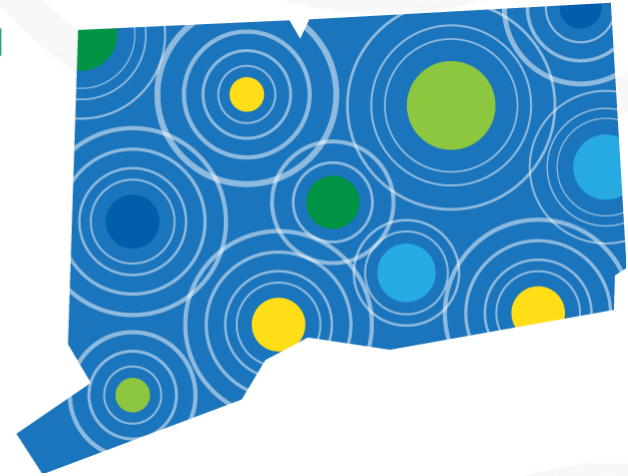


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Social Justice Series: Unpacking equity to create community impact

WELCOME,

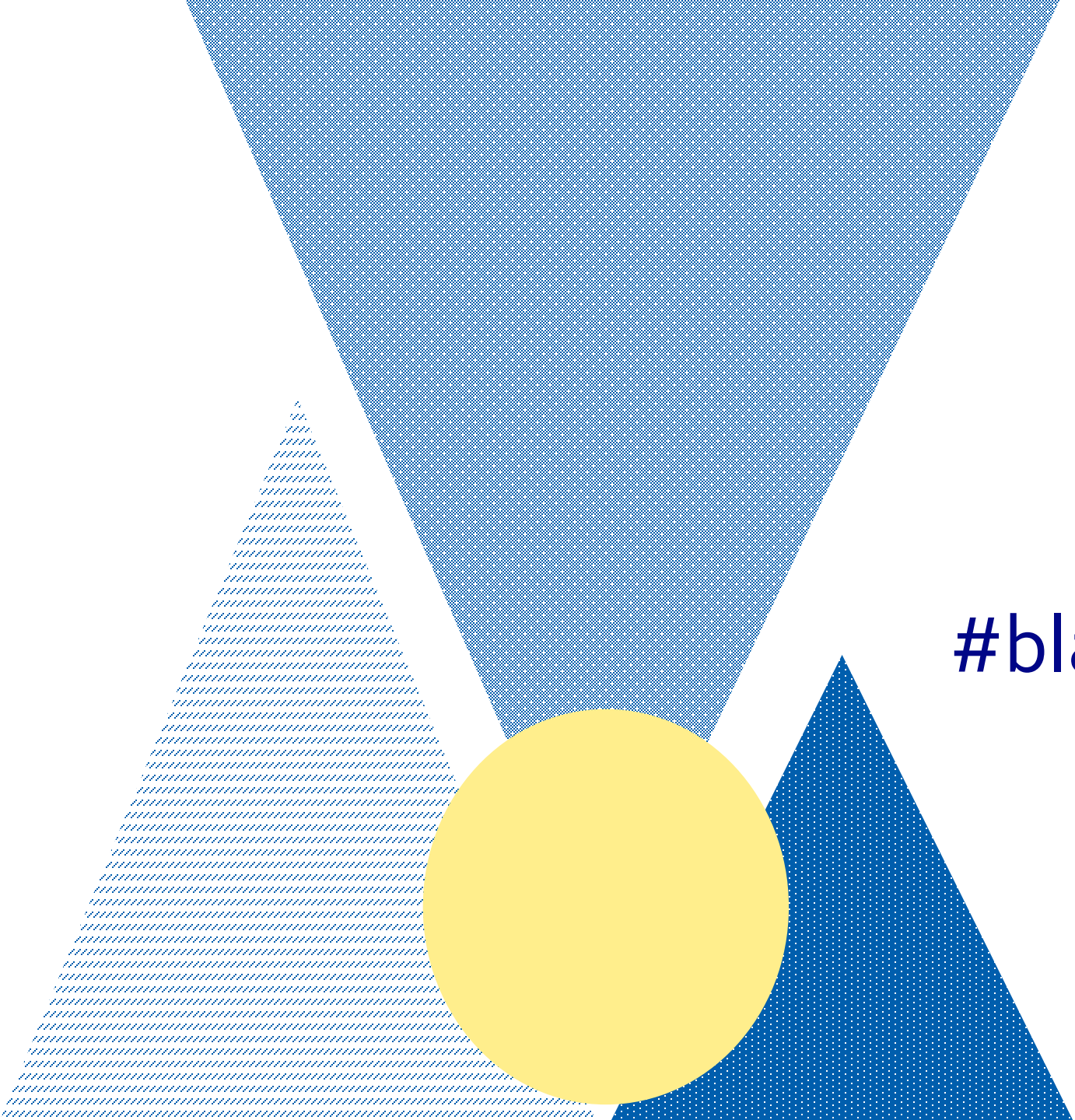
Social Justice Series Overview

Session 1:
Deconstructing
#BlackLivesMatter
& white
supremacy

Session 2:
Disability Justice
in time of COVID

Session 3:
LGBTQ and TGNC
Voice in our
Communities

Session 4:
Building our
Future
Communities with
Transformation
Justice

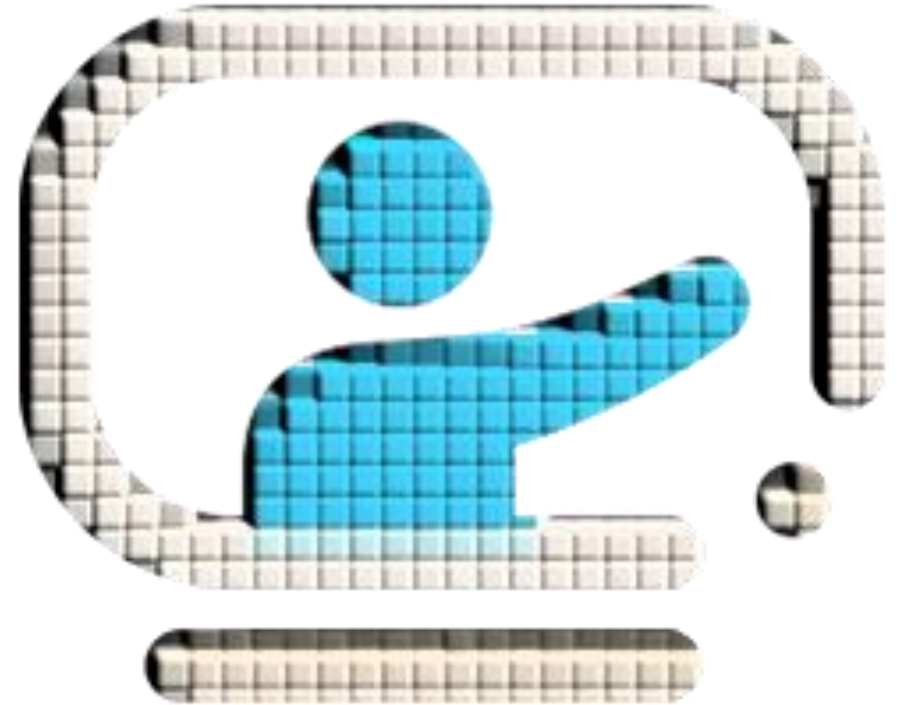


Session 1:

Deconstructing #blacklivesmatter and white supremacy

Introductions

- Your name?
- What brings you here today? What interest do you have in this topic?



Ground Rules

- Approaching the topics covered today from a place of curiosity, as opposed to defensiveness

Curiosity looks like:

- Ask questions
- Open-minded to different perspectives
- Listening without judgement
- They are fully present
- They are willing to be wrong.

Defensiveness looks like:

- perceives threat or anticipates threat in the group.
- gives some attention to the common task, but devotes more energy to defending themselves.

