



Racial Injustice:
Understanding It,
Recognizing It,
Talking About It.

August 26, 2020

Welcome

Presentation materials:

- Download the presentation from the AAUW California website home page.
- The meeting recording, a summary Q&A document and example documents will be posted following the meeting.

Questions:

- Use the Q&A function to pose a question. We'll stop periodically to answer general questions.
- Chat has been disabled.

The screenshot shows a Zoom 'Question and Answer' window. At the top, there are two tabs: 'All questions (1)' and 'My questions (1)'. A red dashed arrow points from the text 'Check here for answers to all questions.' to the 'All questions (1)' tab. Another red dashed arrow points from the text 'Check here for answers to your questions' to the 'My questions (1)' tab. Below the tabs, a question is visible: 'Where can I download the presentation?' asked by 'You' at 09:45 AM. Below this, there is a 'Collapse all (1)' button and a response from 'AAUW California' at 09:46 AM. At the bottom of the window, there is a text input field with the placeholder 'Type your question here...'. A red dashed arrow points from the text 'Type your question here.' to this input field. In the bottom left corner, there is a message: 'Chat has been disabled. Use the Q&A function'. At the bottom of the Zoom interface, there are two circular buttons: 'Chat' and 'Q&A'. The 'Q&A' button is circled in red. A 'Leave' button is located in the bottom right corner.

Presented By...



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Guest: Arnedra Jordan, Ph.D Candidate
Member, Long Beach Branch



Why Are We Here?

“On behalf of our 170,000 members and supporters, we commit to fighting for justice, long-term and lasting change, and we stand in solidarity against racism. We also acknowledge that as an organization we have our own work to do.”

Statement from AAUW CEO Kim Churches



AAUW California Position

AAUW California is committed to strengthening policies and programs that enhance opportunities for Black women and girls through allyship, in furtherance of our public policy priority to “guarantee equality, individual rights and social justice for a diverse and inclusive society,” including “vigorous protection of and full access to civil and constitutional rights for all.”



What is Allyship?

Allyship is a sincere commitment on the part of a privileged person (and, in the context of anti-racism, that means a white person) to offer ongoing support to individuals, groups, or organizations that are excluded from that kind of privilege, and to take direction from them about the form that support should take.

The Public Autonomy Project



Allyship starts with...

- **Understanding** the role white women play in perpetuating racial injustice
- **Recognizing** when we are displaying implicit bias
- Learning how to **talk about it** in a meaningful way so we can do something about it



What is Systemic Racism?

“Systemic racism includes the complex array of antiblack practices, the unjustly gained political-economic power of whites, the continuing economic and other resource inequalities along racial lines, and the white racist ideologies and attitudes created to maintain and rationalize white privilege and power.”

Racist America: Roots, Current Realities, and Future Reparations
- Joe Feagin



What is White Privilege?

Three Components:

1. Having access to certain benefits in one's society because you are white, that are not available to persons of color
2. Accepting that you are entitled to this access
3. Being unaware that you have this privilege

But You Don't Have White Privilege, Right?





Can You...

- Go shopping without having a sales clerk follow you around the store?
- Apply for a loan, an apartment, a mortgage, a job... and never even consider that you might be denied because of the color of your skin?
- Take a drive and not worry that you might be pulled over for no reason?
- Not have to teach your children to be afraid of the police?

