RACIAL EQUITY & LIBERATION

Virtual Learning Community

#REALCommunities

April 17 - May 26

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welcome
#REALCommunities
April 28

EXPANDING NARRATIVES

BEYOND SINGLE STORIES

MOVE TO END VIOLENCE
a program of the NoVo Foundation
Facilitators

**Monica Dennis**
Capacity Builder, Community Organizer, Facilitator
MEV Faculty
Pronouns: She/Her/Hers
Creator: Racial Equity and Liberation Virtual Learning Community

**Rachael Ibrahim**
Social Worker, Community Organizer, Artist
MEV Faculty
Pronouns: She/Her/Hers
Creator: Racial Equity and Liberation Virtual Learning Community
BEYOND SINGLE STORIES

WITH

Storytellers
Nicole Matthews & Lorena Estrella
Agenda

- Grounding & Acknowledgements
- Community Agreements
- Framing the discussion: Beyond Single Stories
- Insights from storytellers: Nicole Matthews & Lorena Estrella
- Reflections
- Closing
Purpose
Intention
Connection

Practice
Reflection
Community
Acknowledgements

Harriet Tubman
Sojourner Truth
Berta Cáceres
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Trina Greene Brown
Our Community Agreements

Active Listening
Be Present: Silence Internal Chatter
Push Through Growing Edge
No Quick Fix
Trust The Process
Racism And...
Intent And Impact
RACIAL EQUITY & LIBERATION

DISCONNECT
Source
DISTORT
Story
DISTANCE
Emotions
DISSOCIATE
Body
SYSTEMS OF OPPRESSION

RECONNECT
Source
RECLAIM
Body
Emotions
RE-ENGAGE
LIBERATORY PRACTICES

RESTORE
Story
Our lives, our cultures, are composed of many complex and interconnected stories and yet we are often reduced to single stories.

Single Stories are incomplete, potentially damaging understandings of other people.

In order to move beyond single stories, it is important to explore how systemic power shapes which stories we tell, how we tell them, which stories become normalized and definitive, and which stories reinforce inferiority and superiority.
SINGLE STORIES...

- Drain our individual & collective power
- Perpetuate cycles of shame, blame, doubt & invalidation
- Keep us answering irrelevant questions
- Justify quick fix approaches to policies & programs
- Reinforce competition and distance
- Maintain power, privilege & control
Implicit biases are **pervasive**.

The implicit biases that we hold are often in **direct contradiction** with our declared beliefs and/or stances we would explicitly endorse.

In a race-constructed society, we tend to hold implicit biases that **span the spectrum from pro-white to anti-black**.

Implicit biases are **malleable**. Our brains are incredibly complex, and the implicit associations can be gradually unlearned.
Our Approach To Racial Equity And Liberation Is Rooted In Three Principles

- Relationship Building
- Common Language & Shared Analysis
- Centering Histories
Beyond Single Stories

Sources of HEALING

Affirms CULTURAL RESISTANCE

MORE STORIES
MORE WAYS

Honors COMPLEX HUMANITY

Relationship Building
Beyond Single Stories

UNPACK our implicit bias

Interrupt INTERNALIZED OPPRESSION

INTERSECTIONALITY deepens strategy

Allows for MULTIPLE WAYS OF KNOWING

Expand our understanding of the impact of policies

Common Language & Shared Analysis
Beyond Single Stories

**Centering Histories**

- Affirms Historical Impact
- Events are not happening in ISOLATION

Make CONNECTIONS between past events and current realities

Makes the invisible VISIBLE
Insights

What practices support you in accessing your own/our community stories?

What are the single story themes of today that we want to interrupt?

How do they show up in policy?

How does storytelling as a practice interrupt violence in its many forms?

Stories of empowerment & Sources of inspiration
Reflections

week 2
What’s Next?

Tune into single stories in media, casual conversations, work settings and in your own words, actions & behaviors

What implicit biases are embedded within those single stories?

How is harm being perpetuated?
Closing
week 2

Thank you!