

# WHERE DO WE GO FROM HERE?

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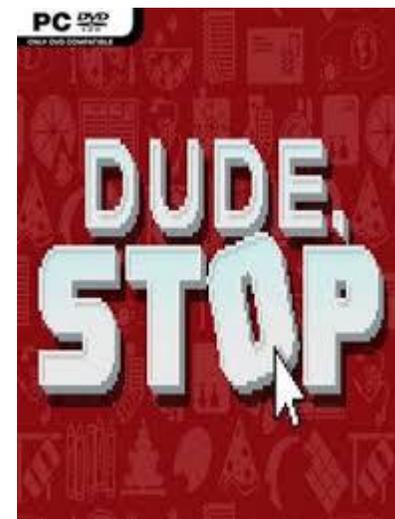
# OBJECTIVES

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1. **ESTABLISH** A SHARED UNDERSTANDING OF CRITICAL TERMS;
2. **EXAMINE** WAYS CONCEPTS MANIFEST IN, THROUGH, AND AROUND US DAILY; AND
3. **EXPLORE** QUESTIONS DESIGNED TO INFORM ACTION!



I DON'T SEE RACE





“It's not *only* about race,  
but, it's *always* about race.”



**WHAT CONCERNS YOU MOST ABOUT HAVING  
COURAGEOUS CONVERSATIONS AROUND RACE?**



# WHITE SUPREMACY

## What

- “White supremacy is a term used to characterize various belief systems central to which are one or more of the following key tenets: 1) **whites should have dominance over people of other backgrounds, especially where they may co-exist**; 2) **whites should live by themselves in a whites-only society**; 3) **white people have their own "culture" that is superior to other cultures**; 4) **white people are genetically superior to other people**. As a full-fledged ideology, white supremacy is far more encompassing than simple racism or bigotry. Most white supremacists today further believe that the white race is in danger of extinction due to a rising “flood” of non-whites, who are controlled and manipulated by Jews, and that imminent action is needed to “save” the white race.”

Anti-Defamation League

<https://www.adl.org/education/resources/glossary-terms/defining-extremism-white-supremacy>

## Where/How

- Beauty Standards
- Protests and Uprisings
- Professional Standards
- “Would it be fair if leadership was all black instead?”

Others?



# WHITENESS

## What

“...a dominant cultural space with enormous political significance, with the purpose to keep others on the margin. ... [W]hite people are not required to explain to others how ‘white’ culture works, because **‘white’ culture is the dominant culture that sets the norms. Everybody else is then compared to that norm.** ... In times of perceived threat, the normative group may well attempt to reassert its normativity by asserting elements of its cultural practice more explicitly and exclusively (21).”

Ruth Frankenberg (1993),

Teach Me to Thunder, A Manual for Anti-Racism Trainers

## Where/How

- Beauty Standards
- Grading Protests and Uprisings
- Professional Standards

Others?



# WHITE PRIVILEGE

## What

- “.... an *invisible set of unearned assets* which I can count on *cashing in each day*, but about which I was *'meant' to remain oblivious* (109).”

Peggy McIntosh

”White Privilege: Unpacking the Invisible Knapsack” in  
Paula S. Rothenberg, ed., *White Privilege*, 2005)



## Where/How

- Can go in most stores assured you will find beauty products that match your skin
- Never been asked if you voted for a candidate because they were white
- Absence/decreased awareness of racial identity in most spaces
- Can be sure you will see others who look like you (leading or otherwise) in most places
- Can be pulled over by law enforcement without fear of losing your life
- Drum roll.... Suggesting the use of words that are more palatable than “White Privilege”

Others?



# STRUCTURAL RACISM

## What

- “Structural Racism in the U.S. is the normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color.”

[Racialequitytools.org](http://Racialequitytools.org)

## Where/How

- Housing
  - Redlining, food choices, check cashing stores, liquor stores, etc.
- Employment
  - AA unemployment is 2x high than whites
- Wealth Gap
  - AA 13%population, 2.7%country's wealth

Others?



# SYSTEMIC/INSTITUTIONAL RACISM

## What

- Embedded in normal practices“....occurs within and between institutions. Institutional racism is discriminatory treatment, unfair policies and inequitable opportunities and impacts, based on race, produced and perpetuated by institutions (schools, mass media, etc.)..”

