

# Antiracist Theory & Teaching Practice:

## An Introduction to Further Self-Education

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# Road Map

- Warm-Up
- Identities
- Cultural Relevancy
- Privilege
- Race & Critical Race Theory
- Structures & systems
- Antiracism
- Challenges and Opportunities
- Important Things to Remember
- Q&A



# Moment of Reflection

Moment of reflection to hold space and acknowledge that individuals are experiencing multiple layers of harm, threats, stress, uncertainty, and overall emotion.

## 2 word check-in

In chat, type 2 words to describe how you are feeling today.

# WarmUp Activity

## Time Allotted:

- 5-7 minutes

## Instructions:

- Share the 3 most important things you do on a daily basis



SHARE  
WITH YOUR  
BREAKOUT  
GROUP

# Identities

## What is identity?

- Basic sense of who one is
- Includes one's beliefs and values
- Conscious or unconscious affiliation:
  - Nationality
  - Region
  - Particular activities  
(sports, education, farming, etc.)

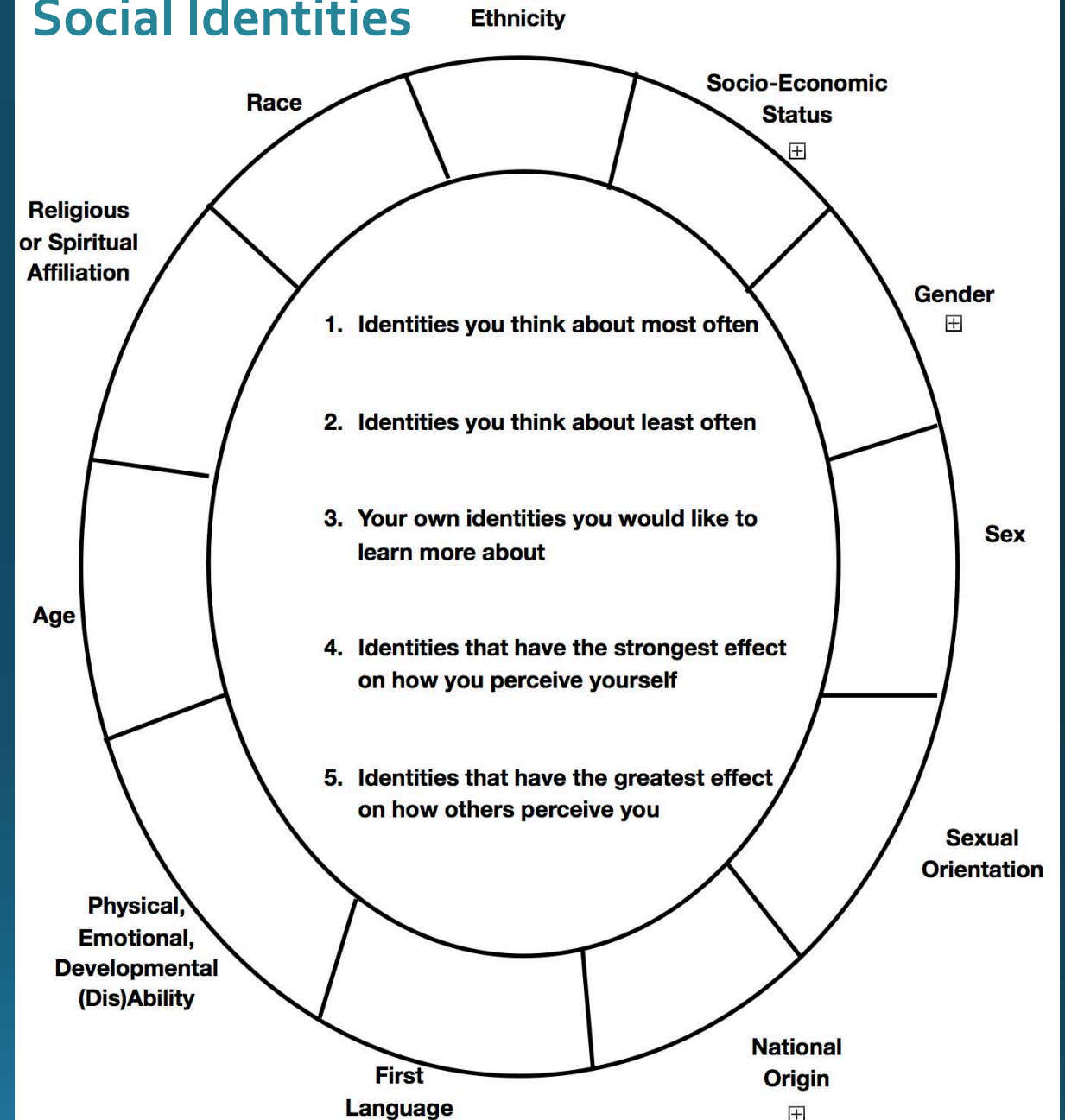


*Why is understanding our identities important for the work that we do?*

# Self-Inventory



## Social Identities



# Culturally Relevant

What does it mean to be culturally relevant?

We are more likely to see  
the world  
through our own eyes  
