

DEEPLY ROOTED CONVERSATIONS:

UNDERSTANDING

WHITENESS

& WHITE

Part Three of a Six Part Series
ALLYSHIP



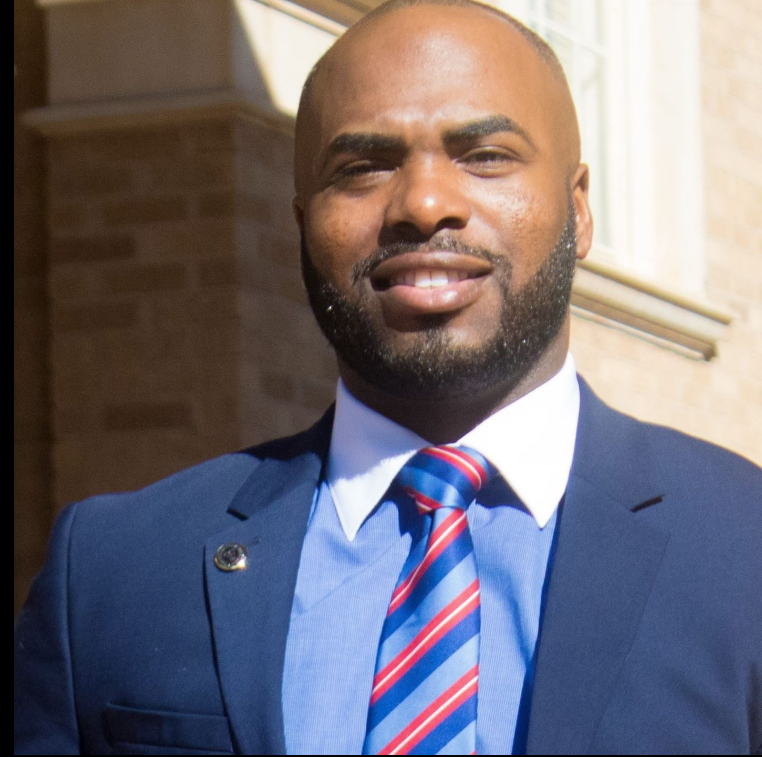
Deeply Rooted Conversations

Let's take a moment of silence
and reflection for the victims of
the recent attacks on Asian
Americans.



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LAVENDER-
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Assistant Professor of
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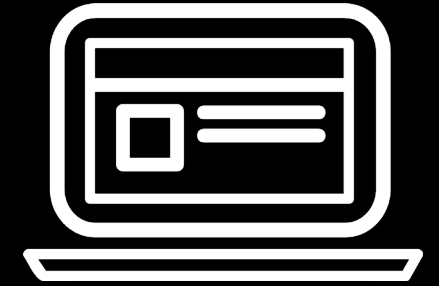
Assistant Director of
Mentor Tech



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HAMILTON

Director
Raider Education

DEEPLY ROOTED CONVERSATIONS



POINTS FOR DISCUSSION

Introductions

Series Purpose/Agreement

Understanding Whiteness

Contextual Information

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)



“

PRE-DISCUSSION THOUGHTS

This session will be difficult...
wrestling with centuries of
oppressive ideology ingrained in
the very fabric of America is hard
work. Just stick with us and
prepare yourself for the
uncomfortable!

