CHALLENGING RACISM SYSTEMATICALLY IN THE SOUTH

Welcome to the Webinar!

Please stand by while others are joining the call
July 23, 2013
3:00 PM EST

Hosted by Dallas Faces Race
Presented by Applied Research Center

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CHALLENGING RACISM SYSTEMATICALLY

• **Moderator:** Nadia Mohamed
  Applied Research Center

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  Applied Research Center

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  Southerners on New Ground
Tech Questions

Kimberly Sarabia
Operations Assistant
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IF you are having tech difficulties and need assistance, please contact us at webinar@arc.org or at 646-502-8846.
ARC/Colorlines.com

www.arc.org

www.colorlines.com
Southerners on New Ground (SONG)

Building a political home across race, class, culture, gender and sexuality.

www.southernersonnewground.org
Questions:

You can submit questions using the CHAT feature and we’ll address as many as we can after the presentation.
Ice Breaker

Q: What’s an issue that you are concerned about that has a systemic racism component to it?
Presentation Overview:

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Understanding Racism Systematically

• Racism is not simply an individual belief; it’s a system of inequality. We need to shift public attention from personal prejudice to systemic racism

• The system of racism must be understood if it is to be effectively challenged

• We also need to understand racial justice – the opposite of systemic racism
Key Concepts

Racial Justice ≠ Diversity
(Diversity = Variety)

Racial Justice ≠ Equality
(Equality = Sameness)

Racial Justice = Equity
(Equity = Fairness, Justice)
Equality doesn't mean Justice

This is Equality
This is Justice
Racial Justice

DEFINITION:

Racial Justice is the creation and proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, treatment, opportunities and outcomes for all.

INDICATORS: Equitable impacts and outcomes across race are the evidence of racial justice.
Racial Justice: Strategy for Change

- Focuses on changing systems, institutional practices, policies, and outcomes—we cannot simply focus on changing individuals.

- Proposes equitable solutions and proactive strategies—we cannot just be reactive.

- Requires ongoing consciousness and strategic action—we cannot be “colorblind.” When we’re not consciously part of the solution, we’re often unconsciously part of the problem.
## Different Levels of Racism

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Internalized racism lies within individuals. These are private manifestations of racism that reside inside our minds.

Examples: prejudice, xenophobia, internalized oppression and privilege, and beliefs about race influenced by the dominant culture.
Interpersonal Racism

Interpersonal racism occurs between individuals. Once we bring our private beliefs into our interactions with others, racism is now in the interpersonal realm.

Examples: public expressions of racial prejudice, hate, bias and bigotry between individuals.
Institutional Racism

Institutional racism occurs within institutions. Institutional racism is discriminatory treatment, unfair policies and practices, and inequitable opportunities and impacts, based on race.

Example: A school system that concentrates people of color in the most overcrowded, under-funded schools with the least qualified teachers.
Structural Racism

**Structural racism** is racial bias across institutions and society. It’s the cumulative and compounded effects of an array of factors that systematically privilege white people and disadvantage people of color.

**Example:** The “racial wealth divide” (where whites have many times the wealth of people of color) results from generations of discrimination and racial inequality, as well as intersecting institutions of education, economy and housing.
## Dimensions of Structural Racism

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<tr>
<td>1. <strong>History</strong>: roots and cumulative impacts of white domination in U.S.</td>
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<td>2. <strong>Culture</strong>: normalization and replication of everyday racism.</td>
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<td>3. <strong>Interconnected institutions and policies</strong>: compounding relationships and rules that reinforce racism.</td>
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<td>4. <strong>Racial ideology</strong>: popular ideas and myths that perpetuate racial hierarchies.</td>
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Moving Sidewalk Metaphor: looks like a “level playing field” with same starting point. But some get propelled forward while others get pushed back.
Privilege & Oppression: two sides of the same coin
Obesity: A Personal Problem?
Participant Poll:

Q: Which intervention do you think would be most effective in closing the racial disparities in obesity rates?

