

**PATHWAYS & PREPARATION: WHO AM I
AND WHO MIGHT I BECOME
IN RELATION TO RACE AND REVOLUTION?**

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INTRODUCTION & OVERVIEW

- **REVIEW IMPLICIT BIAS & RELATED TERMS/CONCEPTS/IDEAS**
- **FAMILIARIZE OURSELVES WITH SYSTEMIC RACISM (EXPLANATION & EXAMPLES)**
- **GRAPPLING (BRIEFLY) WITH WHITENESS AND ANTI-BLACKNESS**
- **POSITIONING ONESELF AS A CHANGE AGENT: SELF ASSESSMENT, TOOLS, AREAS & ISSUES**
- **CONSIDERATIONS, PLANNING AND TAKING ACTION**
- **RESOURCE SHARING**
- **Q & A**

INSPIRATION FROM TWO BLACK WOMEN

- LINDSAY YOUNG AKA @LINDSS TASTIC (VIA TWITTER) WROTE:

“RESISTANCE IS NOT A ONE LANE HIGHWAY. MAYBE YOUR LANE IS PROTESTING, MAYBE YOUR LANE IS ORGANIZING, MAYBE YOUR LANE IS COUNSELING, MAYBE YOUR LANE IS ART ACTIVISM, MAYBE YOUR LANE IS SURVIVING THE DAY. DO NOT FEEL GUILTY FOR NOT OCCUPYING EVERY LANE. WE NEED ALL OF THEM.”

- ANGELA Y. DAVIS:

“I AM NO LONGER ACCEPTING THE THINGS I CANNOT CHANGE. I AM CHANGING THE THINGS I CANNOT ACCEPT.”

CHECKING OURSELVES

- **IMPLICIT BIAS**- ATTITUDES OR STEREOTYPES THAT AFFECT OUR UNDERSTANDING, ACTIONS, AND DECISIONS IN AN UNCONSCIOUS MANNER. MAY ALSO BE CHARACTERIZED AS “DYSCONSCIOUS RACISM” (UNQUESTIONED ACCEPTANCE OF CULTURALLY DOMINANT NORMS AND PRIVILEGES.)
- **STEREOTYPE**- A FIXED, OVER GENERALIZED BELIEF ABOUT A PARTICULAR GROUP OR CLASS OF PEOPLE.
- **MICROAGGRESSIONS**- SMALL (EVEN TINY) AND OFTEN WELL-INTENTIONED COMMENTS, REMARKS, AND BEHAVIORS THAT SUBTLY REIFY, PERPETUATE AND ANIMATE RACIST, SEXIST, ABLEIST, HOMOPHOBIC, TRANSPHOBIC, ETC. STEREOTYPES AND ASSUMPTIONS.
- **RACIST ASSUMPTIONS**- WHEN BIAS AND STEREOTYPES COMBINE TO RESULT IN WHITE SUPREMACIST THINKING AND BELIEFS THAT DISADVANTAGE MINORITY RACIAL AND/OR ETHNIC GROUPS.

SYSTEMIC RACISM

“HOW IDEAS OF WHITE SUPERIORITY ARE CAPTURED IN EVERY DAY THINKING AT A SYSTEMS LEVEL.” SYSTEMIC RACISM IS AT THE ROOT OF MOST SOCIAL DISPARITIES: WEALTH, EDUCATION, EMPLOYMENT, HEALTHCARE, HOUSING, INCARCERATION, ETC.”

GRAPPLING WITH WHITENESS AND UNDERSTANDING ANTI-BLACKNESS

- WHITENESS AND ANTI-BLACKNESS ARE HISTORICALLY ENCODED AT THE SYSTEMIC AND PERSONAL/INDIVIDUAL LEVEL IN OUR SOCIETY AND CULTURE.
- ANTI-BLACKNESS MANIFESTS ACROSS PERSONAL, PROFESSIONAL AND POLITICAL SPACES...AND AT DIFFERENT LEVELS OF CONSCIOUSNESS.
- WHITENESS CAN MANIFEST AS POWER, PRIVILEGE, DOMINANCE, SOCIAL ADVANTAGE, COMFORT, AND SAFETY.