Deeply Rooted Conversations

“

PRE-DISCUSSION THOUGHTS

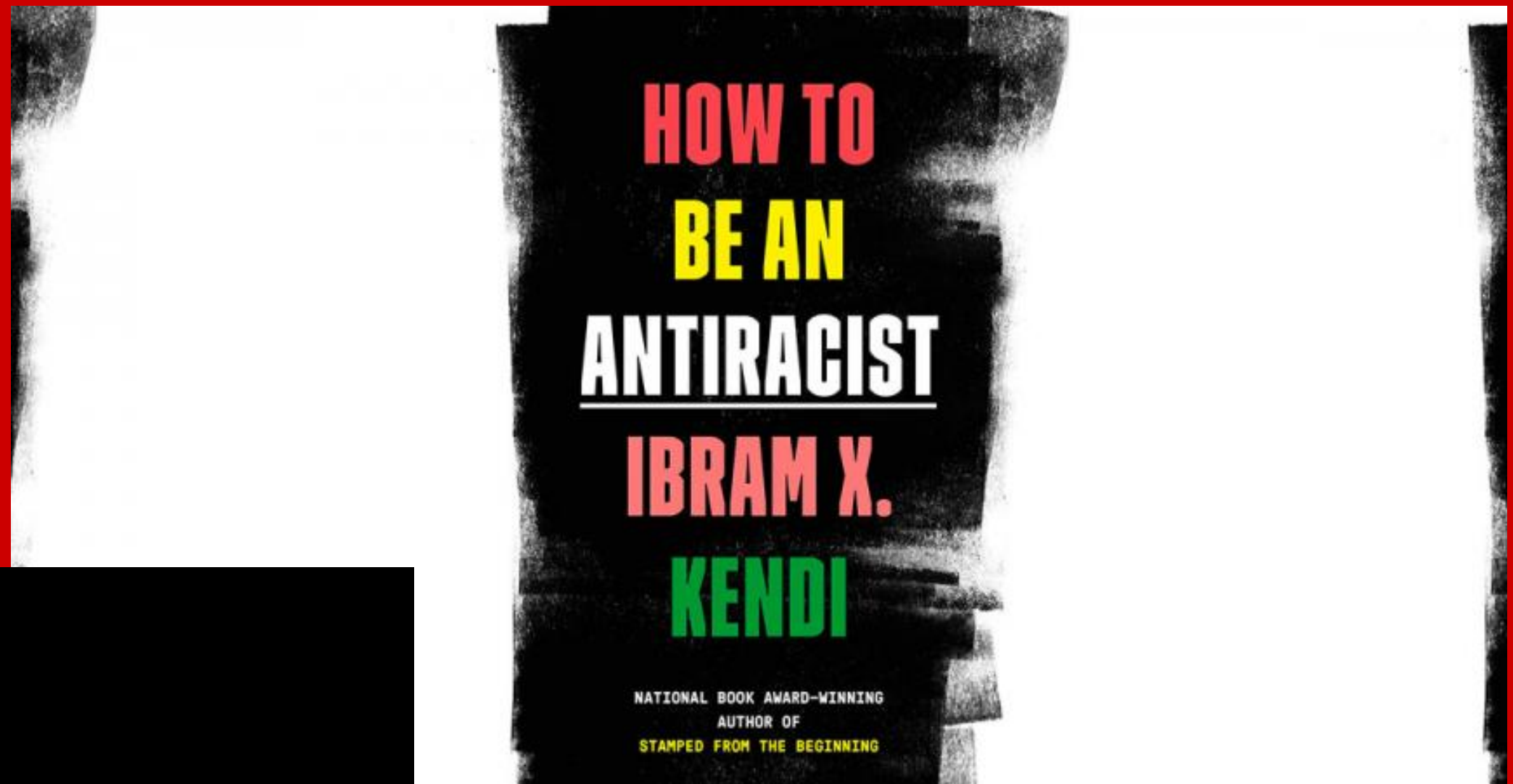


<https://padlet.com/micacurtis95/kfokct5dua5s75t2>

Anti-Racism

Let's Redefine Racism

Racist is not a fixed identity, rather a description of individual actions. Therefore, you can behave anti-racist in one moment and racist in another.



Anti-Racism

Racist Policy

- Written & unwritten
 - Laws
 - Rules
 - Procedures
 - Regulations
- * Produces or sustains racial inequity

Racist Idea

- Any idea (power, biology, ethnicity, body, culture, behavior, color, class, space, gender, sexuality, success, failure)

*Suggests one racial group is inferior or superior in any way

Anti-Racism

Non-Racist

- Avoids using racial slurs, microaggressions
- Doesn't openly discriminate
- Has friends of other races, but does not engage in conversations about differences in racial experience
- Doesn't harbor animosity toward other racial groups

