

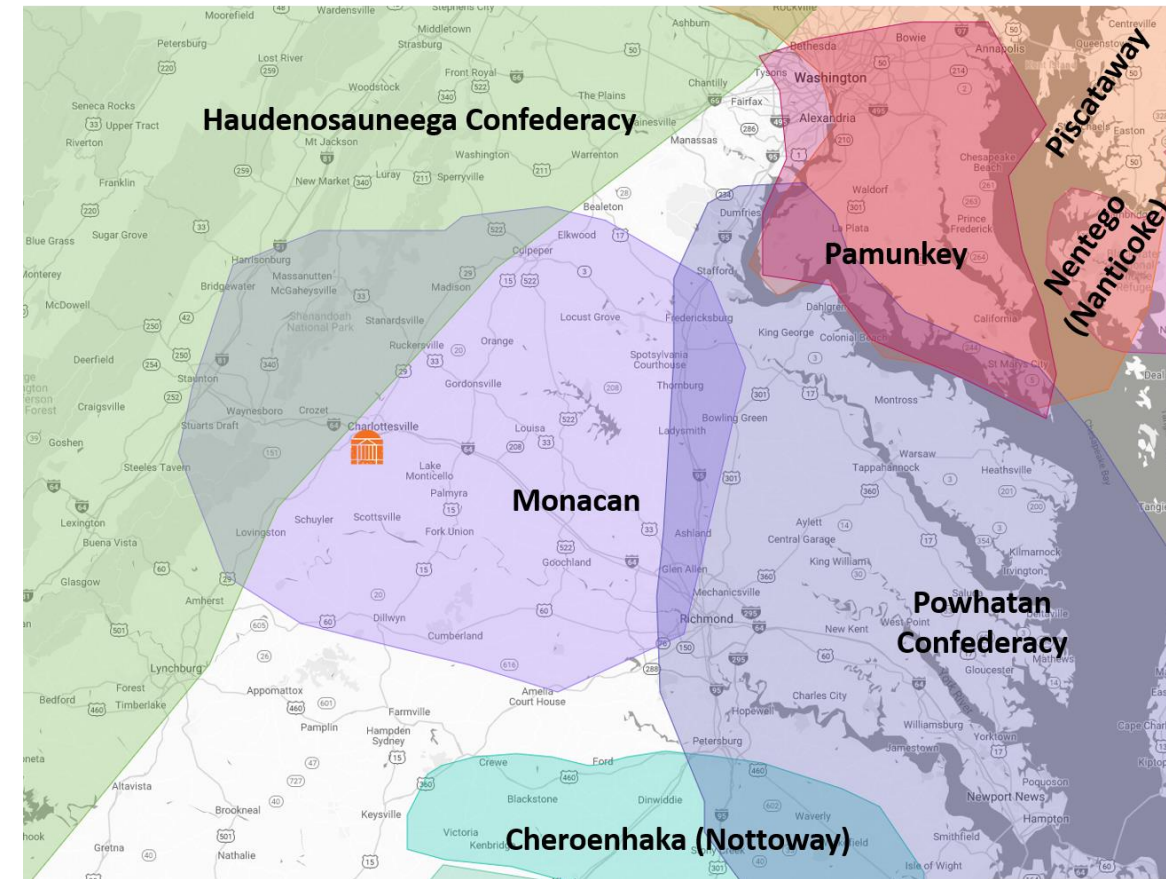
AN OPENING
CONVERSATION

ANTI- RACISM AND ACTION



WE ACKNOWLEDGE

We acknowledge that the land we live, learn, and work on is the traditional territory of the Monacan Indian Nation. We pay respect to their elders – past, present, and emerging. We also pay respect to the Pamunkey Indian Tribe, the Chickahominy, the Eastern Chickahominy, the Mattaponi, the Upper Mattaponi, the Rappahannock, the Nansemond, the Cheroenhaka (Nottoway), the Patawomek and many additional sovereign Indigenous nations who have an enduring relationship with and call our surrounding area home today. In addition, we acknowledge and pay respect to the enslaved people who built and labored at the University of Virginia.



WHY ARE WE HERE?



TO OPEN A CONVERSATION ON RACE
& HOW IT SHOWS UP IN OUR DAILY
LIVES



TO CHART OUT SOME WORKING
DEFINITIONS THAT HELP US SPEAK IN
A SHARED FRAME OF REFERENCE



TO THINK ABOUT ACTIONS WE CAN
TAKE TO START OUR OWN JOURNEY
FOR RACIAL EQUITY & JUSTICE

WHAT WE WILL NOT BE ABLE TO DO?



LEARN ALL THERE IS TO KNOW



SOLVE THE PROBLEM(S) OF
RACISM & OTHER "ISMS"



GET A CHECKLIST FOR
EXACTLY WHAT TO DO AND
SAY IN ALL CIRCUMSTANCES

HEARD. SEEN. RESPECTED.

- Share responsibility for including all voices in the conversation
- Be present and listen respectfully
- Own your intentions and your impact
- Reflect on how your own social positionality (e.g. race, class, gender, sexuality, ability, job/authority) informs your perspectives and reactions/actions
- Be open to changing your perspective based on what you learn from others
- Label words and behaviors, not people
- Share the lessons learned – hold in confidence the stories told and by whom

OUR IMAGINARIES

You are late to catch a flight. You just make it and as they are closing the cabin door the pilot steps out and welcomes you on the plane.

