RACIAL EQUITY & LIBERATION

Virtual Learning Community

#REALCommunities

April 17 - May 26

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welcome
Agenda

- Grounding & Acknowledgements
- Community Agreements
- Framing the discussion: LEVELS OF RACISM
- Insights from storytellers: Kassandra Frederique & Eesha Pandit
- Reflections
- Closing

#REALCommunities
#LevelsofRacism
Grounding

Purpose
Intention
Connection
Practice
Reflection
Community
Acknowledgements

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Pronouns: She/Her/Hers
Creator: Racial Equity and Liberation  
Virtual Learning Community

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Virtual Learning Community
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
SYSTEMS OF OPPRESSION
DISTORT
Story
DISTANCE

DISDISOCIATE
Body
Emotions

RECONNECT
Source
LIBERATORY PRACTICES
RECLAIM
Body
Emotions
RE-ENGAGE

RESTORE
Story
LEVELS OF RACISM

Our Approach To Racial Equity And Liberation Is Rooted In Three Principles

- Relationship Building
- Common Language & Shared Analysis
- Centering Histories
Framing LEVELS OF RACISM

MARKER

Ability
Age
Class
Ethnicity
Gender
Nationality
Race
Sexual Orientation

FORM OF OPPRESSION

Ableism
Ageism
Classism
Ethnocentrism
Sexism/Patriarchy
Nationalism
Racism
Heterosexism/Homophobia
**Framing LEVELS OF RACISM**

**MICRO LEVELS OF RACISM**

**Interpersonal Racism**
Interpersonal Racism occurs between individuals. Once we bring our private beliefs into our interactions with others, racism is now in the interpersonal realm.

**Examples:** public expression of racial prejudice, hate, bias and bigotry between individuals.

**Internalized Racism**
Internalized Racism lies within individuals and groups. It is a multi-generational process of dehumanization that can manifest as Internalized Inferiority for People of Color and as Internalized Superiority and Privilege for white people.

**Examples:** xenophobia, ethnocentrism, internalized privilege and internalized inadequacy.

**MACRO LEVELS OF RACISM**

**Institutional Racism**
Institutional Racism occurs within institutions. It is discriminatory treatment, unfair policies and practices, and inequitable opportunities and impacts, based on race.

**Examples:** A school system that concentrates people of color in the most overcrowded, under-funded schools with the least qualified educators.

**Structural Racism**
Structural Racism is racial bias across institutions and society. It’s the cumulative and compounded effects of a variety of factors that systematically privilege white people and disadvantage people of color.

**Examples:** The racial wealth divide (where white people have many times the wealth of people of color) results from generations of discrimination, is the result of many generations of genocide, displacement, violence, forced and exploited labor, and discriminatory and exclusionary policies and practices.
Why do identity politics matter?

What is the impact of race neutral/colorblind policies?

How do you experience the different levels playing out in your work and organizing?

How does having racial equity analysis support your efforts in relationship building?

Why is a racial equity framework important to the movement to end gender-based violence?

What’s the value of caucusing? How has it impacted your work?

Share an experience that was inspiring or successful
Reflections
What's Next?

• How do you experience the levels of racism manifesting in your personal life? In your community? In your work?

• What impacts are you noticing and/or experiencing?

• What practices sustain you?
This new cohort will join the growing community of Movement Makers working to strengthen the U.S.-based movement to end violence against all girls and women.

Through convenings, workshops, skills trainings, coaching, and a community of fellow Movement Makers and allies, participants will have a unique and transformational opportunity to powerfully contribute to a movement for social change.

For more information: Move to End Violence Cohort 4 Application
“There is no such thing as a single-issue struggle because we do not live single-issue lives.”

Audre Lorde
Thank you!