Anti- Racist

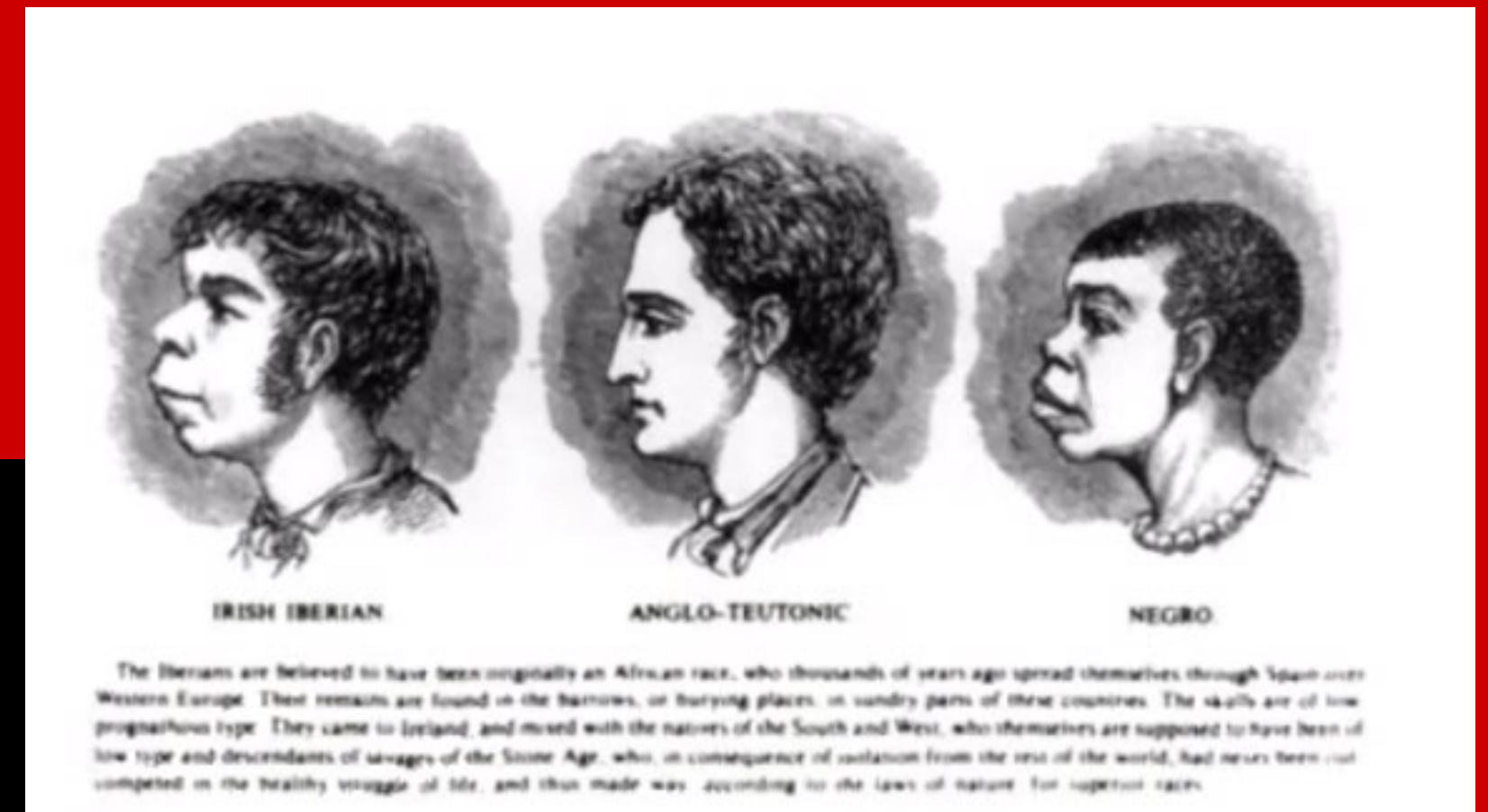
- Actively seeks racial justice through support of anti-racist policies
- Actively seeks to undo harmful programming
- Intervenes when witnessing racist language or behavior
- Openly supports anti-racist ideas that suggest racial groups are equal in their apparent differences

White Supremacy

- The belief that white people are superior to other races and should dominate society.
- The belief that elements of white culture are more valuable than the culture of other races.

**an ideology of entitlement*

**a framework upon which US systems and institutions are built*



What it looks like...

- Land Theft/Manifest Destiny
 - Slavery
 - Jim Crow
 - Immigration Laws
 - Redlining/Housing
 - Education Disparities
 - Generational Poverty
 - Mass Incarceration
 - Service Institutions
 - Access to Resources
- Exploitive/Biased Medical Research
 - The War on Drugs
 - Whitewashing of History
 - Media and Public Narratives
 - Environmental racism
 - Generational Trauma
 - Law Enforcement
 - Bias
 - Microaggressions



What it sounds like...

"We have to protect our Western heritage."

"There's no place for illegals here."

"If you want to be here, you should have to learn English."

"That person just doesn't seem like they'd fit in with the culture at this organization."

"They want to fundamentally change the American Dream."

"If you really want that job, you need to change your hair... your clothes... the way you talk."

"They want to replace us... our history... our way of life... our education system... our healthcare system... how things have always been done.



