has been having with the league in recent weeks.

Dan Snyder, Owner of the Washington Redskins, stated, "This process allows the team to take into account not only the proud tradition and history of the franchise but also input from our alumni, the organization, sponsors, the National Football League and the local community it is proud to represent on and off the field."

Ron Rivera, Head Coach of the Washington Redskins remarked, "This issue is of personal importance to me and I look forward to working closely with Dan Snyder to make sure we continue the mission of honoring and supporting Native Americans and our Military."

We believe this review can and will be conducted with the best interest of all in mind.

-REDSKINS-

Thumbs up = Heard about it | Thumbs down = Didn't hear about it



Thumbs up = Heard about it | Thumbs down = Didn't hear about it





“

**What is done
cannot be undone,
but one can prevent
it happening again.**

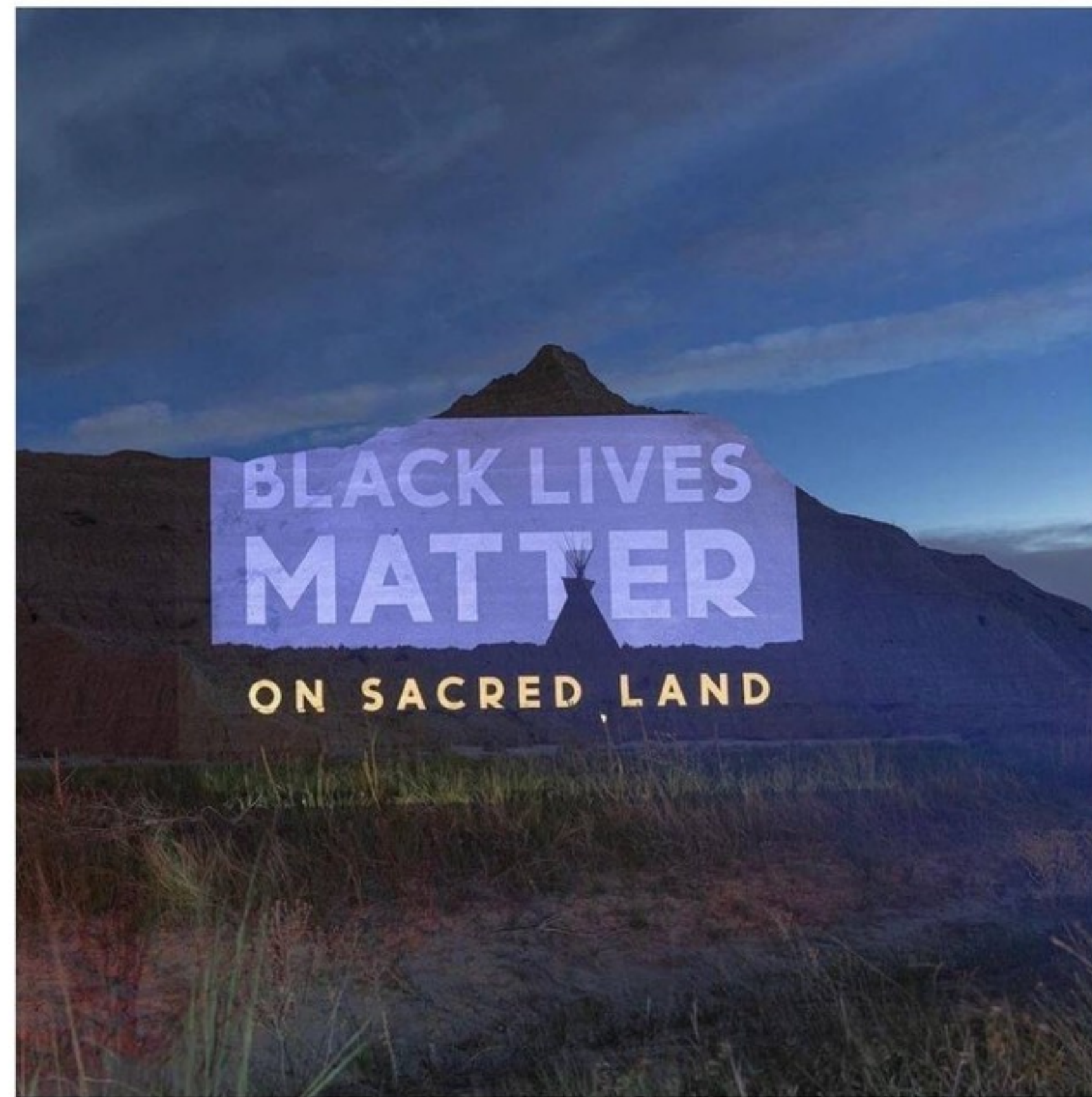
Anne Frank —



© Photo collection Anne Frank House, Public Domain.