MY “BEST” (WHITE) FRIENDS & COLLEAGUES: PART 1

- HAVE MOVED FROM DECLARING THEMSELVES “NOT RACIST” TO BEING AND BECOMING (ACTIVELY) ANTI-RACIST.
 - COMMIT THEMSELVES TO FIGHTING RACISM ON ALL LEVELS (PERSONALLY, PROFESSIONALLY AND POLITICALLY)
 - SHOW UP REGULARLY TO LEND SUPPORT, TO LISTEN, TO FOLLOW THE LEAD OF POCS
 - HAVE INTEGRATED LIVES (ACTUALLY HAVE BLACK FRIENDS AND FRIENDS OF COLOR)
 - FIND AND TAKE THE OPPORTUNITY TO EDUCATE OTHERS IN A VARIETY OF WAYS (SOCIAL MEDIA, GATHERINGS, DISCUSSION AND CONVERSATION, COMMUNITY PARTICIPATION, ETC.) WITH OTHER WHITE FOLKS

MY “BEST” (WHITE) FRIENDS & COLLEAGUES: PART 2

- MAKE INVESTMENTS (TIME, RESOURCES, MATERIALS, FINANCES) IN POC SPACES AND ENDEAVORS
- CONTINUOUSLY EDUCATE THEMSELVES (WHITE PRIVILEGE CONFERENCE; OTHER EDUCATIONAL SPACES)
- ACKNOWLEDGE THEIR INABILITY TO UNDERSTAND (VIA EXPERIENCE) WHAT IT IS LIKE TO BE A POC
- DO NOT STRIVE FOR PERFECTION AND DON'T ALWAYS GET IT RIGHT
- WHEN IN DOUBT, ASK FOR GUIDANCE OR TAKE A STEP BACK FOR FURTHER LISTENING/EDUCATION
- REJECT WHITE FRAGILITY AND EMBRACE CONSTRUCTIVE CRITICISM
- DECENTER THEMSELVES WHEN DOING THE WORK OF RACE

BECOMING A CHANGE AGENT

- “BE THE CHANGE YOU WISH TO SEE IN THE WORLD.” (GHANDI)
- “EVERYTHING YOU TOUCH, YOU CHANGE...EVERYTHING YOU CHANGE, CHANGES YOU.”
(OCTAVIA BUTLER)

NOTE: THESE ARE NOT INTENDED TO BE TRITE CLICHÉS! THESE QUOTES ARE SHARED HERE AS AN ENTRY POINT FOR DEEPER THINKING ABOUT ACTION WE CAN TAKE TO BRING ABOUT CHANGE IN OUR EVERYDAY LIVES, SPACES AND LOCAL COMMUNITIES.

AM I OR CAN I BE AN ALLY...ACCOMPLICE... ADVOCATE?

- WHAT IS THE ANTI-RACIST CHANGE I WISH TO ENACT OR BE A PART OF?
- WHERE DO I NEED TO SHOW UP FOR RACIAL JUSTICE AND HOW: AT HOME, IN MY COMMUNITY, AT WORK...SOMEWHERE ELSE?
- WHAT TOOLS AND RESOURCES/SUPPORT/MATERIALS DO I REQUIRE TO BE EFFECTIVE AS A CHANGE AGENT REGARDING ISSUES OF RACE? WHAT DO I ALREADY HAVE THAT I CAN USE, DIRECT OR REPURPOSE FOR ANTI-RACIST WORK?