Session 1 Agenda

The importance of the #blacklivesmatter movement

- Understanding #blacklivesmatter
- What #blacklivesmatter isn't
- Understanding #blm protests
- Understanding the breath and depth of the #blm movement

Understanding whiteness

- Understanding whiteness; where does it show up?
- Understanding color blindness
- Understanding white fragility; facilitating personal reflections

Actions municipalities can take

The background features three sets of concentric circles. One set in the top right has a yellow center dot, another in the bottom left has a green center dot, and a third in the bottom right has a blue center dot. The text is centered in a blue font.

The importance of the #Blacklivesmatter movement

Understanding #blacklivesmatter

Black Lives Matter (BLM) is an international human rights movement (mainly concerned in NA); the words “Black Lives Matter” are call to end racially targeted violence, and fix the broken system in which Black people are treated inequitably.

The death of **George Floyd**

What #blacklivesmatter isn't

#blacklivesmatter...

- Doesn't mean lives that are non-black don't matter.
- Doesn't mean that police brutality only happens to black people;
- Doesn't communicate that police lives don't matter
- Doesn't mean that all police are exercising brutality or are racially motivated in their work.

Saying,

#alllivesmatter,
#bluelivesmatter,

*"that racism doesn't exist",
"that black people need to get over it"*

These undermine the movement and can be seen as trying to suppress Black voices who are advocating for change.

Understanding protests

It is now being called one of the largest movements in US History

- For many years polls showed that the #BLM movement operated with limited support beyond the Black community. Surveys since the death of George Floyd show it now also has majority support among Hispanics, Asian Americans and Whites.
- Most of the protesters are young adults
- Many other marginalized groups are also showing solidarity with the #blacklivesmatter movement; including those who fight for disability rights, and LGBTQ rights (maybe cities LGBTQ communities canceled pride events to instead show support to #blm).

Understanding protests

Why protests of this kind are important and what they accomplish

- Helps to raise awareness about an issue, and to change public opinion
- Helps to create institutional changes as of result of raised awareness and changes in public opinion (for example: there have been cities that have defunded the police or who have done away with certain lethal force tactics used by police).
- Helps to create electoral consequences (intentionally or unintentionally); *for example in there is more awareness about an issues and public opinions have changed, voters may vote differently at local and national elections.*

Questions, Comments, Reflections?



Understanding whiteness

Understanding whiteness

What is culture?

-shared knowledge, experience, beliefs, values, ethics, attitudes, meanings, hierarchies, religion, notions of time, roles, and of what's favorable and unfavorable.

Culture distinguishes the members of one group or category of people from another.

What is cultural racism?

Cultural racism is how the dominant culture is founded and then shapes norms, values, beliefs and standards to advantage to advantage one group over another.

Understanding whiteness

What is a White Supremacy culture?

White supremacy uses cultural differences to overtly and covertly assign value and normality to white people and whiteness in order to rationalize the unequal status and degrading treatment of People and Communities of Color.

White supremacy culture is reproduced by all the institutions of our society. In particular the media, the education system, criminal justice system, health system, among others.

Where does it show up?

When we think of culture and cultural norms, “white” is often seen as default or norm. This term has also been called “white centering” (the belief that white culture, values and norms are the normal center of the world).

For example,

- Black women (and men!) being told to not wear their natural hair in the workplace as it’s not professional.
- Black people being told that their African American Vernacular English (AAVE) is unprofessional or “uneducated”.

Understanding Color blindness

The History:

- Racial or color blindness reflects an ideal in the society in which skin color is insignificant.
- The ideal was most forcefully articulated in the context of the [Civil Rights Movement](#) and International [Anti-racist](#) movements of the 1950s and 1960s.
- Advocates argue that persons should be judged not by their skin color but rather by "the content of their character".

Why it's outdated:

- Many sociologists argue that ideologies claiming not to see race risk ignoring discrimination.
- Color blindness leaves people (white, in particular) without the language to discuss race and examine their own bias.
- Color blindness relies on the concept that race-based differences don't matter, and ignores the realities of systemic racism.

Understanding White Fragility

White Fragility:

discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice.

Defensiveness:

- “I am not racist, I see all people the same. I see no color”
- “I am totally into black culture (movies, music), so I am not really living in a white supremacist culture. I’m more in black culture.”
- “My husband is black, how could I ever be seen as contributing to a racist, white supremacist culture?”
- “I’m not racist- I voted for Obama. And I think he’s cute!”

