# RACIAL EQUITY & LIBERATION

## Virtual Learning Community

**#REALCommunities**

**April 17 - May 26**

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MOVE TO END VIOLENCE
a program of the NoVo Foundation

LEVELS OF RACISM

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week 5

# welcome

week 5

# COMPLEX LAYERS OF RACISM

## MAY 19

#realcommunities

Artowrk: True Colors Murals Project "From Incarceration to Liberation"

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# 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

# Facilitators

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## 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

# LEVELS OF **RACISM**

**WITH**

Storytellers
Kassandra Frederique & Eesha Pandit

# Our Community Agreements

Active Listening

Be Present: Silence Internal Chatter

Push Through Growing Edge

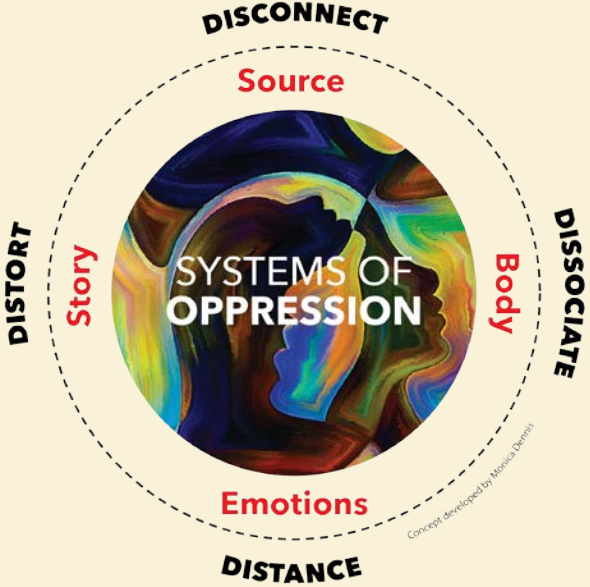
No Quick Fix

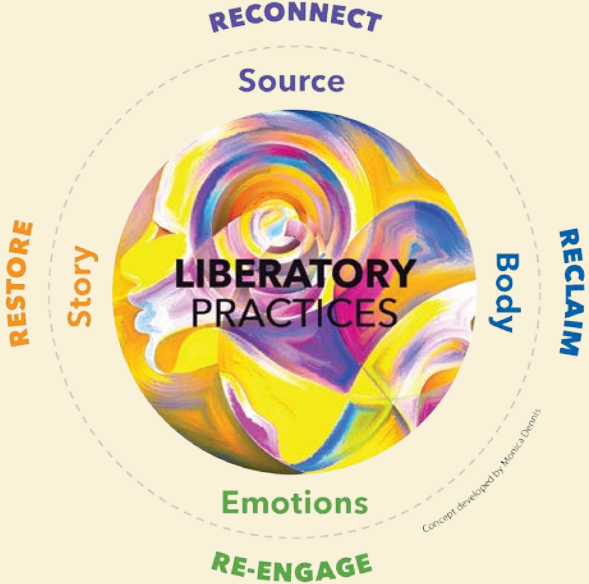
Trust The Process

Racism And...