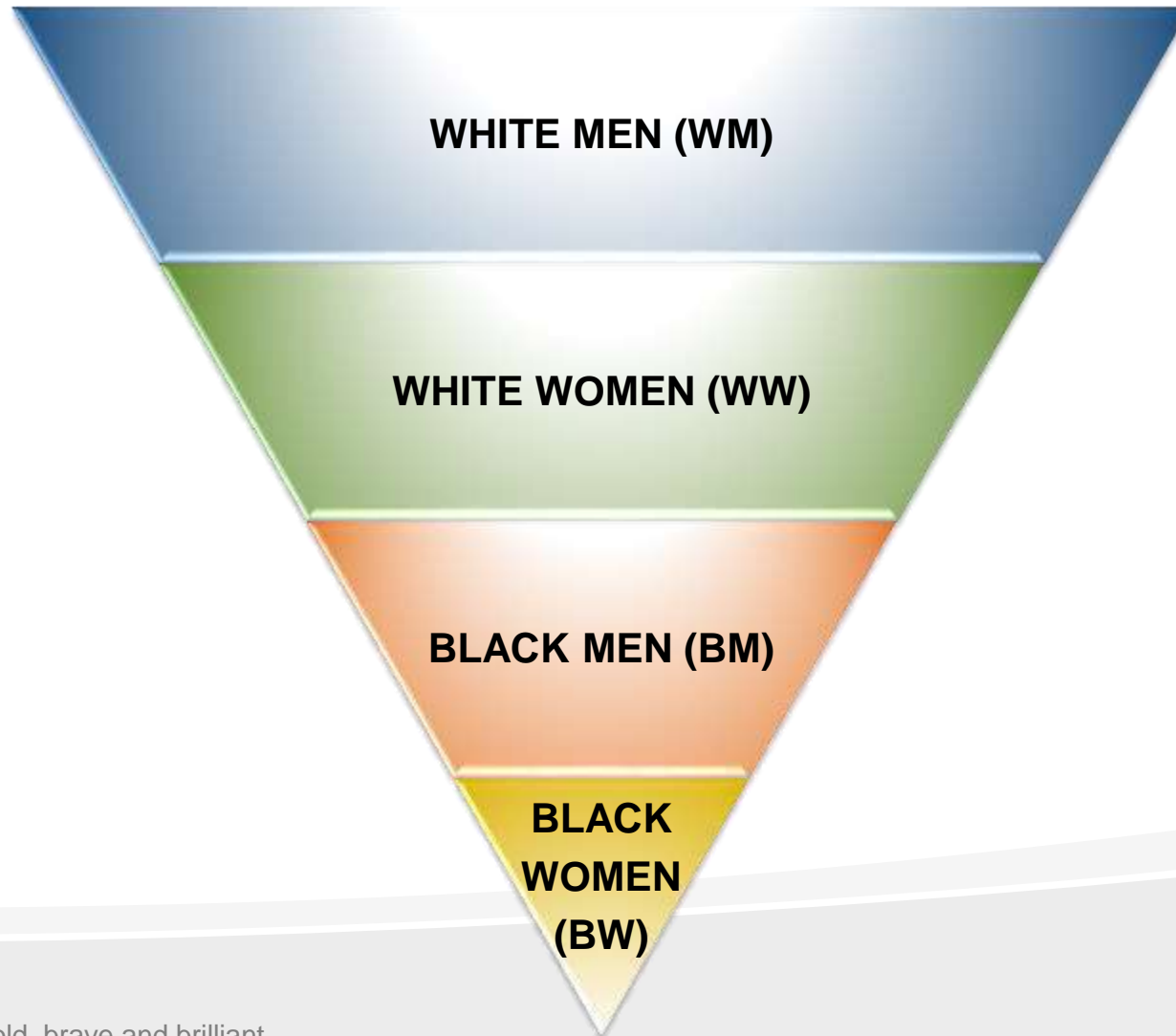
Where Did This Entitlement Attitude Come From?