and to assume  
that others see the  
same world in the same  
way we do.

*Culturally relevant practices "empowers students to maintain cultural integrity, while succeeding academically".*

*Dr. Gloria Ladson-Billings (1990)*

- Enables participants to relate workshop content to their **cultural** context
- Alter curriculum, not individuals



# Privilege

## Privilege

There are many different types of privilege, not just skin color privilege, that impact the way people can move through the world or are discriminated against.

-Born into, not things you earned, that afford you opportunities others may not have:

- Citizenship
- Class
- Sexual orientation
- Sex
- Ability
- Gender

## White Privilege

“White privilege is an invisible package of unearned assets which I can count on cashing in every day, but about which I was meant to remain oblivious.”

*Peggy Macintosh, “Unpacking the Invisible Knapsack.”*

### **Does not mean**

- Haven't worked hard for what you have
- You should feel guilty or shameful

### **DOES mean**

Recognizing Privilege simply means being aware that some people have to work much harder just to experience the things you take for granted (if they ever can experience them at all.)

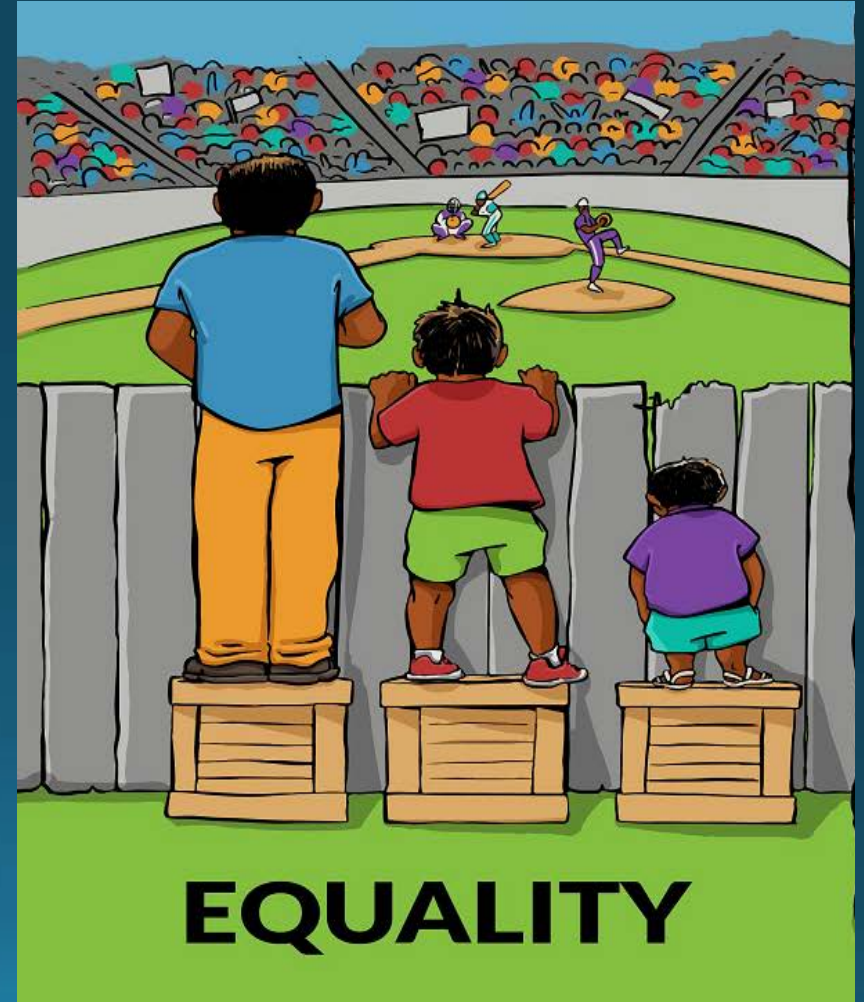
*\*Explaining white privilege to a broke white person*