A. People of color changing their diets

B. People of color getting more exercise

C. Nutritional school lunches

D. Access to healthy and affordable fresh food

E. More public parks, bike lanes and safe walking routes in communities of color
Obesity: A Systemic Outcome
Obesity: A Systemic Outcome

No Car and No Supermarket Store Within a Mile

SOURCE: Department of Agriculture, Centers for Disease Control

by Janet Rausa Fuller Chicago Sun-Times Reporter July 18, 2006 http://www.suntimes.com
Systems Analysis

• Analyzes problems holistically to identify root causes and contributing factors

• Generates an array of possible solutions and strategic interventions aimed at fundamental and lasting change
Systems Analysis Questions

- What are the racial inequities? Who’s hurt and who benefits most?
- What institutions and unfair policies or practices are involved?
- What are popular ideas, myths or norms that reinforce the problem?
Systems Analysis Questions

• How did things get this way? What are the cumulative impacts?

• What are the key causes, contributing factors or compounding dynamics?

• What solutions and strategies could eliminate the inequities?
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Challenging Racism Systematically

- Systems are transformed by finding high leverage points that can induce and reinforce ongoing change
- An action in one area can affect all other areas
- Actions and gains are followed by reactions and retrenchments
## Strategies for Addressing Racism at Different Levels

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Strategies for Addressing Racism at Different Levels

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Selecting Strategies to Challenge Racism

• Analyze how racism is operating at different levels using a systems analysis

• Identify options where you can leverage change and make a transformative impact

• Weigh the options; choose a focused strategic intervention
Racial Bias in Policing
## Different Levels of Racism

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**Micro Levels:**
- Internalized
- Interpersonal

**Macro Levels:**
- Institutional
- Structural
Participant Poll:

Q: Which level of racism does your work primarily address?

A. Internalized
B. Interpersonal
C. Institutional
D. Structural
E. None — our work does not focus on racism
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Developing Solutions Systematically

1. Move from Reactive to Proactive
2. Advance Viable Solutions
3. Address “Race AND…”
1. Move From Reactive to Proactive

- Shift from “anti-racism” to “racial justice” frame
- Appeal to values of equity, inclusion, unity, dignity
- Use reactive moments for proactive proposals and creative opportunities
2. Advance Viable Solutions

• Propose a concrete equitable alternative

• Use “SMART” goals: Specific, Measureable, Attainable, Relevant and Timely

• Include clear mechanisms to attain, sustain and assess success (funding, staffing, evaluation, etc.)
3. Address “Race AND...”

- Address race *explicitly*, not *exclusively*

- Make racial justice a prominent and complimentary priority—e.g. racial justice *and* (current issue)
Addressing Racial Justice in the South: Immigrant Rights
Addressing Racial Justice in the South: Immigrant Rights

- **Reactive and proactive organizing:** Galvanized by the 2011 passage of HB 56, Alabama’s “worst in the nation” anti-immigrant law, ACIJ has grown into a nationally recognized coalition with over 30 organized member communities, and thousands of individual members.

- **Bridge-building:** connecting issues and communities (immigrant rights, civil rights, voting rights and human rights)
Addressing Racial Justice in the South: Marissa Alexander Case
Addressing Racial Justice in the South: Marissa Alexander Case

√ Examines systemic patterns of people of color being more harshly punished in criminal justice system compared to whites.

√ Addresses intersections of race AND gender inequities.
Addressing Racial Justice in the South: Voting Rights

we ALL count.

I will not be erased.

APPLIED RESEARCH CENTER

COLORLINES.com
Addressing Racial Justice in the South: Voting Rights

• **Unites people across divisions:** “Regardless of race, economic status, gender, ability, or legal status – We All Count.”

• **Highlights common regional struggles and aspirations:** Eight of eleven states in the former Confederacy passed restrictive voting laws since 2010.

**SOUTH TO SOUTH**

the South will not be erased.
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Starter Question

What is a challenge you are facing in your efforts to address racial justice?
1. **New Learning.** What is something new or useful that you learned? What do you want to learn more about?

2. **Systems Analysis.** What are some root causes or structural dynamics such as unfair policies or institutional practices that are contributing to the problem?

3. **Brainstorming Solutions.** What might be some solutions that could actually result in equitable systems change (at the institutional or structural level)?

4. **Follow-up Action.** How can you apply something you learned in the coming weeks? What is a follow-up action that you’re willing to commit to do?
Key Resources and Links:

**Applied Research Center:** www.arc.org

**Southerners on New Ground:** http://southernersonnewground.org/

**Colorlines:** www.colorlines.com

**Facing Race Conference:** www.arc.org/facingrace
November 13-15, 2014 in Dallas

**Dallas Faces Race:** Dallasfacesrace.com