You arrive at your destination, go to a local restaurant and have the best meal of your life. You notice a married couple next to you is celebrating their anniversary.

You go to the conference the next morning and the speaker is the doctor whose novel use of nerve transfer is a hot topic in the field right now.

*"Race, is the child of
racism, not the father"*

Ta-Nehisi Coates

"In a racist society, it is
not enough to be non-
racist, we must be anti-
racist"

Angela Davis

**OUR
IMAGINARIES**

WHAT IS RACE & RACISM?

- The word *Race* is used to refer to a group of people who share physical and cultural traits as well as common ancestry.
- Racism refers to both:
 - (1) The belief that races are populations of people whose physical differences are linked to significant cultural and social differences and that these innate hierarchical differences can be measured and judged; and
 - (2) The practice of subordinating races believed to be inferior.

WHAT IS RACE & RACISM?

- The idea of race implies that the people of the world can be divided into biologically *discrete* and *exclusive* groups based on physical and cultural traits.
- Race is a *historical* and *social* construction.
- ***Social***, meaning it has no biological basis but is an idea we endow with meaning through daily interactions – reflecting a particular way of viewing human differences.
- ***Historical***, meaning that the idea of race was formulated at particular historical moments and places – in the U.S. context anti-black, anti-Indigenous, anti-Asian, anti-Latin@ racisms are particularly the product of European then U.S. colonial and imperial encounters.

RACISM WITHOUT RACISTS?

- Racism operates on multiple interacting and interdependent levels:
 - **Interpersonal** – occurs between individuals. These are public expressions, often involving slurs, different treatment, or hateful words and actions.
 - **Institutional** – that which is built into policies, procedures, and everyday practices of institutions like healthcare, education, banking, and the legal system.
 - **Structural** – the racism of different institutions overlaps, reinforces, and amplifies different treatment for people of color and Indigenous people.
 - **Cultural** – systemic and pervasive images, pictures, comments, literature, movies, advertisements, and online media that portray people of color as deviant or inferior.
 - **Ideological** – world views, beliefs, and common-sense ways of thinking that are “normal” in society or culture and are rooted in racial ideas.

WHAT IS WHITENESS?



**Whiteness in
America**

WHAT IS WHITE SUPREMACY?

- We see that “Whiteness” is a constantly shifting boundary and really encompasses far more than phenotype to what is “normal” and “proper”, including:
 - Wealth/property;
 - Gender;
 - Religion;
 - Education; and more
- White supremacy culture is the name for the cultural hierarchization built on a racism that reflects the pervasive, deep-rooted, and long standing uneven and unfair distribution of power, privilege, land, and material goods favoring “white” people and disadvantaging “blackness”.

PRIVILEGE & BENEFITS

- *Privileges* are the economic extras those of us who are middle-class and wealthy gain at the expense of poor and working-class people of all races.
- *Benefits* are the advantages all white people gain at the expense of people of color regardless of economic position in relation to *greater access to power* and resources.
- Though not all white people have substantial economic *privileges*, white people do enjoy *benefits* (some also say *privilege*) from being white such as greater access to:
 - The "Power of Normal"
 - The "Power of the Benefit of the Doubt"
 - The "Power of Accumulated Power"

**SEEING IT
WHERE WE
LIVE,
LEARN, &
WORK**

**THE UNIVERSITY OF VIRGINIA
INSTITUTE FOR REDRESS OF INEQUITY
THROUGH COMMUNITY-ENGAGED
SCHOLARSHIP**

RACIALIZED MICROAGGRESSIONS

- Brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults towards people of color.
- The negative impacts accumulate over a lifetime and the taxonomy as originally articulated includes:
 - **Microassaults** - Conscious and intentional actions or slurs, such as using racial epithets, displaying swastikas or deliberately serving a white person before a person of color in a restaurant.
 - **Microinsults** - Verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's racial heritage or identity. An example is an employee who asks a colleague of color how she got her job, implying she may have landed it through an affirmative action or quota system.
 - **Microinvalidations** - Communications that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a person of color. For instance, white people often ask Asian-Americans where they were born, conveying the message that they are perpetual foreigners in their own land.

MICRO- AGGRESSIONS IN PERSPECTIVE



Reference: She Knows Media. (2015). Hatch Kids Discuss Microaggressions.

**NOTICING. NAMING.
INTERRUPTING.**

NOTICING. NAMING. INTERRUPTING.

- Examining our own social identities and cultural conditioning can help us to be more conscious and willing to notice and name interactions we have been taught to ignore, even when we feel uncomfortable doing so.
- We can learn to address group dynamics directly, whether naming what is going on, asking clarifying questions, providing time for people to take a moment to reflect silently on the situation, or opening a discussion about the impact of language and behavior and how people are feeling.
- Greater awareness of our own socialization and positionality will help us learn to facilitate group dynamics in ways that effectively interrupt racially and otherwise problematic interactions and promote learning.

YOUR JOURNEY

YOUR OWN JOURNEY

- Resist defensiveness and do not let discomfort be an excuse to disengage.
- Learn when to listen, when to amplify and when to speak up.
- Educate yourself
- Educate others (particularly other White people if you are White)
- Risk your unearned benefits to benefit others (particularly if you are White)
- Use your positional authority



Division for Diversity,
Equity, and Inclusion

HERE FOR
CONVERSATION

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INCLUSIVE EXCELLENCE