# EQUALITY

## Equality

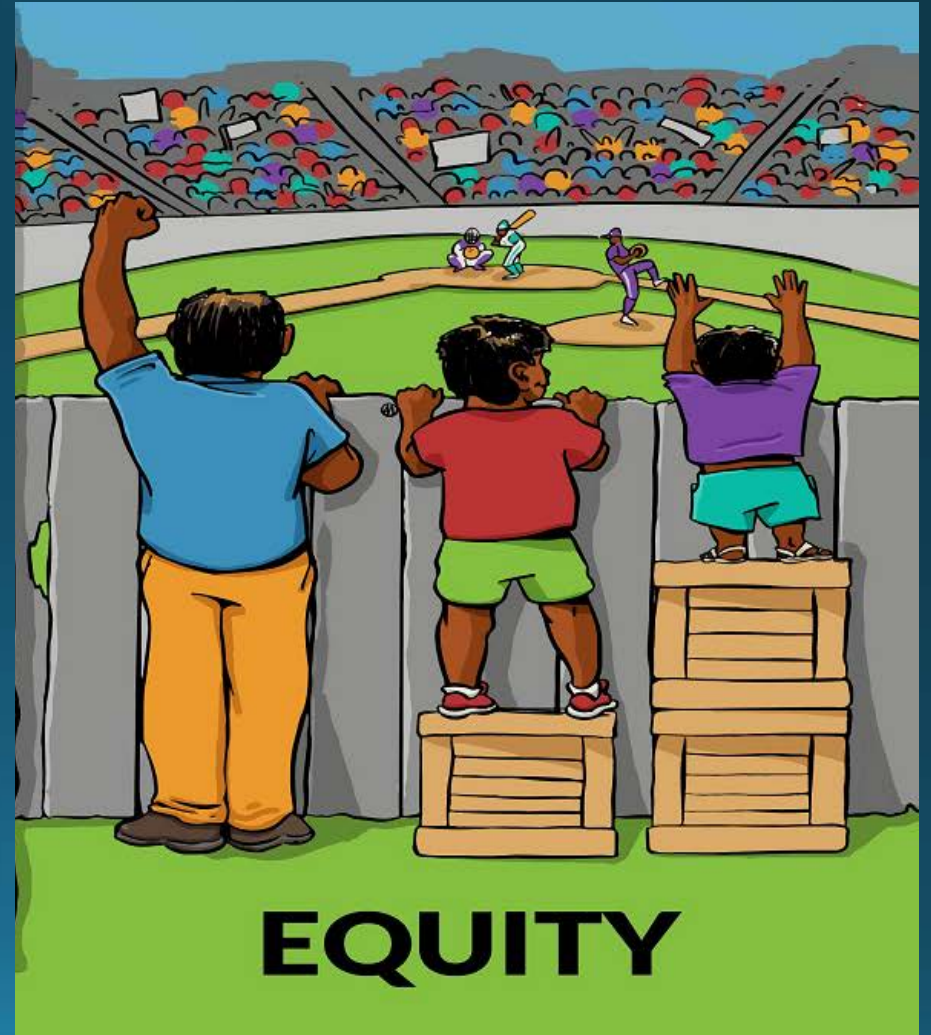
- Equal = everyone gets the exact same thing
- Assumes everyone starts from same place & needs same help