Discomfort

- Avoiding identifying people by their race, as that would mean talking about race
- Avoiding making friends that are different races as you don’t want to say something wrong and get called out.

Questions, Comments, Reflections?

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Sustainable actions
municipalities can take
in the now and moving
forward

Personal Reflection

SIX TIPS FOR MOVING FORWARD:

1. Recognize your own privilege and power in society; how can you actively give up power and facilitate power to those who have less due to racism
2. Avoid defensiveness when hearing about whiteness, white supremacy or the country's history of racism and oppression. Understand the link between defensiveness and fear of losing power, losing face, losing comfort, losing privilege).
3. Avoid statements what claim to be “color blind”

Personal Reflection

SIX TIPS FOR MOVING FORWARD:

4. Avoid common traps of white fragility (e.g. being defensive or avoiding discomfort)
5. Avoid compliancy; challenging yourself to not be silent to be active; inaction maintains the current state/status quo (and the current state is white supremacy).
6. Productively call out other white people out when you see 1-5 playing out.

Taking action

Now is the time to stand with the people of color within your communities, amplify their voices, and take action. Examples:

- Not just allowing for #blm protests in communities, but joining protests
- Having police officers release solitary statements in your communities; and commit to using non-violence police tactics
- Call out race as a public health crisis

Taking action –looking ahead

Other Examples:

- Host Town Halls, Community Conversation, or Listening sessions in your community on the topic of race
- Challenge schools, health care centers, and other social services in your community to begin to look at how community issues are differentiated by race; encourage them to create calls for actions, based on findings
- Ensure there is black representation within your municipalities leadership, staff, and others with decision-making power

Questions, Comments, Reflections?

Thank You

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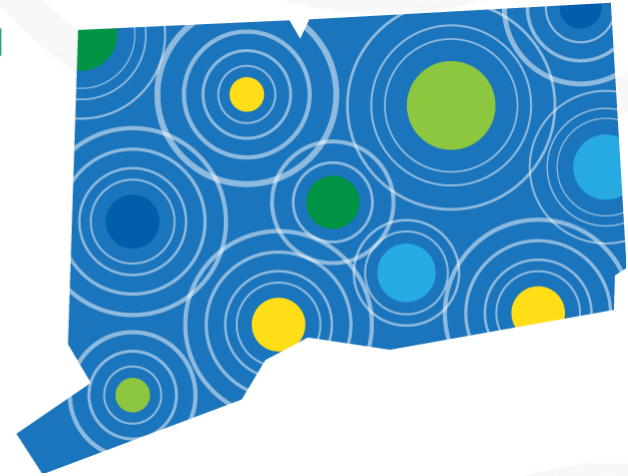
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Equity Series:

Unpacking equity to
create community
impact

WELCOME,

Social Justice Series Overview

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Deconstructing
#BlackLivesMatter
& white
supremacy

