Eliminating Racism: Building an Anti-racist Community

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What to expect from today’s presentation

1. Where did racism come from?
2. What are the types of racial inequity?
3. Where should business, corporate and non profit companies begin?
4. How do we build a strong ally community?
5. What educational resources are available to begin?
Legacy

1618: Headright System

1705: Freedom Dues

1785: Land Ordinance Act (0.40 ac/0.80 ac)

1790: Naturalization Laws

1830: Indian Removal Act

1848: Treaty of Guadalupe Hidalgo

1862: Homestead Act (560 ac, $12.50/ac, Over 300 million Americans today are beneficiaries)

1865: 13th Amendment

1882: Chinese Exclusion Act

1910: Flexner Report

1933-35: New Deal (Relief, Recovery, Reform)

1944: GI Bill

1946: Hill-Burton Act

1978: Proposition 13 (Property Taxation)

2009: The American Recovery and Reinvestment Act

Kakism = Social
Construction of Race

1607: Jamestown, first permanent English settlement
1613: Marriage of John Rolfe (Pocahontas)
1618: Headright System
1619: First Africans (20 “Negars”)
1640: John Punch, Victor, & Thomas Coryam
1660: Act XXII
1662: Act XII
1670: Nathaniel Bacon’s Rebellion
1680-91: VA House of Burgess decides “what is a ‘white’ man?”
1740: Blumenbach & Buffon’s “Oeufs”

Racism = Social + Institutional Power + Race Prejudice
Racism = A System of Advantage based on race
Racism = A System of Oppression based on race
Racism = A white supremacy system supported & dependent upon an all-class collaboration called “White” created to end class struggle
## Poverty, Race, & Place

**Total US Population:** 327 million (US Census)

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Population</th>
<th># Poor</th>
<th>Poverty Rate</th>
<th># of States Can Pov</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>192m</td>
<td>14m</td>
<td>7%</td>
<td>0</td>
</tr>
<tr>
<td>Asian</td>
<td>18m</td>
<td>1.7m</td>
<td>9%</td>
<td>5</td>
</tr>
<tr>
<td>Lat/Hisp</td>
<td>58m</td>
<td>9m</td>
<td>15%</td>
<td>12</td>
</tr>
<tr>
<td>AI/NotAm</td>
<td>2m</td>
<td>446k</td>
<td>22%</td>
<td>9</td>
</tr>
<tr>
<td>Black</td>
<td>38m</td>
<td>7.8m</td>
<td>20%</td>
<td>26</td>
</tr>
</tbody>
</table>

### Concentrated Poverty

The clustering of residential locations of people with incomes below the relevant poverty threshold. A census tract with 20% poor residents involves a relatively high concentration; 40% poor is a very high concentration.
TYPES OF RACIAL INEQUITY

Racism is often thought of as individual acts of bias. While discrimination is still very much a reality, focusing on individual acts of racism can obscure the realities that create and maintain racial inequity more broadly. Below are the definitions of three types of racial inequity. To fully address the impacts of racism it is important to address all aspects of racial inequity. To date much of the emphasis of racial equity work has focused on individuals, the Race and Social Justice Initiative is an effort to shift that focus to institutional and structural forms of racism.

- **Structural** — The interplay of policies, practices and programs of differing institutions which leads to adverse outcomes and conditions for communities of color compared to white communities that occurs within the context of racialized historical and cultural conditions.

- **Institutional** — Policies, practice, and procedures that work to the benefit of white people and the detriment of people of color, usually unintentionally or inadvertently.