Harms of colonialism

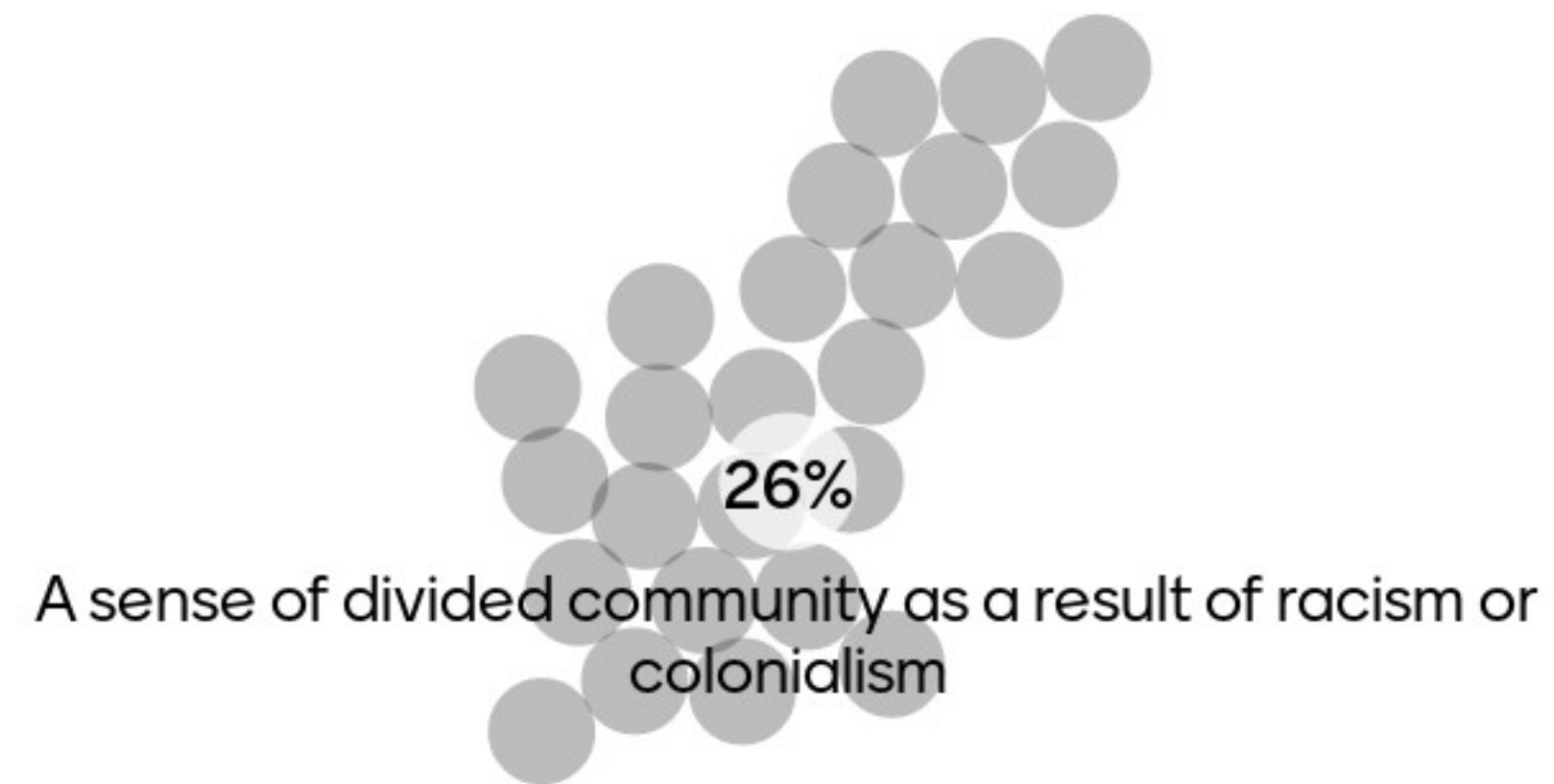
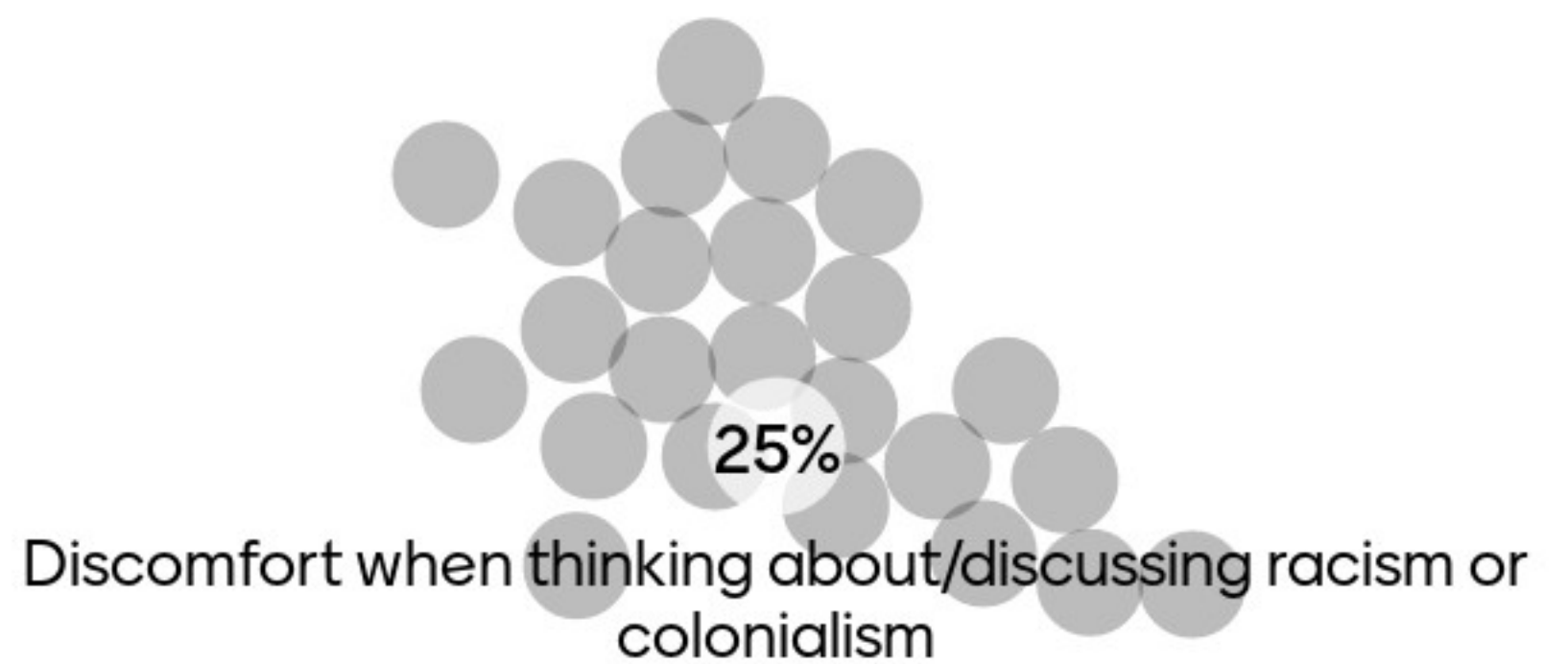
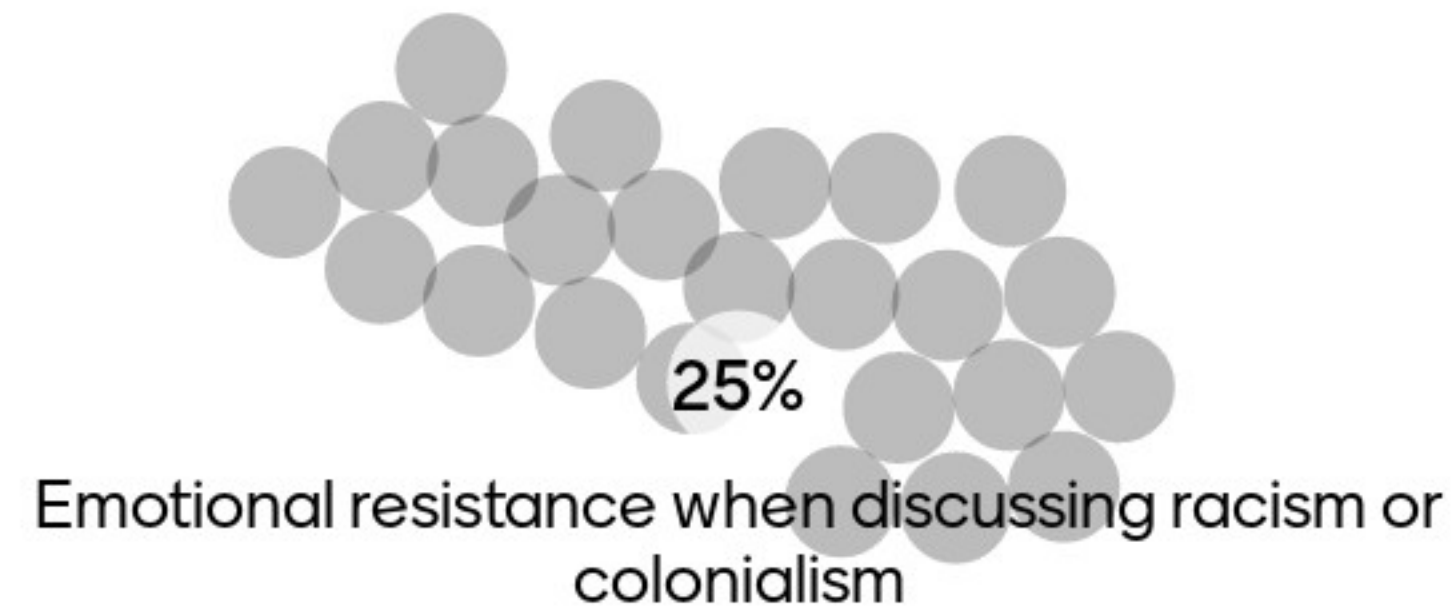
