DEEPLY ROOTED CONVERSATIONS:

Racial Battle Fatigue

Part Two of a Six Part Series
INTRODUCTIONS

Series Purpose/Agreement
Helpful Definitions
What is Racial Battle Fatigue?
Discussion Questions
Future Sessions
SERIES PURPOSE

Through critical reflection, personal, and community actions, the Deeply Rooted Conversations series creates a space for faculty, staff, and students to learn about topics related to social injustice, privilege, diversity, and inclusion to work towards social transformation within everyone's work on and off campus. The series is for learners and educators at all levels that are committed to creating inclusive and equitable spaces on campus.
COMMUNITY AGREEMENT

Those who agree to participate in the “Deeply Rooted Conversations” series will:

• Be respectful of others’ opinions, space, etc.
• Help maintain an environment conducive to academic discussion
• Do the Homework (Critical Reflection & Self-Exploration)
What do you allow yourself permission to be present today?

"For personal permission slips, you are in charge of your own behavior – so you’re giving yourself permission to feel or act a certain way. It is setting an intention for how you want to behave in difficult situations."
I give myself permission to....

"Be full present, free of distractions."
Let’s give it a try…
WHAT IS OPPRESSION?

Cruel and unjust treatment to social groups of people causing inequity, discrimination, prejudices that upholds power and benefits of another social group(s).

"There is no hierarchy of oppressions."

Audre Lorde
Microaggressions are brief and commonplace everyday exchanges that communicate hostile, derogatory, denigrating or negative slights and insults to certain individuals because of their group membership. The persons making the comments may otherwise be well-intentioned and unaware of the potential impact of their words. There are three categories of microaggressions: microassaults, microinsults, microinvalidations. The term was first coined by African-American Harvard psychiatrist Chester Pierce in 1970.
Fairness and justice in allocating resources, opportunity, treatment and success. This is different from equality. Equality means getting the same, equity means getting what is fair.

Diversity asks, “Isn’t it separatist to provide funding for safe spaces and separate student centers?”

Equity answers, “What are people experiencing on campus that they don’t feel safe when isolated and separated from others like themselves?”

(Stewart, 2017)
BEING ANTIC-RACIST

ANTI-RACISM
Anti-racism is the conscious and active choice to fight against racism. These choices require ongoing self-awareness and self-reflection as we move through life. In the absence of making antiracist choices, we (un)consciously uphold aspects of white supremacy, white-dominant culture, and unequal institutions and society.
BEING ANTI-RACIST AND RACIAL BATTLE FATIGUE

Why is this important?
How do they relate?
RACIAL BATTLE FATIGUE

Psycho-physiological, social, spiritual symptoms ranging from high blood pressure to anxiety, frustration, shock, anger, and depression—people of color may experience through daily battles to deflect racism, stereotypes, and discrimination found in predominately White spaces.
Constantly facing racially dismissive, demeaning, insensitive and/or hostile racial environments and individuals

Intersectionality - Race, class education, language, ethnicity, gender identity, sexual orientation, age, culture ability

Anticipating, being on guard and weary of the next attack

Coping with these persistent hostile, violent, demeaning, dismissive, and toxic race-based stressors
Human beings have the desire to believe in a just world
Racial Trauma

Human beings have the desire to believe in a just world

- This is the collective effect racism has on a person's mental and/or physical state.

- This can include, but is not limited to: microaggressions, gaslighting, witnessing the racialized harm of others and, other covert/overt racist actions

- Some research suggest racial trauma can begin impacting individuals even before individuals begin forming memories and are intergenerational.

- The effects can affect individual's day to day activities as well as education & career experiences.
I have not lost hope. I must confess that these have been very difficult days for me personally... They have been days of frustration... But, in spite of this, I still have faith in the future...

Dr. ML. King, Jr., 1967
Our hope is to bring awareness through critical conversations and critical reflection to make the daily actions to work against racism and Anti-Blackness. There are levels to being anti-racist that require individual, group, organizational and structural considerations.
Critical Self-Reflection

What is it?

This is a deep dive into your own understanding, and critically thinking how that may differ from others. Then diving deeper to understand how and why this can uphold and play into power and oppression.

Leading Questions: How do I know what I know? Why? And How is this reflected in my daily actions?
Critical Self-Reflection

How have you intentionally or unintentionally caused racial battle fatigue? (Microaggressions, overt language, internal thoughts, actions, asking for education, not stepping in/up, etc...)

How has racial battle fatigue impacted you? (Psychologically, physically, physiological)
Critical Consciousness

What is it?

It is the results of critical self-reflection and new knowledge around power, privilege, context and how your own actions may play into furthering behavior that may uphold privilege, power or oppression.
Facilitated Conversations

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BIPOC Affinity Space

Racial Battle Fatigue Awareness and Discussion of how RBF may manifest in daily lives. Strategies for coping and other factors that can contribute to our lived experiences. How can allies support?

NON-BIPOC Affinity Space

Discussing take-aways from the presentation. Deeper conversations on self-reflection and how to create more inclusive spaces towards strengthening allyship.
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CRITICAL ACTION
Takeaways

Racial Battle Fatigue is an emotional, psychological, physiological symptoms of every day occurrences that cause stress, harm, fear, and anxiety for BIPOC.

Racial Battle Fatigue is coping with these persistent hostile, violent, demeaning, dismissive, and toxic race-based stressors.

Racial Trauma can begin affecting individuals from very early on and have lasting impact throughout their years.
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