# EQUITY

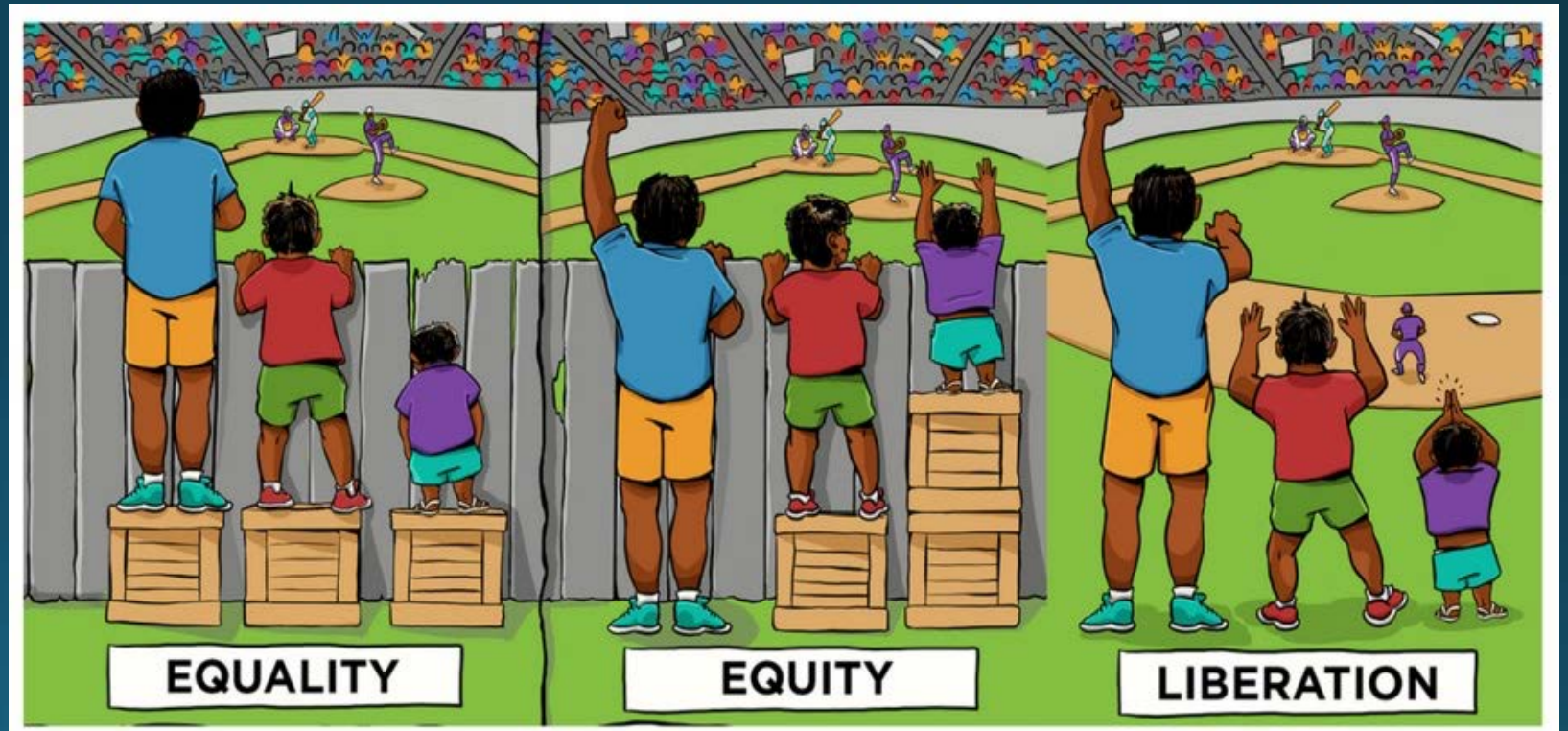
## Equity

Giving everyone what they need to be successful.



# Things to Consider

What if the fence was never there?