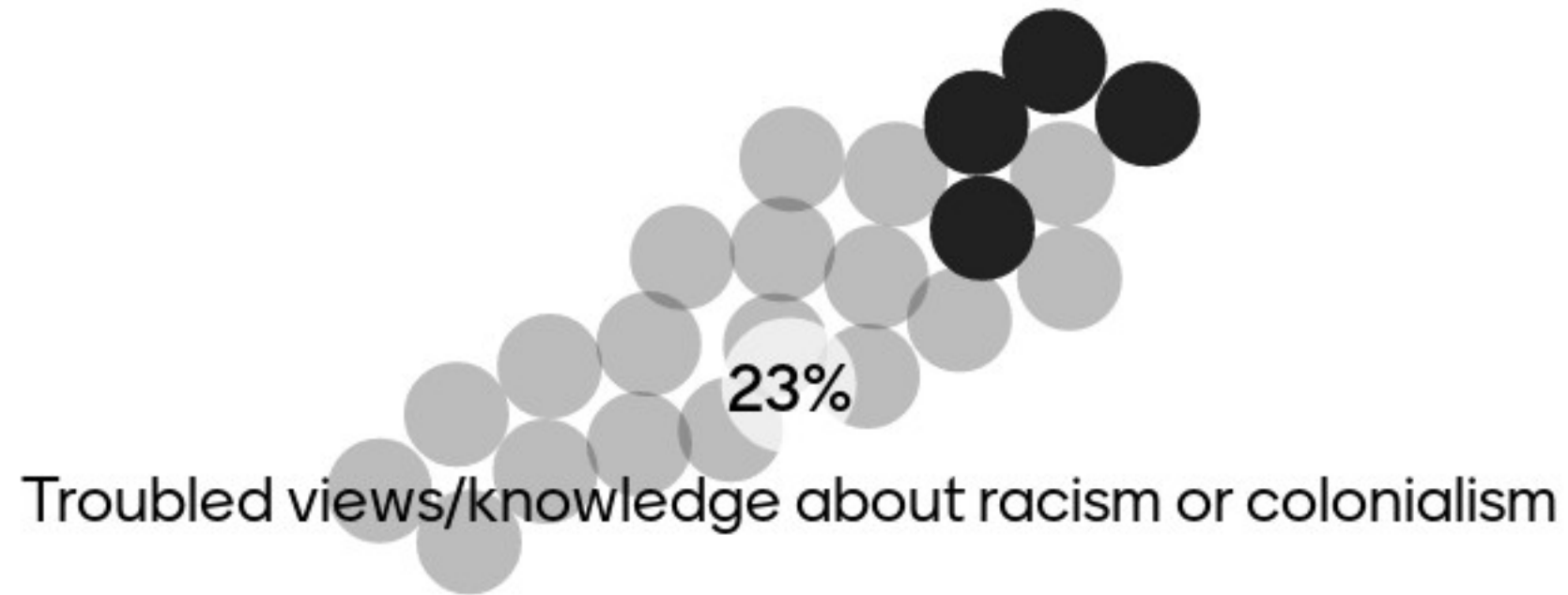
- dehumanization
- exploitation
- assimilation
- oppression
- marginalization
- enslavement
- cultural erasure / white washing
- cultural appropriation
- historical and intergenerational pain, grief, trauma
- unearned power/privilege
- environmental injustice
- death/genocide