*We hold
these truths
to be self-
evident; that
all M&N are
created equal*

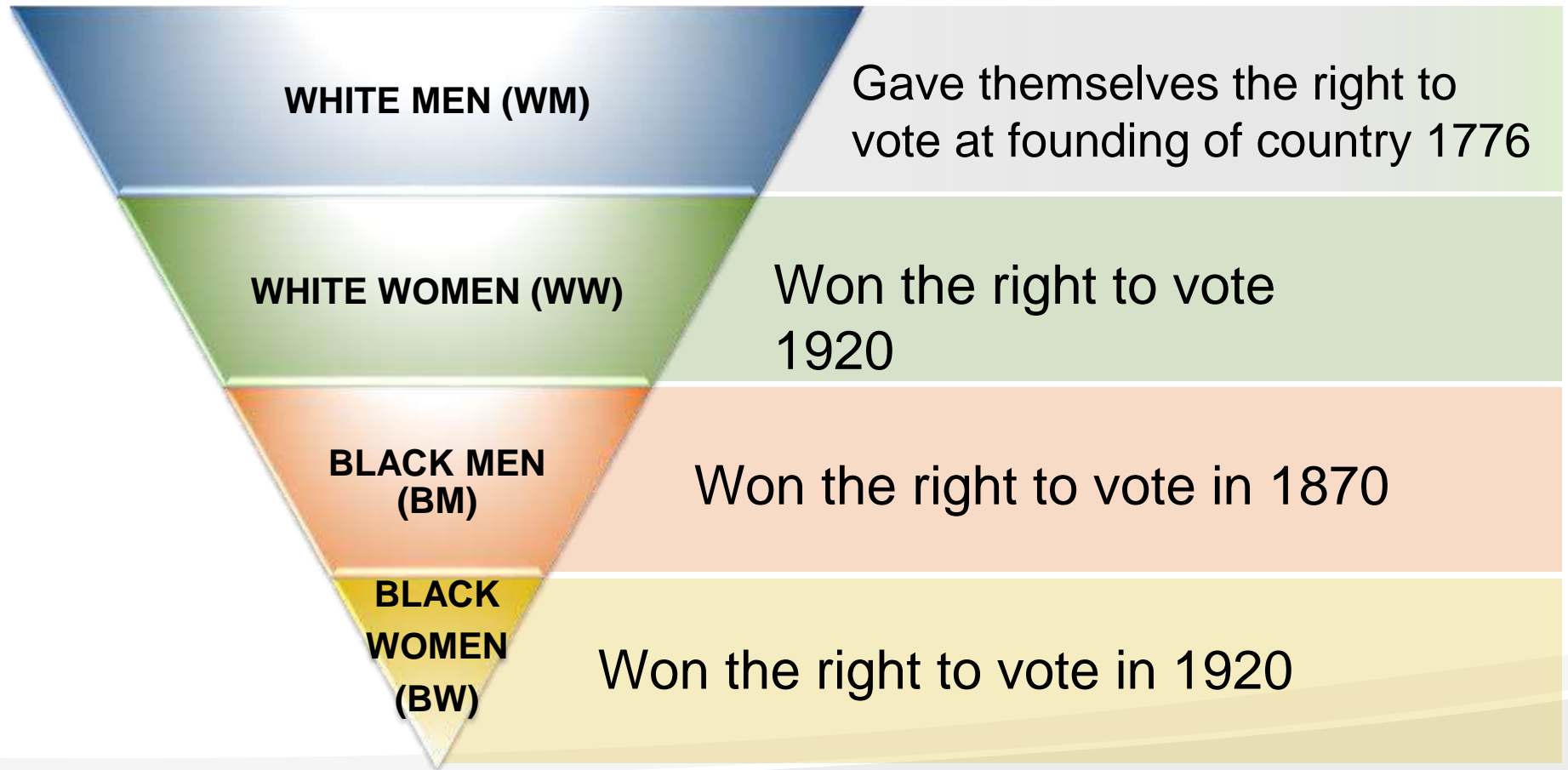




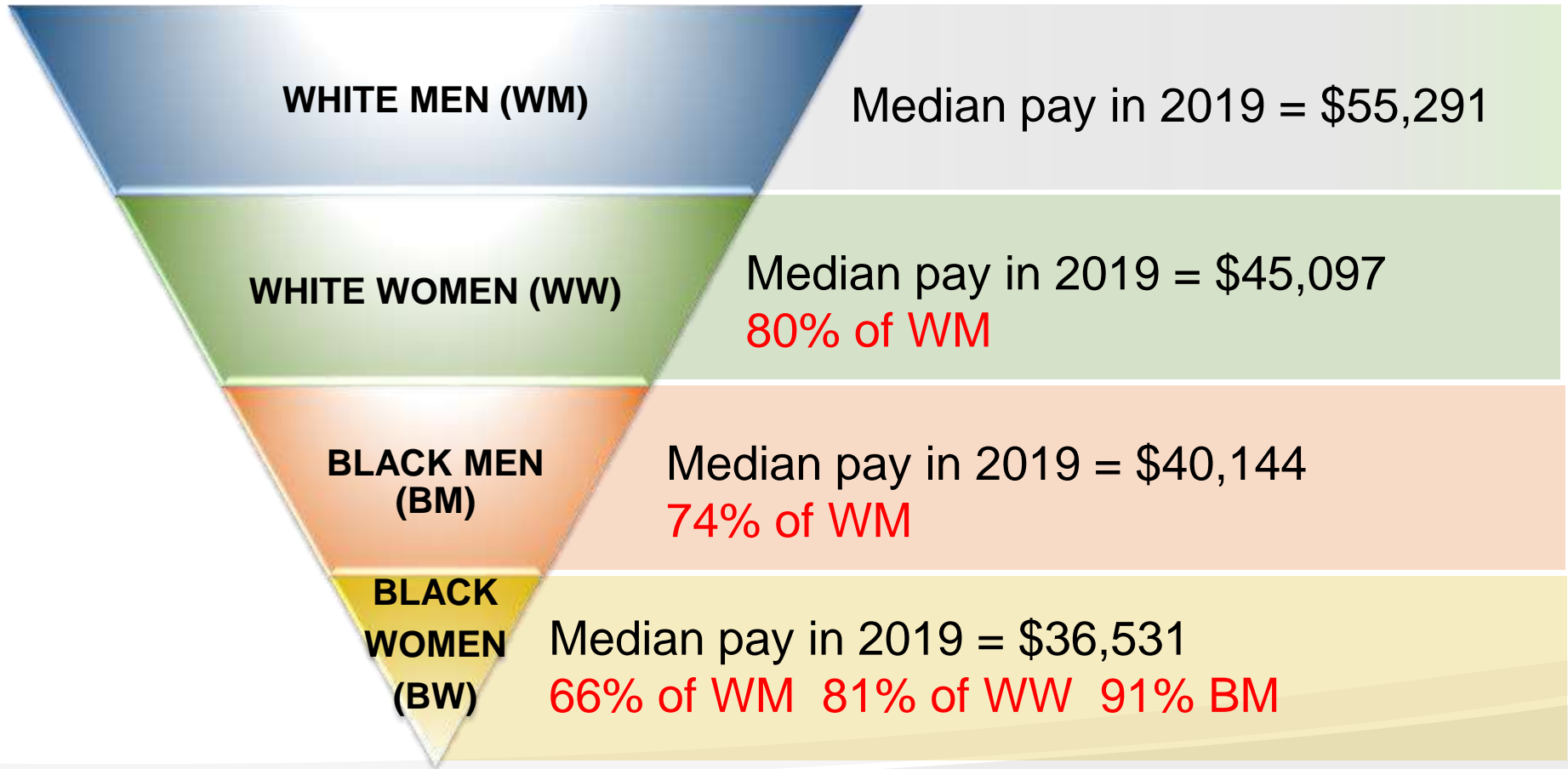
Hierarchy of Inequality



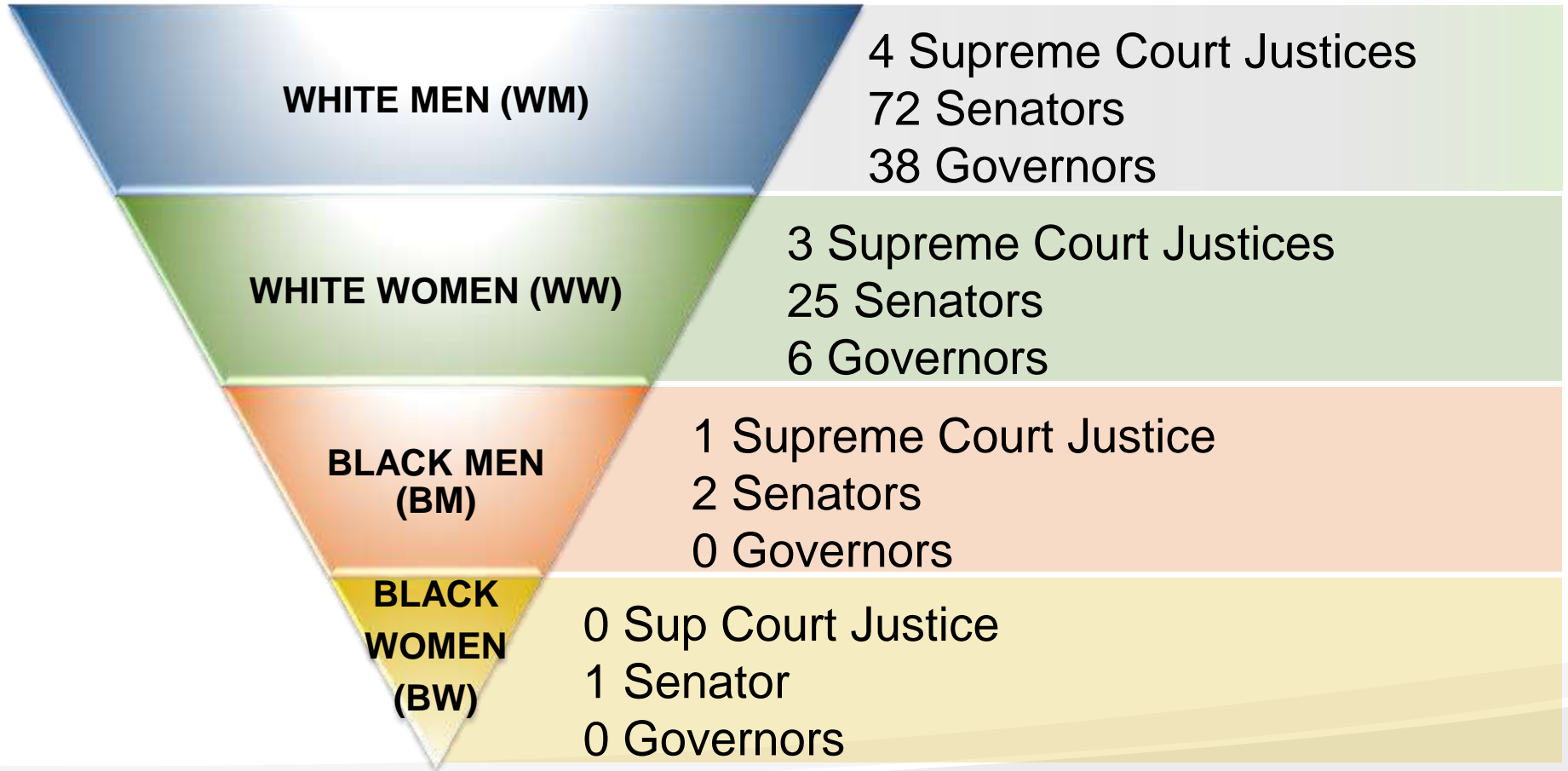
Access to the Ballot Box



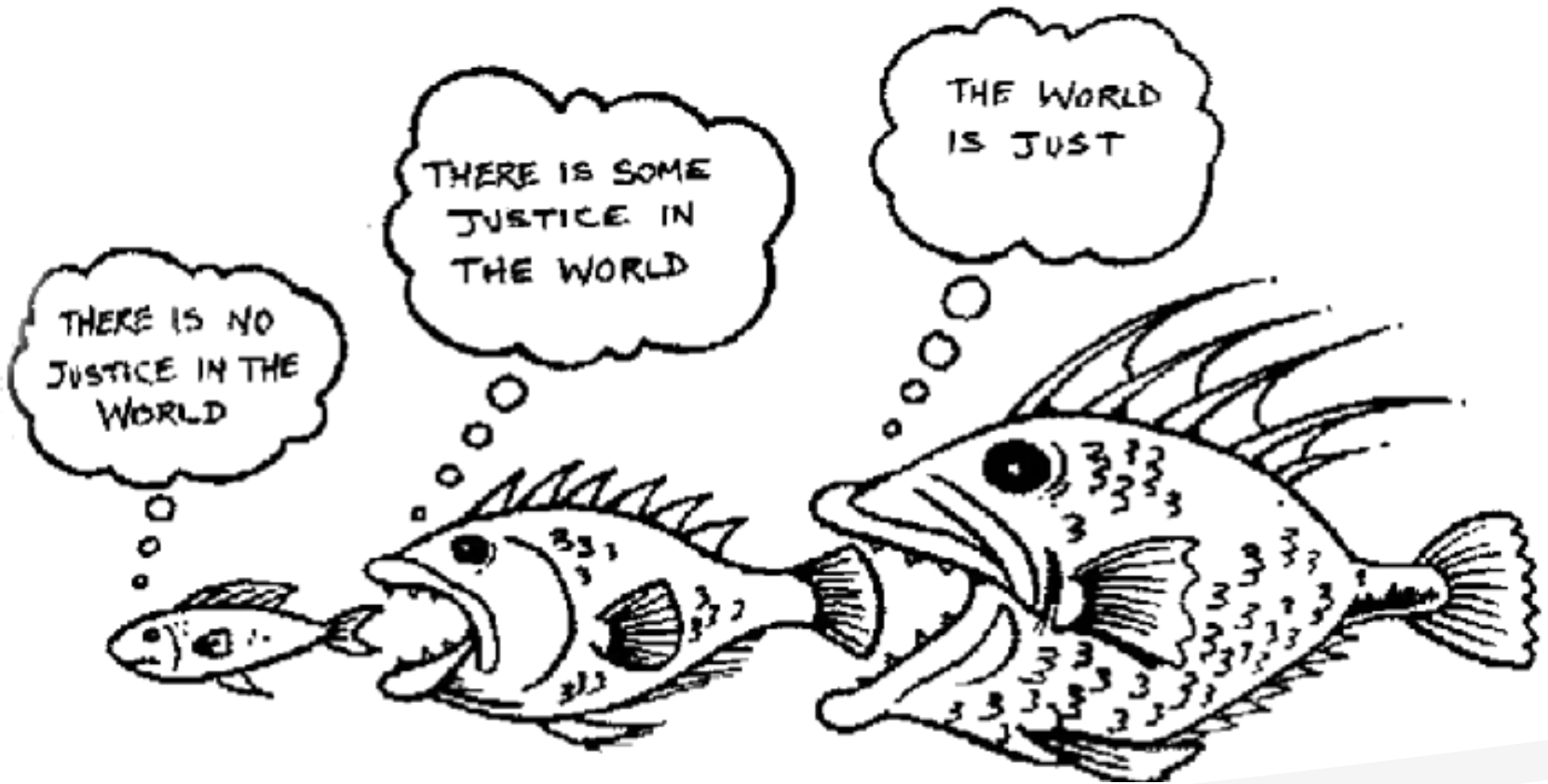
Access to Economic Resources



Access to Power



Where Do White Women Fit In?



Credit: Bob Mankoff, Cartoonist



Use Your Privilege to be an Ally



Quote and photo Ijeoma Oluo ([2017](#)); graphic by Zuleyka Zevallos ([2018](#)), via [OtherSociologist.com](#)





Ways to “Disrupt Racism”

AAUW California is:

- Featuring ways to support Black women in our monthly Public Policy newsletter articles to branches
- Supporting 5 anti-police brutality bills

Branches can:

- Join a BLM march
- Have a representative from BLM as a program speaker
- Contact your local law enforcement agency, inquire as to their anti-brutality training, use-of-force policies, and diversity in hiring and promotions policies
- Have an anti-racism discussion group