**BREAK TIME!!!**

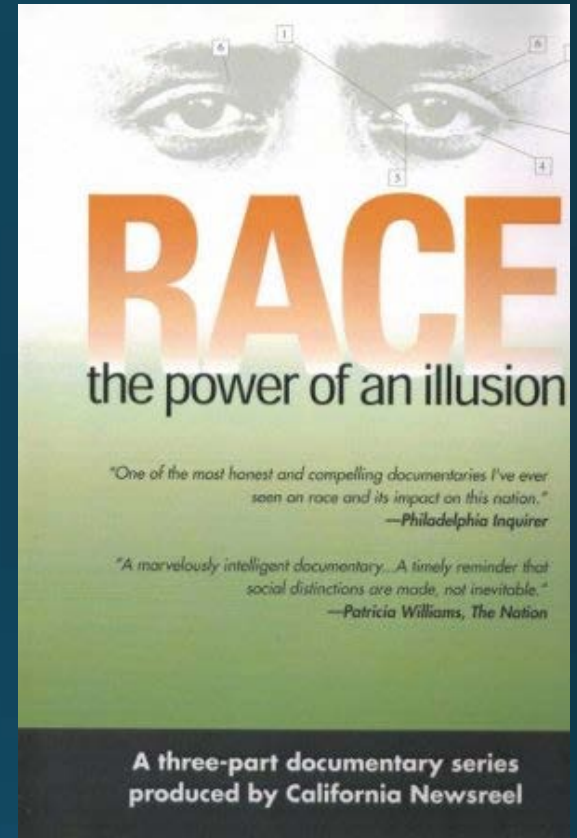


# Race

## Race Facts

- Race is **NOT** biological.
- Race is a social construct.
- Racism is still very **REAL**.
- “Colorblindness” is harmful
- **Racial Justice  $\neq$  Diversity (Diversity = Variety)**
- **Racial Justice  $\neq$  Equality (Equality = Sameness)**
- **Racial Justice = Equity (Equity = Fairness, Justice)**

Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.



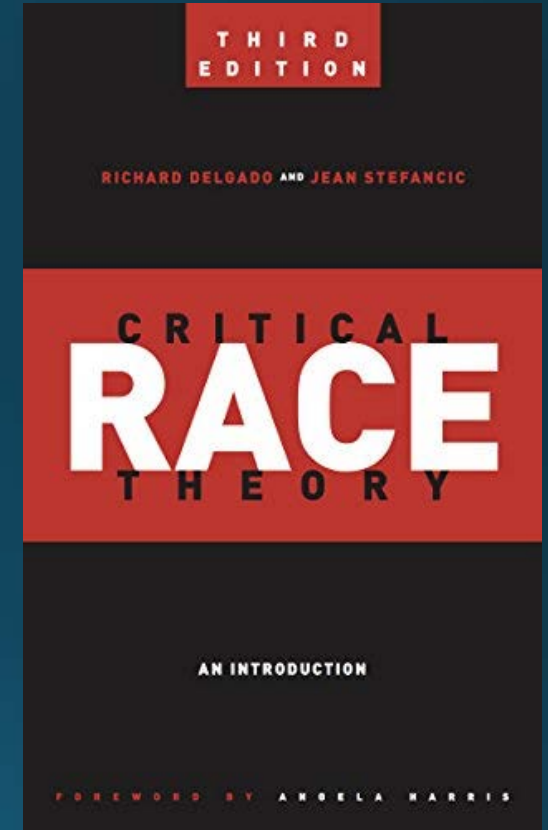
# Critical Race Theory (CRT)

\*Race pervades every aspect of society.

- Derrick Bell (Legal Scholar)
- Used to analyze and critique programs, services, and systems.

Intersectionality – Coined by Kimberlé Crenshaw

Most Americans say it's now more common for people to express racist or racially insensitive views; more than four-in-ten say it's more acceptable (Horowitz, et al., 2019) – Pew Research Center