Movement for Black Lives, 10/12/20

“Black and Indigenous history is tied to the colonization of this land and our liberation is inherently tied together. This country was built on exploitation, enslavement, and genocide of our people and that is why Black and Indigenous solidarity is essential.”

When it comes to topics involving racism and colonialism, what do people respond with?



Important terms

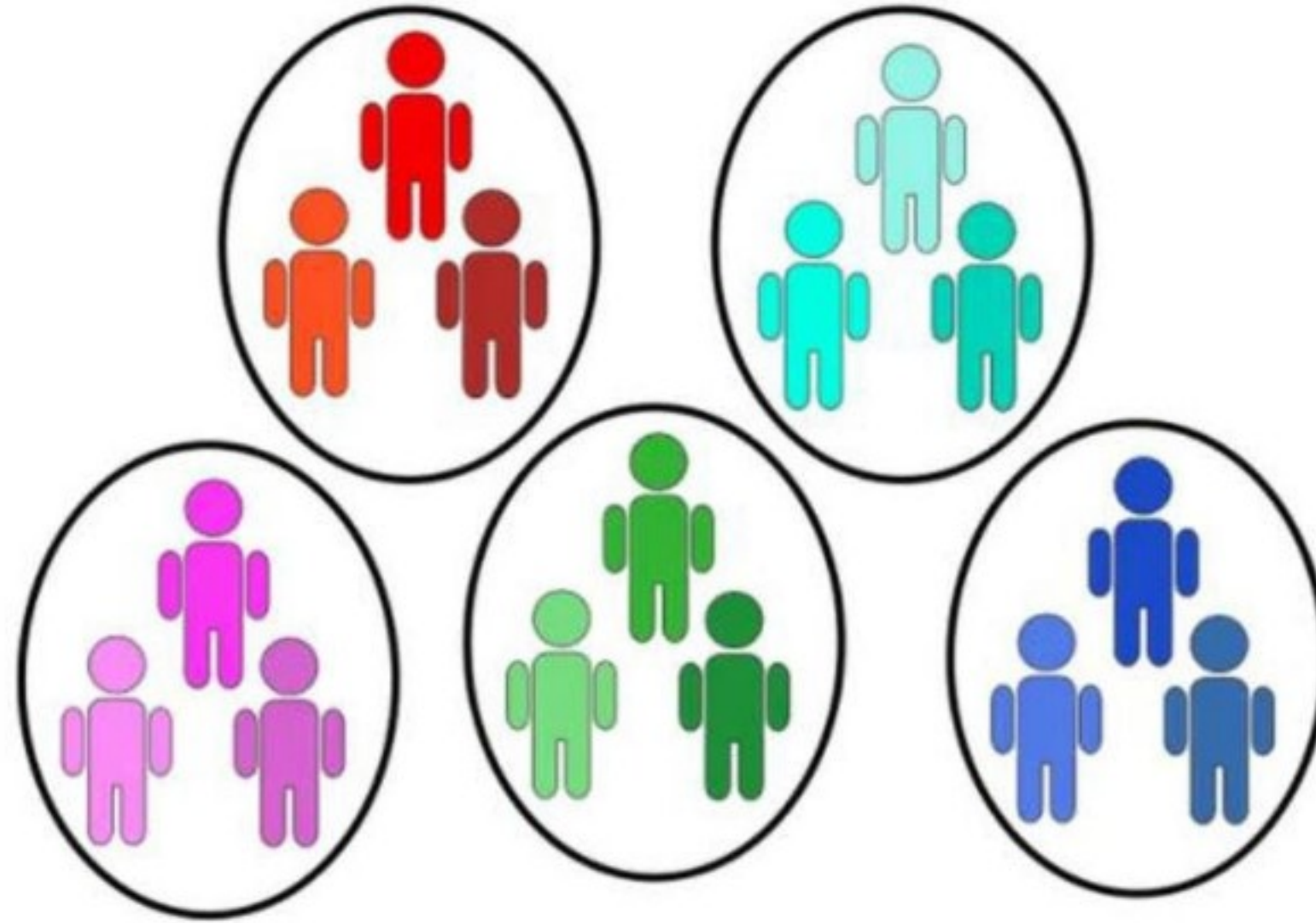
- **BIPOC:** Black, Indigenous, People of Color.
- **Racism:** prejudice, discrimination, or antagonism directed against a person or people on the basis of their membership in a particular racial or ethnic group, typically one that is a minority or marginalize.
- **Antiracism:** the policy or practice of opposing racism and promoting racial tolerance.
- **Black Lives Matter:** a political and social movement originating among African Americans, emphasizing basic human rights and racial equality for Black people and campaigning against various forms of racism. *Abbreviations:* BLM, B.L.M.
- **Colorism:** prejudice or discrimination against individuals with a dark skin tone, typically among people of the same ethnic or racial group.