W h i t e F r a g i l i t y

W h i t e F r a g i l i t y

- The defensive reactions so many white people have when racial worldviews, positions, or advantages are questioned or challenged
- Being white has meaning that triggers a deep, defensive response.
- This defensiveness serves to maintain both comfort and positions in a racially inequitable society

~~White~~ Privilege

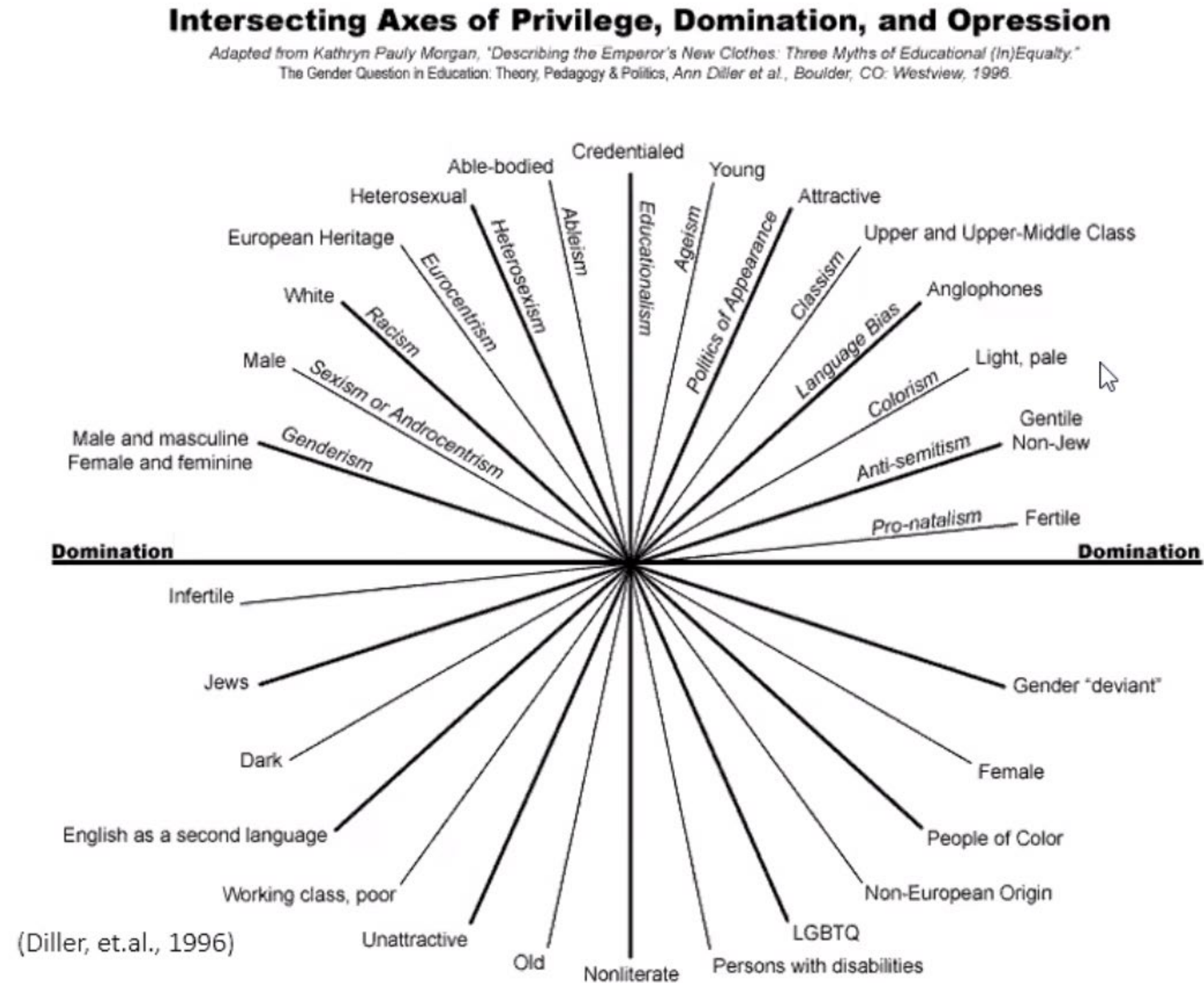
What does *privilege* mean?

A special right, advantage, or immunity granted or available only to a particular person or group (*Oxford Languages*).