- **Individual/Interpersonal** — Prejudice, bias, stereotypes or generalizations about an individual or group based on race. The impacts of racism on individuals — white people and people of color (internalized privilege and oppression). Individual racism can result in illegal discrimination.
Business, Corporate and Nonprofit Sector

Cannot program our way out of racism and inequity

1. Leadership rooms have to change - board diversity, C-Suite and decision making positions
2. Shared power base
3. Increased and measured diversity spend
4. Commitment to implicit bias and racial equity training and development
5. Measurable goals for all DEI efforts
How to be an Ally

• Listen
• Get educated
• Get involved
• Show up
• Speak up
• Intervene
• Welcome discomfort
• Learn from your mistakes
• Stay engaged
• Donate
HOW BLACK LIVES MATTERS ALLIES CAN ADVANCE RACIAL EQUITY

• Re-educate yourself with the "hard" history of the birth and development of our nation and current racially inequity issues.
• Host conversations with your friends, families, and colleagues about race, racism; why racial equity is important to you; and why each of us is responsible for dismantling and correcting it wherever possible.
• Speak up and out privately/publically about racial inequities you witness.
• Seek to understand before being understood.
• Use your privilege as a platform to make room for those who do not have the opportunity to be heard.
I Want To Be An Ally But I Don’t Know What To Do

A Resource Guide

@gisellebuchanan
Don’t Be Afraid To Be Wrong

I’VE BEEN HEARING A LOT OF PEOPLE SAY THAT THEY’RE NERVOUS TO SAY ANYTHING BECAUSE THEY HAVE A LOT TO LEARN AND DON’T WANT TO BE WRONG, BUT YOU WILL BE WRONG SOMETIMES WHEN YOU TAKE A RISK. YOU MIGHT HAVE TO ENDURE BEING CHECKED A FEW TIME IN YOUR JOURNEY TOWARDS TRUE ALLYSHIP.

SOME PEOPLE ARE ASKING YOU TO BE QUIET. OTHERS ARE ASKING YOU TO BE VOCAL. TO AMPLIFY BLACK VOICES. IN THIS TIME, BOTH ARE NEEDED AND NECESSARY. LEARN HOW TO DISCERN WHAT EACH MOMENT REQUIRES.

PRO TIP: IT’S DIFFICULT TO BE WRONG IF YOU PLAINLY SHARE FACTS.

@gisellebuchanan
Black People Are Not Required to Educate You

Stop asking your Black friends what to do. Stop asking them how you can help. They are tired. Take initiative. Start asking yourself what you can do. If you don’t know, there have been many books, articles, and documentaries created on just this. It is your responsibility to seek out the anti-racist readings and begin your education. Do the work of getting informed. Create a book club with your friends. Join a group. Learn together.

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Get Uncomfortable

Welcome. Black people are constantly grappling with discomfort. Take on some of the burden. This time will require you to have uncomfortable conversations with people in your lives. You will have to take on the role of teacher. Many may not agree with you. You might lose friends.

@gisellebuchanan
What is your contribution?

Things transform when we align our gifts, skills and resources in the pursuit of a greater purpose.

Art, money, medicine, land, real estate. A platform. What are your skills and how can they be useful now? What privileges do you have and how can you redistribute them to the movement for black liberation.

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Use Your Privilege

VOTE FOR LEGISLATIVE CHANGE.

PETITION BUDGET CUTS FOR YOUR LOCAL PD.

MAKE THE PHONE CALLS TO STATE ATTORNEYS TO DEMAND THE
INDICTMENTS OF CRIMINAL COPS.

PARTICIPATE IN ACTIONS WITH YOUR LOCAL ORGANIZERS

DROP OFF RESOURCES TO PROTESTERS.

USE YOUR PHYSICAL BODY AND VOICE AT PROTESTS.

VOCALLY STATE THAT YOU ARE UNWILLING TO SUPPORT, PASSIVELY
OR ACTIVELY, THE KILLING OF BLACK PEOPLE.

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Destroy The Myth

Are you insulated in the comfortable shield of whiteness? Do you have the ability to go days without interacting with other people’s true lives, thoughts, and experiences? Examine how this is an extension of your privilege. A proliferation of white imperialist delusion which asserts whiteness as central and all other lives and experiences as peripheral. We are living in many realities. It is time to get on one accord so that we can transform. Are you still under the spell of patriotism and propaganda? How can you break it?

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How You Spend Your Money Is Political

It is not enough to make a one time payment to a Black non-profit.