# Structures & Systems

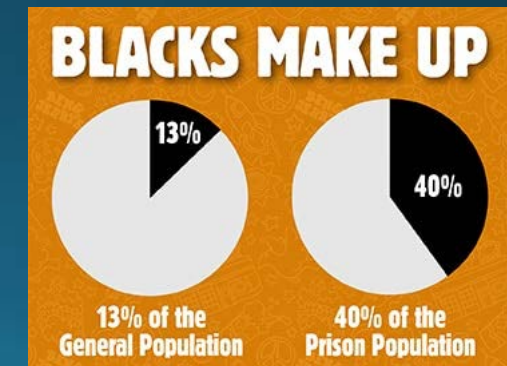
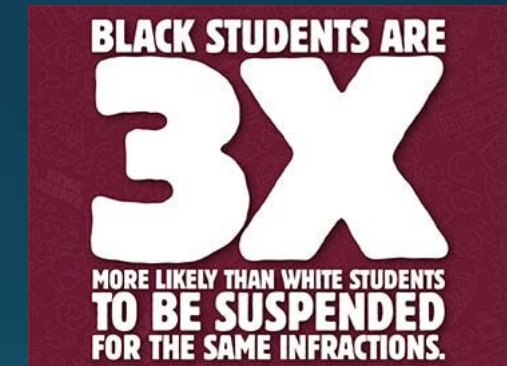
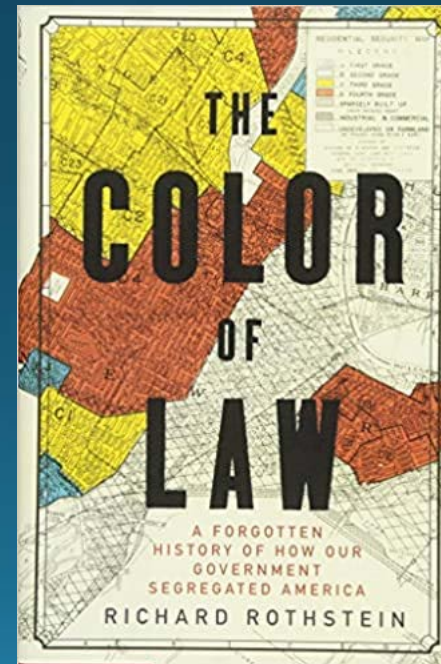
## Structural and Systemic Racism :

Normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color.

## Examples of Structures and Systems

- Redlining/Housing Discrimination
- School disciplinary actions
- Criminal Justice System
- Wealth distribution
- Health care: Care & Infant mortality

Raceforward.org – Video series





# Antiracist

“I am not a racist” ≠ Antiracist

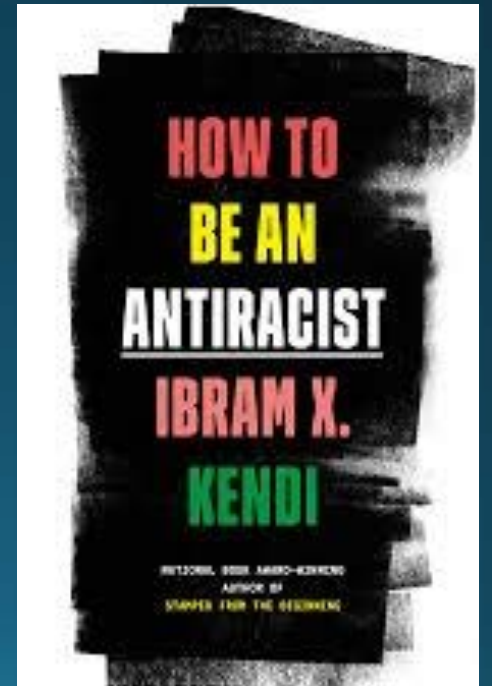
## Racist:

One who is supporting a racist policy through their actions or inaction or expressing a racist idea (Kendi, 2019).

## Antiracist:

One who is supporting an antiracist policy through their actions or expressing an antiracist idea (Kendi, 2019).

- Must be actively working against racist structures
- Unlearning
- Sacrifice



# Practical Application

## Course inventory

- Authors of literature
- Theorists
- Videos
- Guest speakers
- Overall course material
- **CENTER BLACK VOICES**

## Language and communication

*Saying **NOTHING** is still saying **SOMETHING***

## Inclusivity through:

- Surveys – (Demographics include “AfroLatinx”)
- Questions
- Readings
- Training materials
- Various modes that meet participants’ needs



**CITE BLACK  
AUTHORS  
&  
SCHOLARS**

# Microaggressions

## Microaggression

Subtle, verbal and nonverbal slights/insults, directed toward an individual due to their **group identity**, often automatically and unconsciously. Usually committed by well-intentioned folks who are unaware of the hidden messages being communicated.