[Racialequitytools.org](http://Racialequitytools.org)

## Where/How

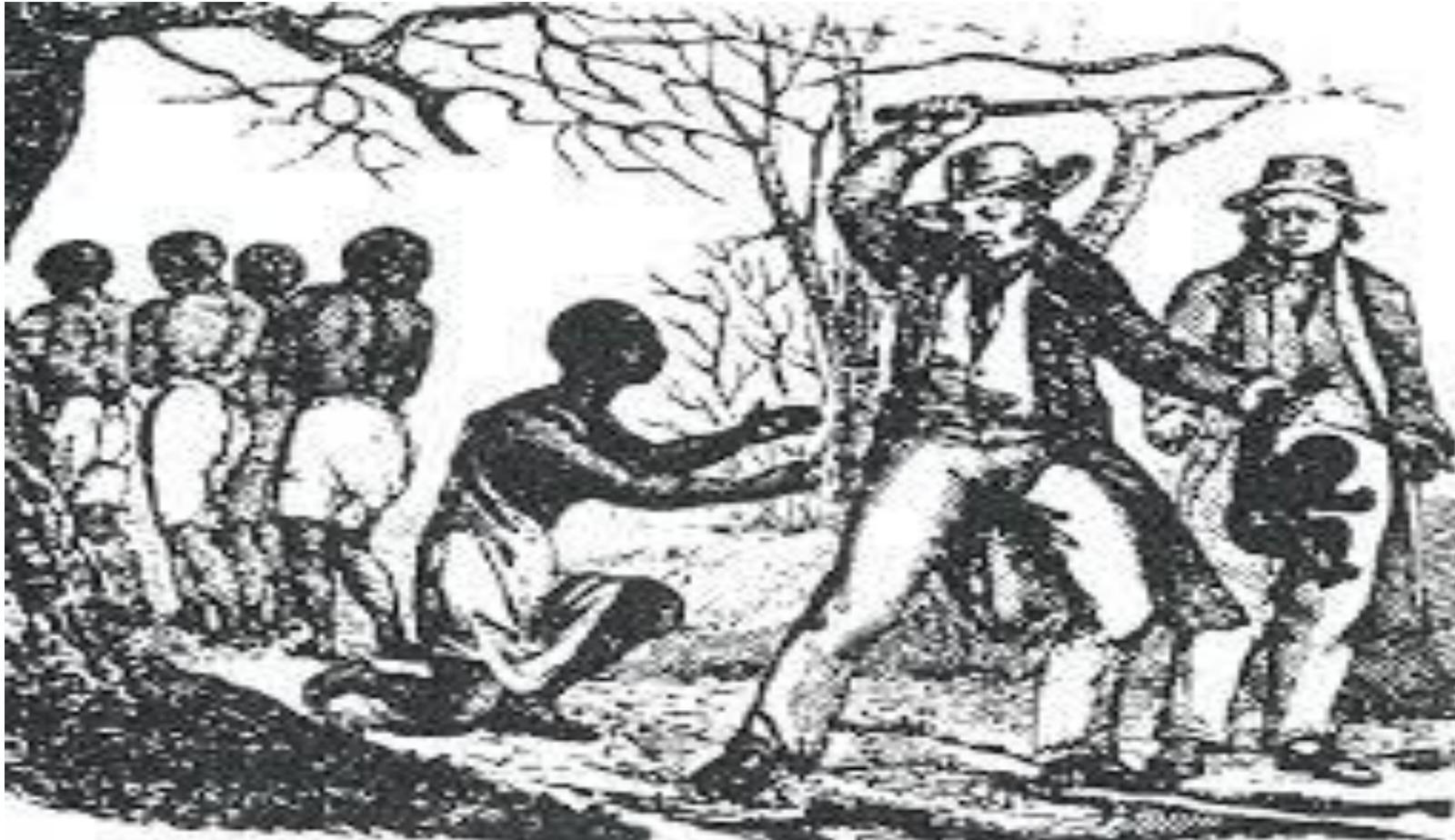
- Surveillance and Policing
  - 2011 NYPD exposed for targeting “ancestries of interest”
- School discipline
  - Students of color are disciplined at higher rates for subjective offenses

[Raceforward.org](http://Raceforward.org)

Others?



# FAULT VS RESPONSIBILITY



# STRUCTURAL ADVANTAGES & DISADVANTAGES

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**WITHIN YOUR ORGANIZATION**



# DIVERSITY

How it looks!



# INCLUSION

How it feels!



Trainingjournal.com



Nojitter.com







**America is lucky that  
black people want  
equality and not  
revenge.**



# LET'S TALK!



- Who works in your organization and who holds leadership positions?  
Your board?
- Who makes decisions in your organization?
- Who has control and influence over financial resources?
- What kind of education or opportunities to discuss racism are offered through your organization?
- How does your organization work intentionally with communities of color?
- What is your organizations value and mission statement? Do outcomes match that statement?  
Would communities of color agree?
- Who regularly accesses your services? Comfortably?
- Does your art confront/challenge or perpetuate racism?
- Other?

[www.racialequitytools.org](http://www.racialequitytools.org)