What businesses do you patron? What Black creators do you uplift? What movements do you support? How are you actively and intentionally practicing regular wealth redistribution? What is your daily contribution to the economic mobility of Black people?

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Resources to Support Conversations on Race, Racism, and Resistance

Read

• “Anti Racist Baby” by Ibram X. Kendi
• “Raising white kids: Bringing up Children in a Racially Unjust America” by Jennifer Harvey
• “Motherhood So White: A Memoir of Race, Gender, and Parenting in America” by Nefertiti Austin
• “White Fragility: Why It's So Hard for White People to Talk About Racism” By Robin DiAngelo
• “How To Be An Antiracist” by Ibram X. Kendi
• “Invention of the White Race” by Theodore Allen
• “Just Mercy” by Bryan Stevenson
• “Learning to be White” by Thandeka
• “Racecraft” by Karen Fields and Barbara Fields
• “The Color of Law” by Richard Rothstein
• “The Color of Money” by Mersha Baradaran
• “The New Jim Crow” by Michelle Alexander
• “White Rage: The Unspoken Truth of Our Racial Divide” by Carol Anderson
• “White Trash: The 400-Year Untold History of Class in America” by Nancy Isenberg
• “Stamped from the Beginning” by Ibram X. Kendi
Resources to Support Conversations on Race, Racism, and Resistance

Books for Children

Ages 0-3 - Books by Ezra Jack Keats
- “A Snowy Day”
- “A Letter to Amy”
- “Whistle for Willie”

Ages 3-5
- “Saturday” by Oge Mora
- “A is for Activist” by Innosanto Nagara
- “Hair Love” by Matthew A. Cherry

Ages 5-8
- “Each Kindness” by Jacqueline Woodson
- “The Youngest Marcher” by Cynthia Levinson

Ages 9-12
- “Resist: 35 Profiles of Ordinary People Who Rose Up Against Tyranny and Injustice”
- “Not My Idea: A Book About Whiteness” by Anastasia Higginbotham

Ages 12 and up
- “All American Boys” by Jason Reynolds and Brendan Kiely
- “So You Want to Talk About Race” by Ijeoma Oluo
- “Stamped: Racism, Antiracism and You” by Ibram X. Kendi
Resources to Support Conversations on Race, Racism, and Resistance

Watch

• 13th (Netflix)
• American Son (Netflix)
• Dear White People (Netflix)
• If Beale St. Could Talk (Hulu)
• King in the Wilderness (HBO)
• See You Yesterday (Netflix)
• The Hate You Give (Cinemax)
• When They See Us (Netflix)
Resources to Support Conversations on Race, Racism, and Resistance

Articles & Online Resources

- [https://www.teachandtransform.org](https://www.teachandtransform.org)
- [https://www.theconsciouskid.org](https://www.theconsciouskid.org)
- [https://www.embracerace.org/](https://www.embracerace.org/)

Podcasts

- *Code Switch*, NPR
- *Revisionist History*, Malcom Gladwell
- *Scene on Radio* – A Podcast from the Center of the Documentary Studies (CDS), Duke University: Season 2 – Seeing White; Season 4 – The Land That Has Never Been Yet
Resources to Support Conversations on Race, Racism, and Resistance

Donate

- YWCA Columbus (ywcacolumbus.org)
- The Columbus Urban League (cul.org)
- Black Visions Collective (blackvisionsmn.org)
- Reclaim the Block (reclaimtheblock.org)
- Know Your Rights Camp (knowyourrightscamp.com)
- Minnesota Freedom Fund (minnesotafreedomfund.org)
- George Floyd Memorial Fund (gofundme.com/f/georgefloyd)
- Campaign Zero (joincampaignzero.org)
- Black Lives Matter (blacklivesmatter.com)
- Communities united Against Police Brutality (cuapb.org)
- I Run with Maud (gofundme.com/f/i-run-with-maud)
- NAACP Legal Defense Fund (naacpldf.org)
- American Civil Liberties Union (aclu.org)
Questions & Answers

*Some resources provide by Keisha J. Hunley-Jenkins