## Common Microaggressions

- “No, really, where are you from?”
- “You don’t even sound like you’re from another country.”
- “All lives matter.”
- “I’m not racist; I have a black friend.”
- “I don’t see color.”
- Putting the work on people of color

*...Breathing in smog in the air: "They're so pervasive in our environment that we're constantly breathing them in. And as a consequence of breathing them in, we should not be surprised that sometimes we breathe that out." ~Beverly Tatum*



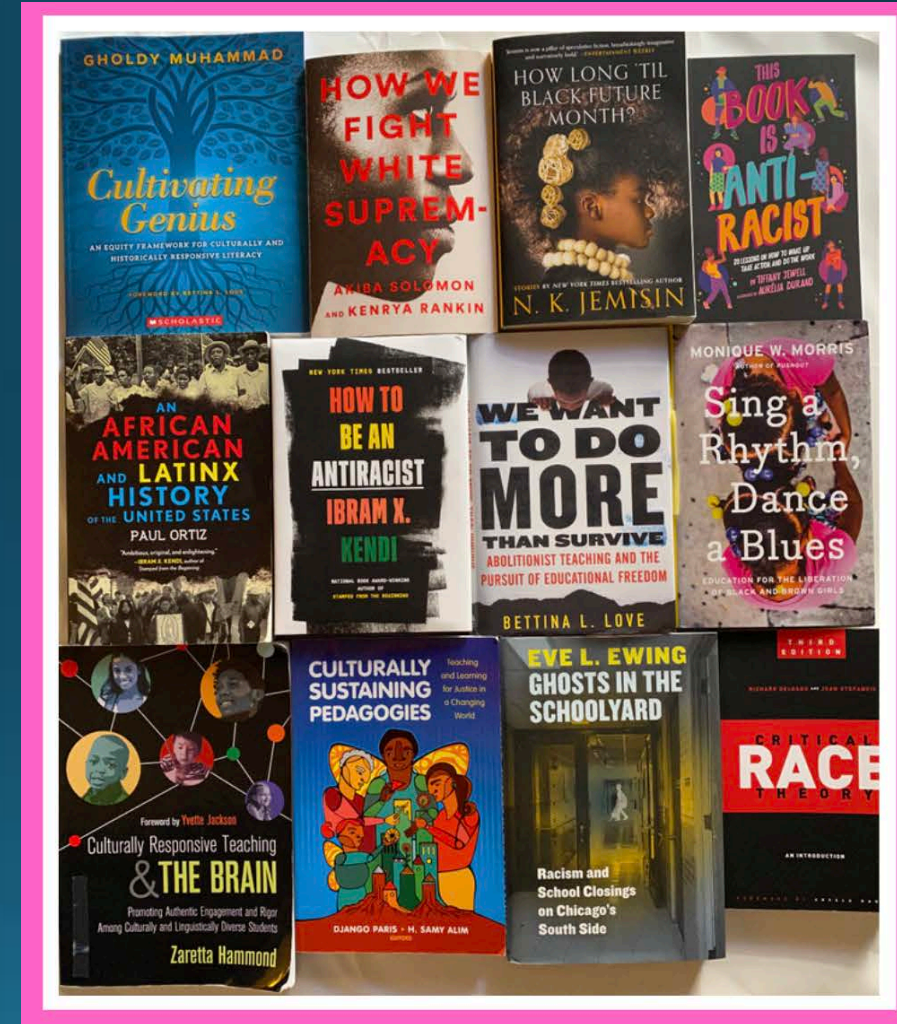
# Support Amidst Racial Injustice

- Our goal should not be a non-racist society as in, “I’m not racist,” but rather an **anti-racist** one
- An intentional set of actions and policies and upheavals to dismantle racism in this country, at all levels.
- *“Like fighting an addiction, being an antiracist requires persistent self-awareness, constant self-criticism, and regular self-examination.”*

*“Intentions” put the spotlight back onto individuals in power, rather than marginalized communities*


*(i.e. “The road to hell is paved with good intentions.”)*

- Shift your mindset
- Educate yourself about racism
- Learn about microaggressions
- Speak up in our own circles





# Challenges & Opportunities



Whatever makes  
you uncomfortable  
is your biggest  
opportunity for  
**growth.**

*~Bryant McGill*

- Comfort vs. Safety
- The “F” word
- No “one-size-fits-all” solution
- Intent vs. Impact
- “I don’t know.”

# Important Things to Remember

Your proximity to Blackness doesn't mean you are insulated from racism or no longer complicit in white supremacy.

Inclusion is not simply about physical proximity. It is about intentionally planning for the success of all students.

# THANK YOU!

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