~~White~~ Privilege

It corrupts their lives, frustrates their opportunities and withers their education. In one sense it is more evil for them, because it has confused so many by prejudice that they have supported their own oppressors (MLK, 1963).

White Privilege



(Diller, et.al., 1996)

~~White~~ Privilege

*And it is a standard of right - wing
cynicism to encourage members of
oppressed groups to act against each
other, and so long as we are divided
because of our particular identities we
cannot join together in effective
political action (A. Lorde, *There is no
Hierarchy of Oppressions*)*

~~White~~ Privilege

First they came for the socialists, and I did not speak out -
Because I was not a socialist.

Then they came for the trade unionists, and I did not speak out -
Because I was not a trade unionist.

Then they came for the Jews, and I did not speak out -
Because I was not a Jew.

Then they came for me – and there was no one left to speak for me

White Saviorism

White Saviorism

Operate from a deficiency-based, 'white man's burden' model: these children (including adults) are lacking/broken and I'm here to enhance/fix their lives.



White Saviorism

White Saviorism

Use racist images as a means of connecting with
“broken down people”



White Saviorism

White Saviorism

- Convinced they must be the voice for the voiceless



W h i t e S a v i o r i s m

W h i t e S a v i o r i s m

Retreat into white fragility when called out on it

White Saviorism



THE WHITE SAVIOR COMPLEX
CONVINCES YOU
THAT YOU MUST BE THE
VOICE FOR THE "VOICELESS".
RESPONSIBLE PARTNERSHIP
REQUIRES THAT YOU
PASS THE MIC TO THE UNHEARD.
IT MEANS REALIZING
THAT WE ARE NOT VOICELESS,
YOU'VE JUST BEEN
TALKING OVER US
FOR FAR TOO LONG.

White Allyship, White Saviorism and Privilege

Why is this important?
How do they relate?

“

PURPOSE

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.

Deeply Rooted Conversations

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 do I experience racism, anti-racism, privilege, and fragility? Why do I experience these the way I do?

How have I benefitted from my privilege and how has that affected others? When have my racist ideas and actions affected others? How have I supported racist/anti-racist policies and norms? Why do I feel uncomfortable talking about racism with others?

Critical Consciousness

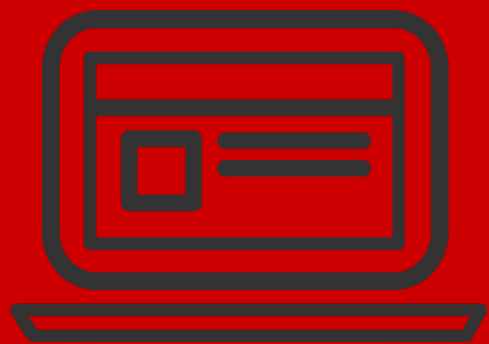
What is it?

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.

Deeply Rooted Conversations

F a c i l i t a t e d C o n v e r s a t i o n s

Topics



BIPOC Affinity Space

Thinking about your culture, background and experiences what perspective do you bring to your space? What privileges do you possess and how does that shape your views and influence your environment?

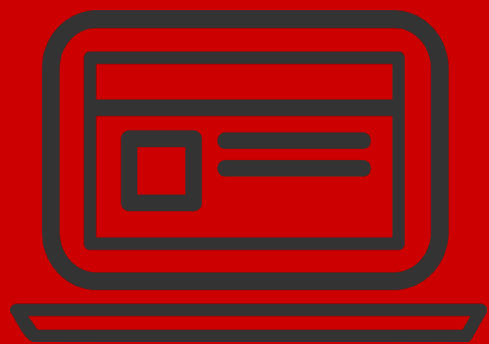
Ally Affinity Space

Thinking about the topic of understanding whiteness and ways in which privilege, white supremacy and white saviorism can affect individuals ability to be effective white allies.

Deeply Rooted Conversations

CRITICAL ACTION

T a k e a w a y s



Deeply Rooted Conversations

QUESTIONS

REACH OUT



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“

Evaluations



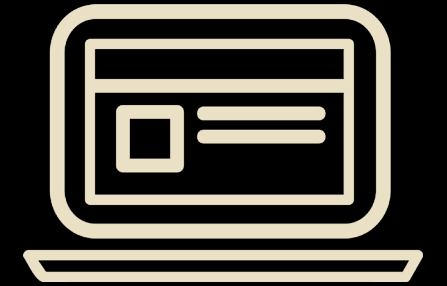
Deeply Rooted Conversations

ACHIEVEMENTS

INNOVATING SINCE 2009

Presentations are communication tools that can be used as demonstrations, lectures, speeches, reports, and more. Most of the time, they're presented before an audience.