Members can:

SHOW UP! STAND UP! SPEAK UP!



Questions?

Stereotypes Prejudice Unfair
Research Behavior Beliefs
Groups UNCONSCIOUS
Measure BIAS Implicit
Reaction Respect
Corporations Decisions Race
People Social Subconscious
Judgement Hidden Ethnicity
Cognition Preferences Gender



Recognizing Bias

Implicit Bias:

- Attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner
- Develops over course of a lifetime through exposure to direct and indirect messaging
- Based on perceived race, ethnicity, gender expression, age, physical disability, body size and other characteristics
- Does NOT necessarily align with one's declared beliefs or stances we explicitly endorse

Explicit Bias:

- Attitudes and beliefs we have about a person or group on a conscious level (example: hate groups)



What Bias Looks Like

Implicit

- Crossing to the other side of the street when approaching a Black person
- Telling someone “You throw like a girl.”
- Gendered bathrooms
- Saying to a person of color “You are so articulate.”
- Saying “As a woman, I know what you go through as a racial minority.”

Explicit

- Believing the Black community doesn’t value education
- Thinking disabled children will never lead normal lives
- Assuming all Hispanic people came to the US illegally
- Believing women are too emotional to be good leaders



Conversation: Talking About Race

Expert Guest: Professor Arnedra Jordan

- Have you personally experienced bias?
- What if I feel uncomfortable talking about race?
- What tips do you have for starting a conversation about race?
- How can we recruit more diverse members?
- How can we practice inclusion?



Questions?



Contact Information

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Elaine Johnson: *diversity@aauw-ca.org*

Arnedra Jordan: *ajordan@my.keller.edu*



Resources

Books:

- DiAngelo, Robin. *White Fragility*. Beacon Press, 2018.
- Irving, Debby. *Waking Up White*. Elephant Room Press, 2014.
- Oluo, Ijeoma. *So You Want to Talk About Race*. Seal Press, 2019.
- Bernard, Emily. *Black is the Body*. Vintage Books, 2019.
- Tatum, Beverly Daniel. *Why Are All the Black Kids Sitting Together in the Cafeteria?* Basic Books, 2017.
- Hooks, Bell. *Ain't I a Woman: Black Women and Feminism*.
- Elliot, Jane. *On Race*.



Resources (con't)

Articles:

- Theriault, Anne. “The White Feminist Savior Complex”
- McIntosh, Peggy. “White Privilege: Unpacking the Invisible Knapsack”

Organizations:

- SURJ (Showing Up for Racial Justice):
www.showingupforracialjustice.org



Upcoming Webinars

Date	Webinar Details
9/14/2020	Waging a successful GOTV campaign in the time of COVID. AAUW California Public Policy Committee members will present useful strategies for educating members and the public on candidates and ballot measures and for increasing voter participation in their communities.
9/23/2020	Show Me the Money. How to raise funds differently, especially now.
10/1/2020	How to manage your Speech Trek contest on ZOOM. Learn how to set up Zoom to support your contest. We'll cover recording, managing contestants and judges for a successful event.