Important terms

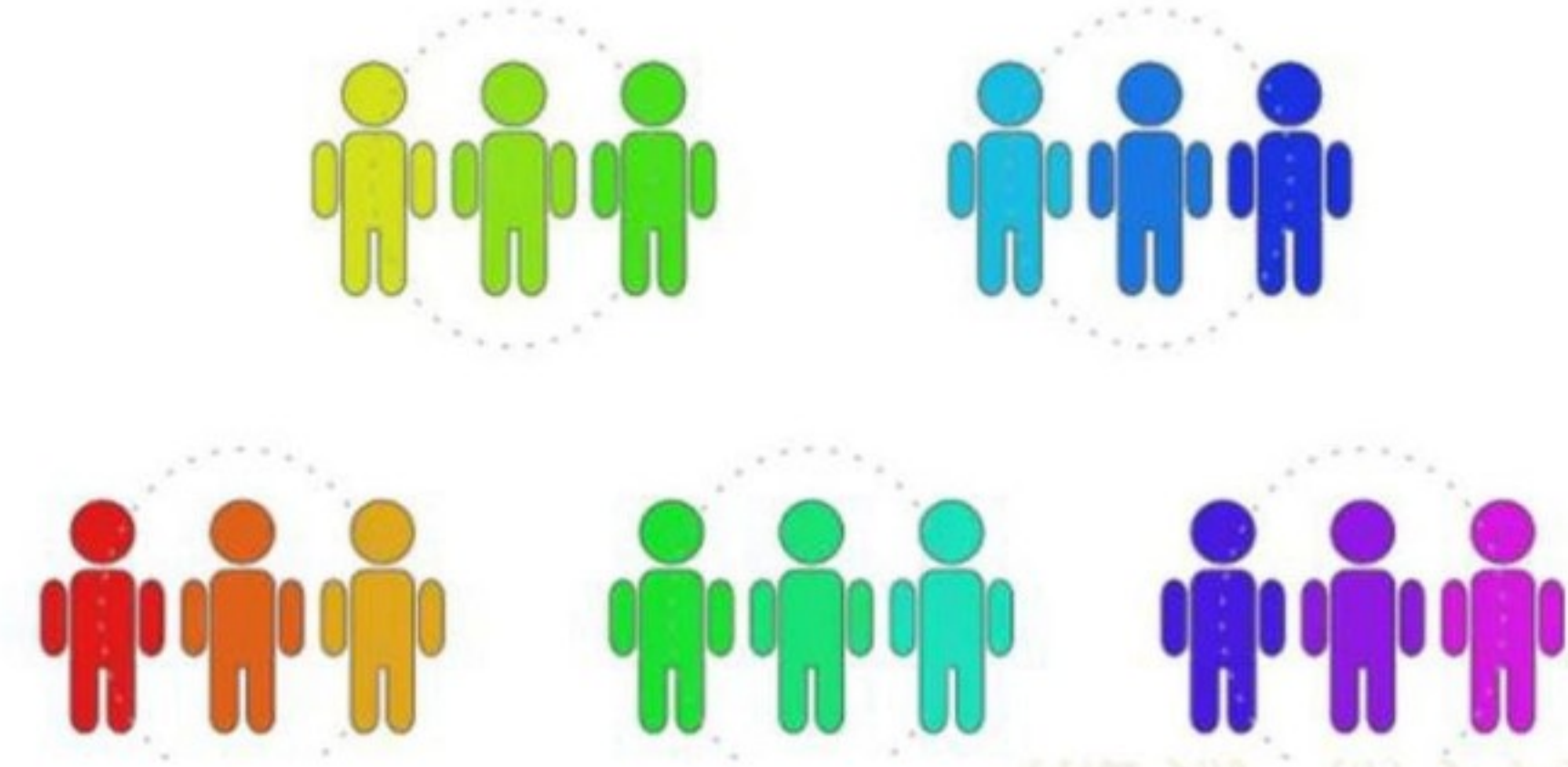
- **Race:** any one of the groups that humans are often divided into based on physical traits regarded as common among people of shared ancestry.
- **Ethnicity:** the fact or state of belonging to a social group that has a common national or cultural tradition.
- **Phenotype:** Phenotype is defined as an organism's expressed physical traits. Examples of an organism's phenotype include traits such as color, height, size, shape, and behavior.