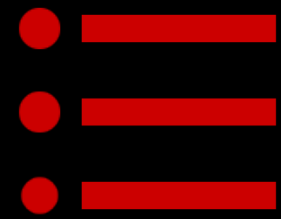
OUR STORY



HOW IT STARTED

Presentations are communication tools that can be used as demonstrations, lectures, speeches, reports, and more. Most of the time, they're presented before an audience.

PRODUCTS AND SERVICES



Online Courses



Exam Reviews



Creativity
Coaching



Aptitude
Testing



Brain Training

HIGHLIGHTS

INCREASED CUSTOMER BASE

Presentations are communication tools that can be used as demonstrations.

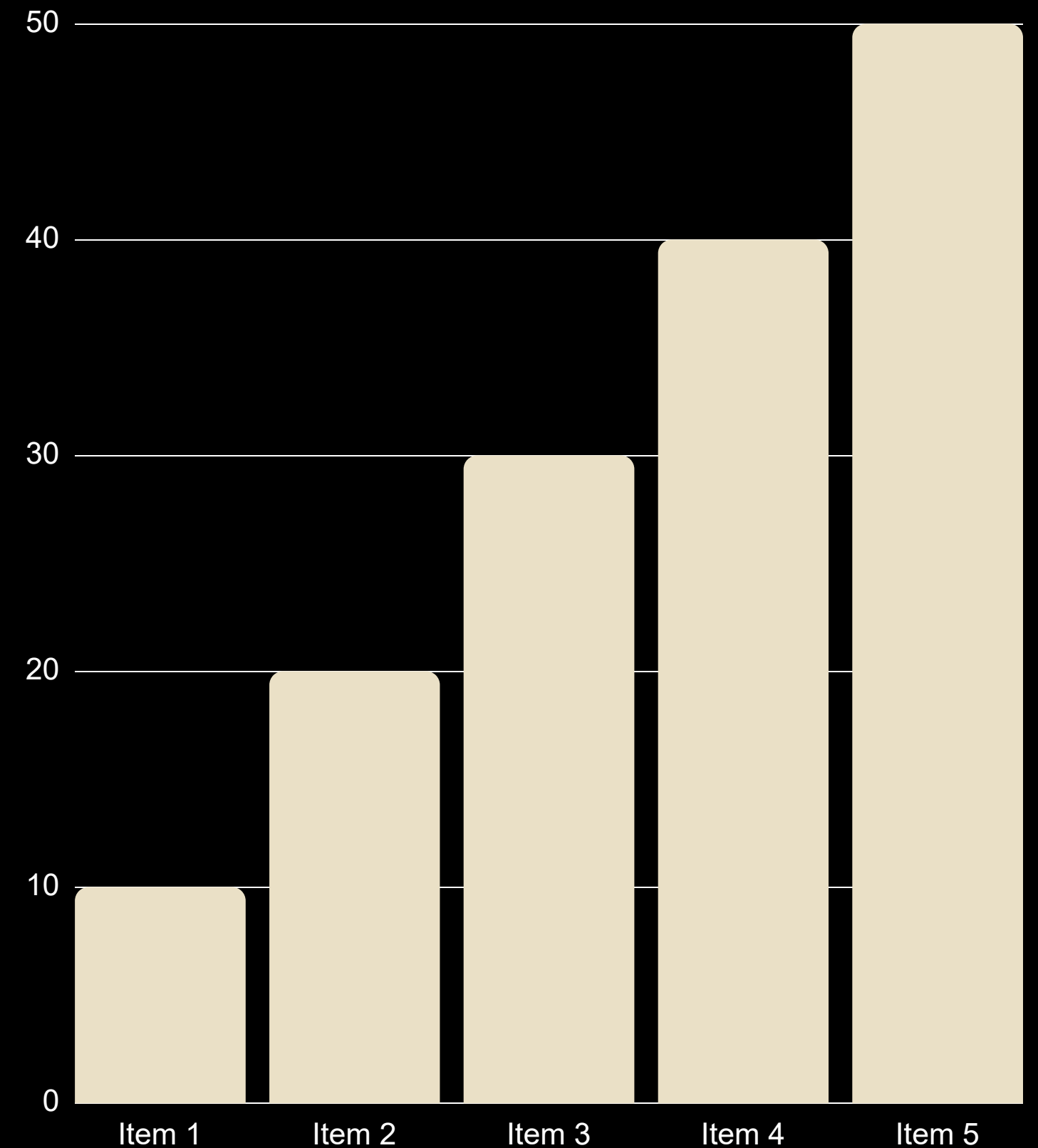
OPENING OF NEW BRANCH

Presentations are communication tools that can be used as demonstrations.