CONSIDERATIONS/POSSIBLE “LANES”

- FINANCE (DONATIONS, CONTRIBUTIONS, ETC.)
- PUBLIC LEADERSHIP (ELECTED OFFICE—SCHOOL BOARD, ETC.)
- LISTS OF DEMANDS—SUPPORT BLACK STUDENTS (RESOURCES...INTERNSHIPS, WORK STUDY, MENTORING/ADVISING PRACTICES, CO-PUBLISH, SPONSORSHIP, RELATIONSHIP-BUILDING/LUNCH OR COFFEE)
- TOWN HALLS/FORUMS/CAUCUSES
- CITATIONAL PRACTICES (#CITEBLACKWOMEN)

MORE CONSIDERATIONS...POSSIBLE “LANES”

- CALLS AND LETTERS
- COMMITTEE WORK***
- PROTESTS & PUBLIC ACTIONS (MARCHES, RALLIES, EVENTS)
- TEACHING/EDUCATION
- BOARD WORK

TOOLS

- WORKSHOPS & TRAININGS
- PROFESSIONAL DEVELOPMENT OPPORTUNITIES
 - WEBINARS
 - PODCASTS
 - FILMS
- BOOKS/READINGS
 - ART
- FELLOW WORKERS...COLLEAGUES/FRIENDS

MAKE AN ACTION PLAN!

- SHORT-TERM/LONG-TERM GOALS AND STEPS
- EDUCATIONAL TOOLS AND RESOURCES NEEDED
- TIME COMMITMENT
- VENUE OR “LANE” (ONE OR MORE)
- REFLECTION AND ACCOUNTABILITY

A BRIEF AND INCOMPLETE LIST OF RESOURCES: 1

- @UCHE BLACKSTOCK, MD (RACIAL DISPARITIES AND HEALTH) ON TWITTER
- *PATIENT* (POETRY BOOK BY DR. BETTINA JUDD) MEDICAL HUMANITIES/HISTORY/BLACK WOMEN'S HEALTH
- BLACK LIVES MATTER VIA MOVEMENT FOR BLACK LIVES (M4BL) ONLINE
- "HEAR TO SLAY" PODCAST (ROXANE GAY & TRESSIE MCMILLAM COTTOM)
- DRS. ANDREA RICHIE, ANGELA DAVIS, BARBARA RANSBY, RUTH WILSON GILMORE (PRISON ABOLITION & MORE!)
- *THE NEW JIM CROW* (BOOK BY MICHELLE ALEXANDER) ON MASS INCARCERATION
- *JUST MERCY* (BOOK/FILM) BRYAN STEVENSON
- #BLACKINTHEIVORY AND @BLACKINTHEIVORY (ON TWITTER)

A BRIEF AND INCOMPLETE LIST OF RESOURCES *CONTINUED...*

- STAMPED FROM THE BEGINNING (BOOK BY IBRAM X. KENDI)
- "THE CASE FOR REPARATIONS" (TA-NEHISI COATES)
[HTTPS://WWW.THEATLANTIC.COM/MAGAZINE/ARCHIVE/2014/06/THE-CASE-FOR-REPARATIONS/361631/](https://www.theatlantic.com/magazine/archive/2014/06/the-case-for-reparations/361631/)
- WHITE RAGE (BOOK BY CAROL ANDERSON)
- THE FEMINIST WIRE (TFW)—FERGUSON SERIES: [HTTPS://THEFEMINISTWIRE.COM/2014/09/THINGS-LEARNED-FERGUSON/](https://thefeministwire.com/2014/09/things-learned-ferguson/)
- WHITNEY PLANTATION MUSEUM ([HTTPS://WWW.WHITNEYPLANTATION.ORG/](https://www.whitneyplantation.org/))
- LETTERS TO THE FUTURE: BLACK WOMEN/RADICAL WRITING (KORE PRESS)
- THE LONG SHADOW (FILM AND TED TALK) [HTTP://THELONGSHADOWFILM.COM/](http://thelongshadowfilm.com/)
- WHEN THEY SEE US (LIMITED SERIES ON NETFLIX)
- WHEN THE LEVEES BROKE—1 & 2 (DOCUMENTARIES BY SPIKE LEE)