Important terms - Phenotype

A) Popular conception of genetics and "5 races"



B) Actual genetic variation



- **Figure 1:** 'Race' cannot be biologically defined due to genetic variation among human individuals and populations. (A) The old concept of the "five races:" African, Asian, European, Native American, and Oceanian. According to this view, variation between the races is large, and thus, the each race is a separate category. Additionally, individual races are thought to have a relatively uniform genetic identity. (B) Actual genetic variation in humans. Human populations do roughly cluster into geographical regions. However, variation between different regions is small, thus blurring the lines between populations. Furthermore, variation within a single region is large, and there is no uniform identity.

<http://sitn.hms.harvard.edu/flash/2017/science-genetics-reshaping-race-debate-21st-century/>

Important terms

- **Colonialism:** the policy or practice of acquiring full or partial political control over another country, occupying it with settlers, and exploiting it economically.
- **Decolonization (curriculum):** creating spaces and resources for a dialogue among all members of the University on how to imagine and envision all cultures and knowledge systems in the curriculum, and with respect to what is being taught and how it frames the world.
- **Cultural (mis)appropriation:** the act of taking or using things from a culture that is not your own, especially without showing that you understand or respect said culture.

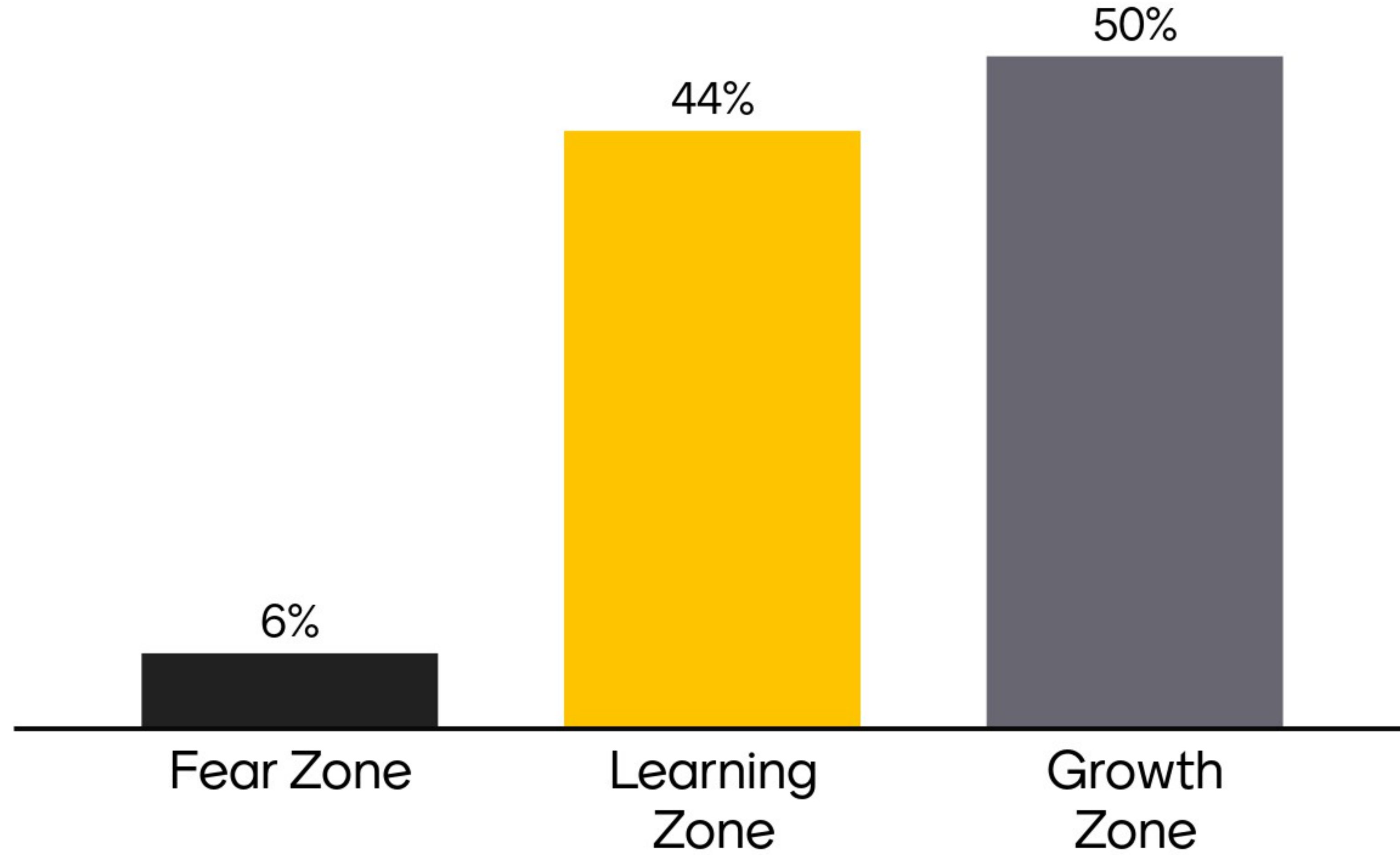
As a white ally, I see
your color & I honor
you & your experiences. I
commit to hold space
for your pain, your grief,
and your trauma.

I commit to anti-racist
thoughts, behaviors, &
to supporting / creating