Session 2:
blah

Session 3:
blah

Session 4:
blah



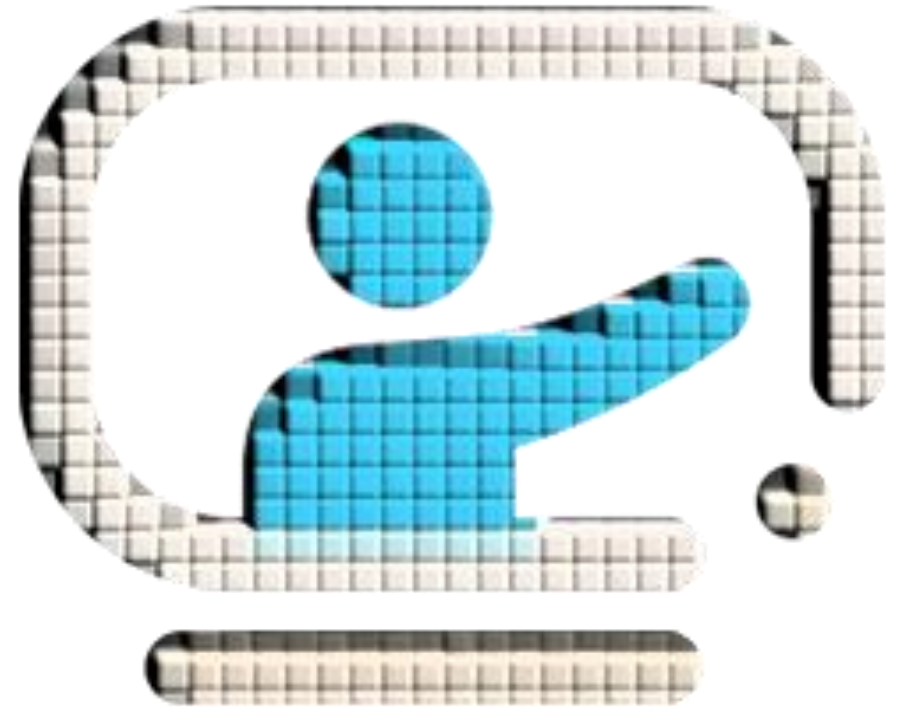
Session 2:

Deconstructing #blacklivesmatter: *what it means for municipalities now and moving forward*

Session 2 Agenda

Introductions

- Your name?
- What brings you here today? What interest do you have in this topic?



Thank You

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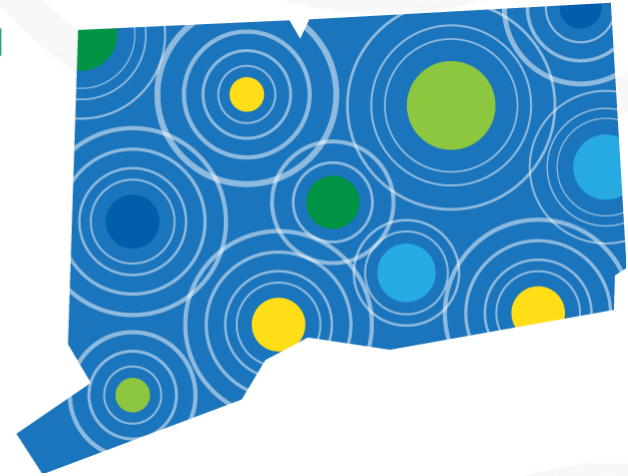
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Social Justice Series: Unpacking equity to create community impact

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blah

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Session 4:
blah



Session 3:

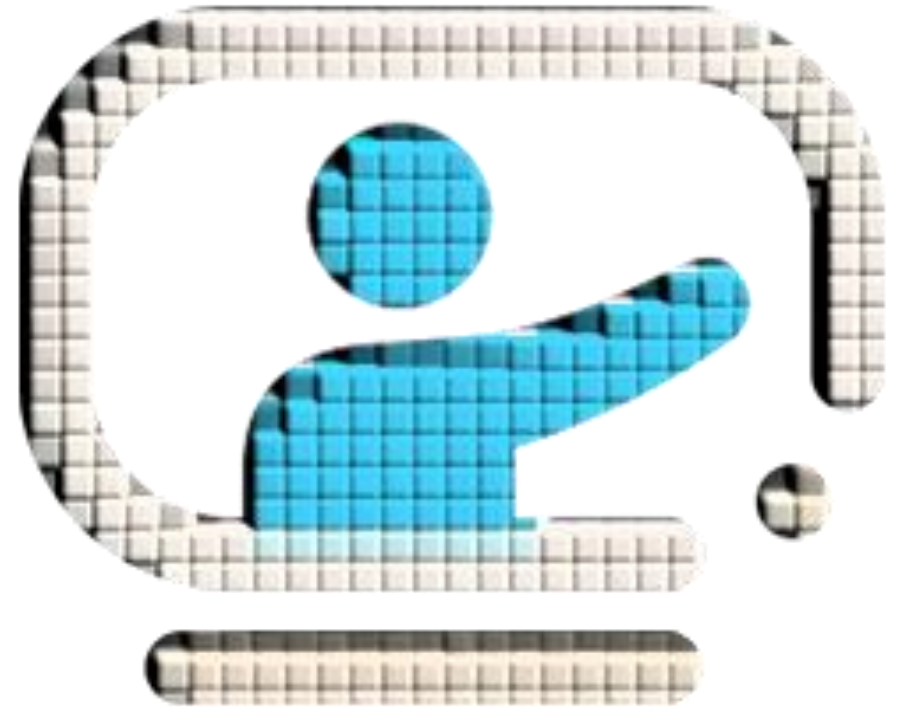
Deconstructing #blacklivesmatter:

*what it means for municipalities
now and moving forward*

Session 3 Agenda

Introductions

- Your name?
- What brings you here today? What interest do you have in this topic?



Thank You

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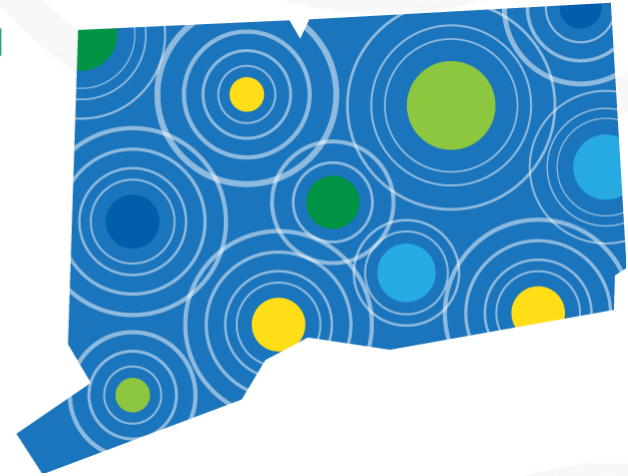
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Social Justice Series: Unpacking equity to create community impact

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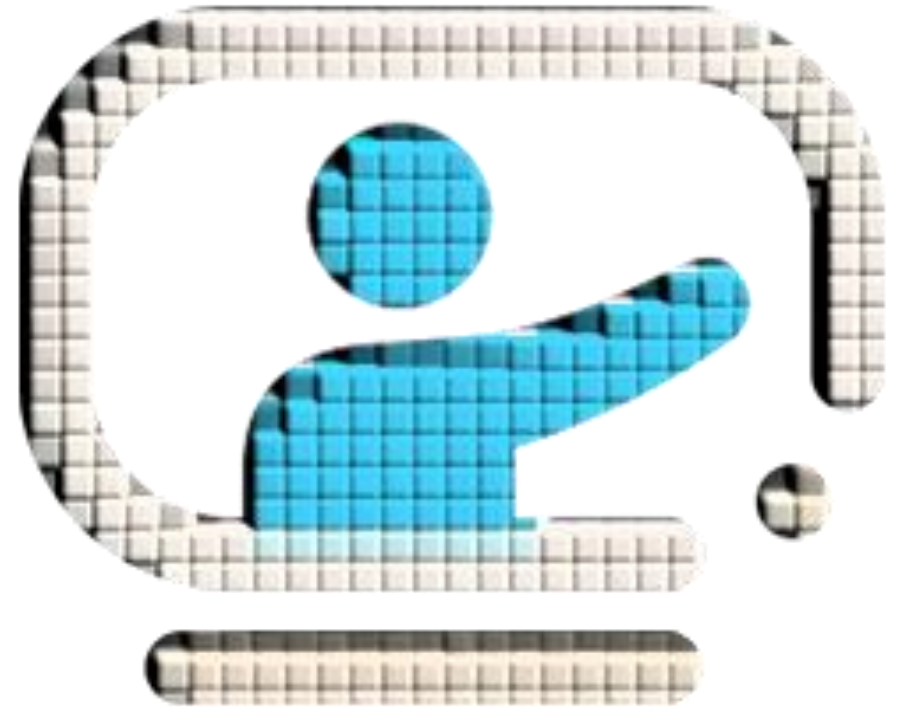
Session 4:
blah

Session 4:

Session 4 Agenda

Introductions

- Your name?
- What brings you here today? What interest do you have in this topic?



Thank You

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