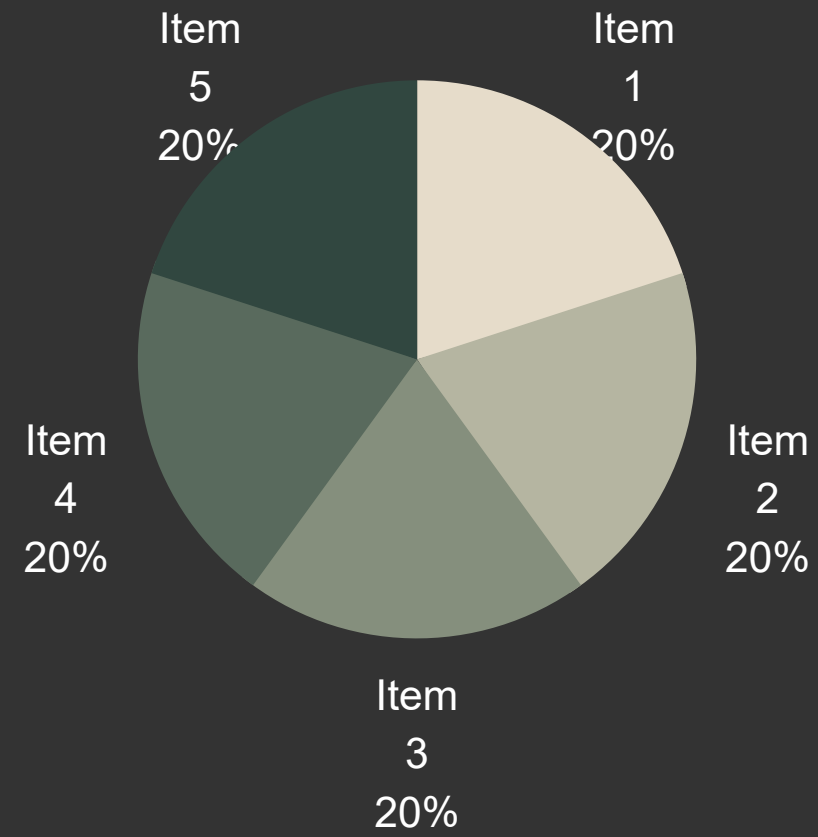
OVERALL PERFORMANCE

MONTHLY TRACKING

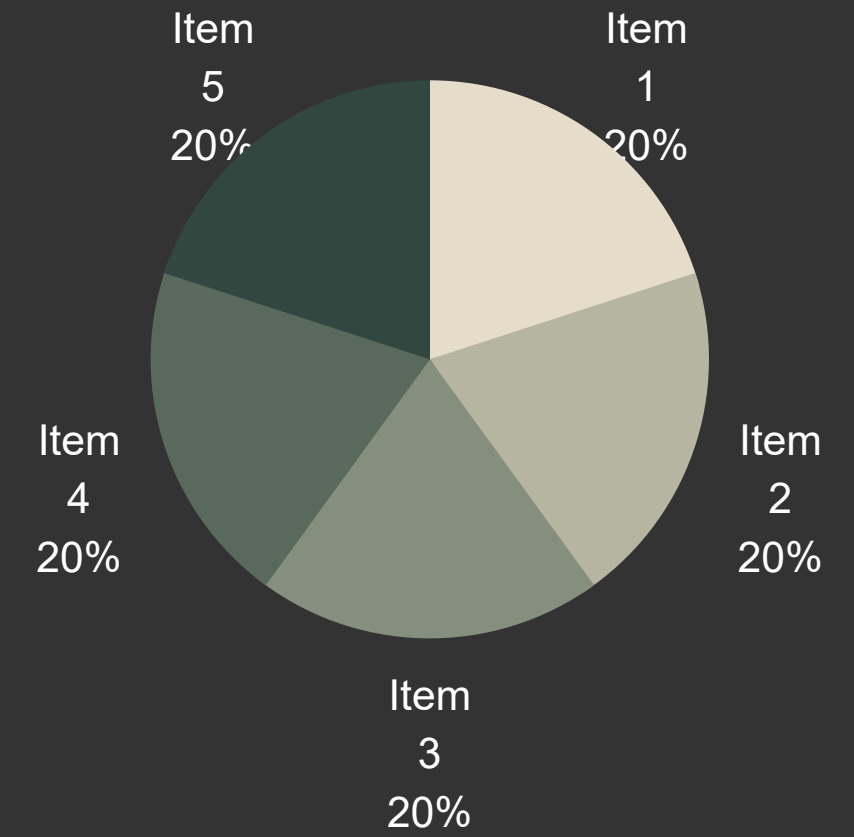
Presentations are communication tools that can be used as demonstrations, lectures, speeches, reports, and more.