Intent And Impact

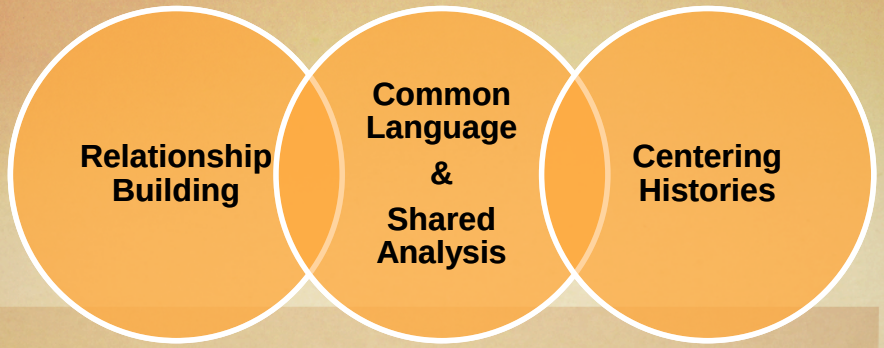
# RACIAL EQUITY & LIBERATION



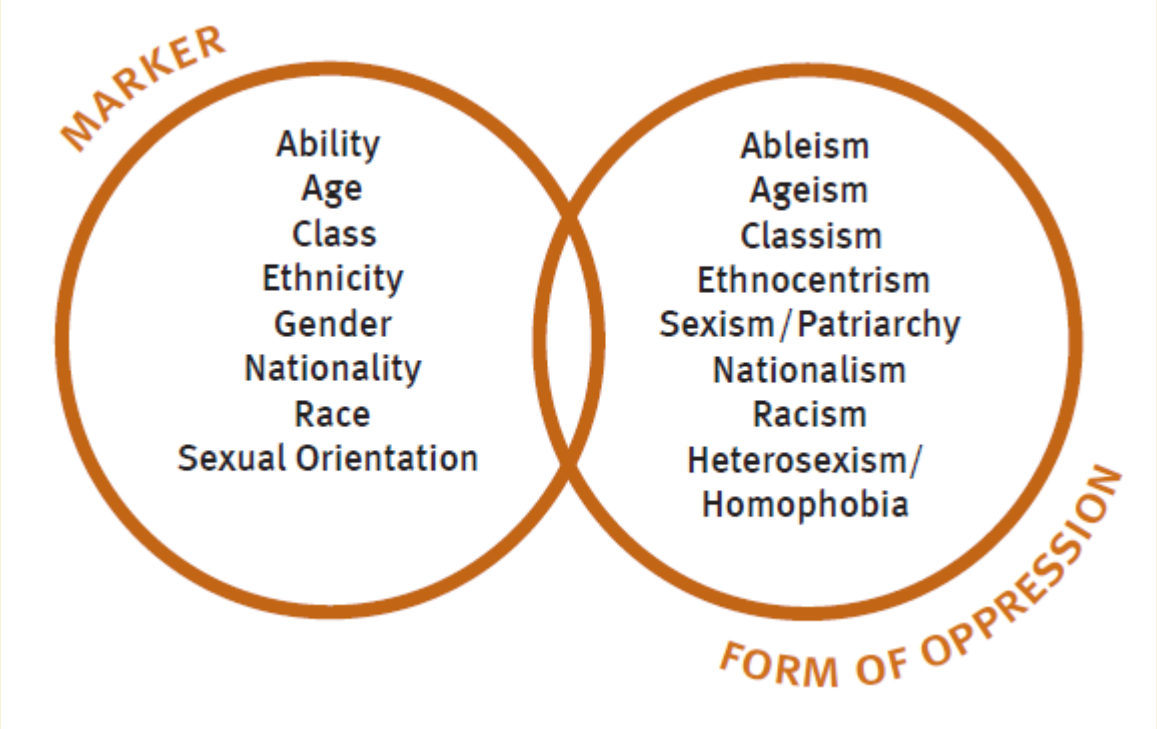



# LEVELS OF **RACISM**

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



# Framing LEVELS OF **RACISM**



# Framing LEVELS OF **RACISM**

# Insights

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

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# Reflections

# What's Next?

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- **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?**

# What's Next?

LEVELS OF **RACISM**

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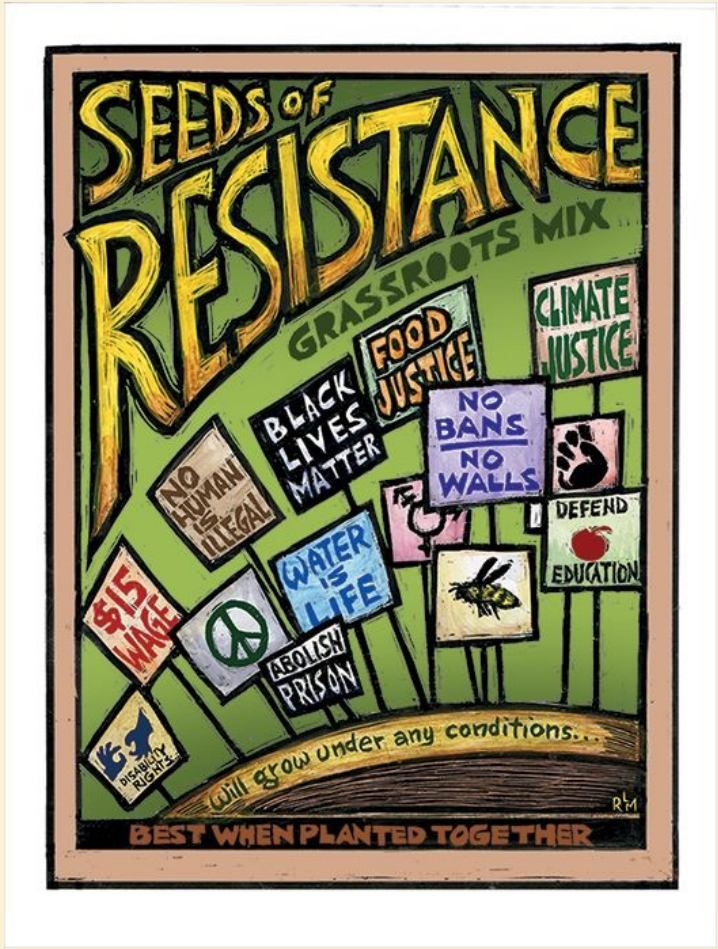
This new cohort will join the growing community of Movement Makers working to strengthen the U.S.-based movement to end violence against all girls and women.

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*

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# Thank you!