anti-racist policy. And
I will create space for your
voice & experiences. — Jen
#how to be a white ally

Example - Anti-racist Mission Statement



Where are you?



What critical questions can we ask?

- Who writes the stories / theories / policies?
- Who benefits from the stories / theories / policies?
- Who is missing from the stories / theories / policies?

Jodi Kantor

How can we show up for others?

- Do we have the full breadth at the table?
- Have we seriously considered the full breadth of input?
- How might our implicit biases, attitudes, assumptions be playing out?
- How might this decision advantage some and disadvantage others?
- How can we make this process, program, policy, story, or theory more inclusive?

Dr. Kathy Obear

How do we show up for ourselves?

- Is it safe?
- Can I make a difference?
- Do I have the strength and courage necessary to act at this time?
- Am I willing to show up differently in this relationship?
- Am I willing to own my contribution to the relationship?

Chapman & Co Leadership

STRATEGIES - HOW TO DIALOGUE?

"I" STATEMENTS > "YOU" STATEMENTS

"I feel upset about what happened."

"You made me upset."

OOPS! / OUCH! METHOD

"Oops, I said that wrong and I'm sorry I hurt you."

"Ouch, I'm hurt by what you said."

PLATINUM RULE > GOLDEN RULE

PR = Treat others how they want to be treated

GR = Treat others how you want to be treated

THE LARA METHOD

L - Listen very carefully

A - Affirm a feeling

R - Respond directly

A - Ask ?s or + information

What resources do you have?

- DEI Statement (Diversity, Equity, Inclusion)
- Non-discrimination Policy
- Student Handbook
- Bias Incident Reporting
- Offices with CSAs (Campus Security Authority)
- Student Advocates



Thank you!

Jennifer Spellazza (she/her)

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