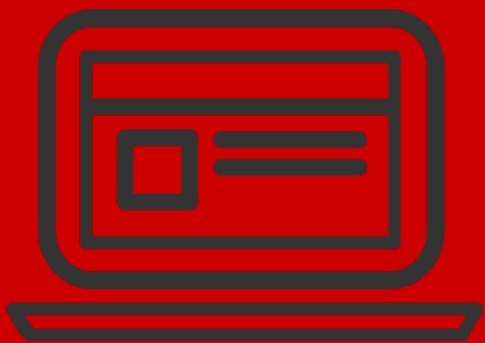
SURVEY RESULTS



FAVORITE PRODUCT



REASONS FOR USING



An aerial view of a city skyline, likely New York City, with numerous skyscrapers. A large red arrow points from the left towards the center of the image.

RATINGS

97%

OF USERS AND CUSTOMERS WERE SATISFIED.

Customer Process



GATHERING

Presentations are tools that can be used as demonstrations.

EXPERIMENTING

Presentations are tools that can be used as demonstrations.

COMMITTING

Presentations are tools that can be used as demonstrations.

Reviews



CHESCA CLARKE

UX Designer

Presentations are tools that
can be used as demonstrations.



FIONA LUGOS

Law Student

Presentations are tools that
can be used as demonstrations.



FABIAN ALEXAN

Chief Executive

Presentations are tools that
can be used as demonstrations.

P o p u l a r A r e a s

TECHNOLOGY

Presentations are communication tools that can be used as demonstrations, lectures and more.

PERSONAL DEVELOPMENT

Presentations are communication tools that can be used as demonstrations, lectures and more.

BUSINESS AND MARKETING

Presentations are communication tools that can be used as demonstrations, lectures and more.

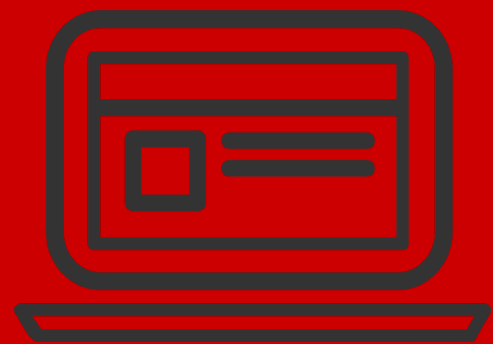
SCIENCE

Presentations are communication tools that can be used as demonstrations, lectures and more.

LOOKING TO THE FUTURE

PLANS FOR 2020

MAJOR GOALS



UPGRADE PRODUCTS

Presentations are communication tools that can be used as demonstrations.

INCREASE ONLINE PRESENCE

Presentations are communication tools that can be used as demonstrations.

COLLABORATE WITH MORE COMPANIES

Presentations are communication tools that can be used as demonstrations.



CURRENT SALES

Presentations are communication tools.



TARGET SALES

Presentations are communication tools.

Presentations are
tools that can be used
as demonstrations,
lectures, speeches,
reports, and more.



MILES T O N E S

AI UPGRADE

Presentations are tools that can be used as lectures, speeches, reports, and more.

GYJ TECHNOLOGY

Presentations are tools that can be used as lectures, speeches, reports, and more.

CORPORATE TRAINING

Presentations are tools that can be used as lectures, speeches, reports, and more.

BAX UNIVERSITY

Presentations are tools that can be used as lectures, speeches, reports, and more.

EDUCATION AWARDS

Presentations are tools that can be used as lectures, speeches, reports, and more.



In a Nutshell

Presentations are communication tools that can be used as demonstrations, lectures, speeches, reports, and more.

COMPANY PHOTOS

Presentations are communication tools that can be used as demonstrations, lectures, and more.



REACH OUT



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