

CIRCUIT BREAKER: Understanding Our Role in the Movement

Remote Track
October 1, 2019

Housekeeping

Power Up Handbook



- Click on the link in the Zoom chat box or go to www.aclu-wa.org/power-up-handbook.
- We will also send this via email with a link to the webinar recording.
- If you missed the first session, email activism@aclu-wa.org and we will send you the recording.



Power Up Preview

Tuesday, September 17 5:30-7pm	Laying the Foundation Welcome, Introduction to the ACLU, Moving from Issues to Action, Root Cause Tree Tool
Tuesday, October 1 5:30-7pm	Understanding Our Role in the Movement Race Equity & Allyship
Tuesday, October 15 5:30-7pm	Building Collective Power Personal Narrative, Recruiting Volunteers, Building Effective Teams
Tuesday, October 29 5:30-7pm	Designing the Blueprint Identifying Stakeholders & Targets, Power Mapping, Strategy Chart
Thursday, November 14 5:30-7pm	Navigating the Legislative Process Understanding Committees, Bill Process, & WA Legislative Website
Thursday, November 21 5:30-7pm	Choosing & Using Tactics + Bringing It All Together Lawmaker Engagement Tactics, Sustaining Your Activism

Zoom Logistics

- The success of Power Up is built on participation!
 - On the Zoom toolbar, you can raise your hand to be unmuted or type a question or comment in the chat box.
 - We will be utilizing “breakout rooms” throughout this session to facilitate small group discussions.
 - Conversations in breakout rooms are NOT recorded.
- You will receive a reminder email prior to each webinar session with Zoom log-in information.
- A recording of this call will be sent out later this week.
- If you have any questions about how to use the technology, please email me at rgilchrist@aclu-wa.org.

Introductions

Why We Use Pronouns

- We recognize that gender is a spectrum and people might have a different gender identity than the one you perceive them to have. Sharing your pronouns shows respect for everyone's gender identity and creates a more welcoming space for all.



Group Introductions

We are going to break into small groups and introduce ourselves. You will have 5 minutes for everyone to share:

1. Name
2. Pronouns
3. City
4. Share the meaning of your name and/or a story about how you got it.

Community Agreements

1. Observe the “Platinum” rule.
2. Acknowledge intent and address impact.
3. Be present and lean in.
4. Be mindful of technology use.
5. Hear and be heard.
6. Observe the “One mic, one voice” rule.
7. Avoid putting people on blast.
8. Care for yourself and others.
9. Commit to learning.
10. Have fun!

Acknowledgments

- The ACLU is not an expert on race equity. We are all learning and growing together.
- This session is intended to establish a shared language and begin to introduce concepts of structural racism, implicit bias, and allyship.
- These terms will be new to some and very familiar to others.
- Please keep our community agreements in mind, particularly during this training, and feel free to excuse yourself at any time.
- Please see the list on page 15 of the handbook for additional readings and educational resources.

Introduction to Racism & Implicit Bias

Goals

1. Share a framework to analyze institutional racism and implicit bias.
2. Identify implicit racial biases in our lives.
3. Identify how racism shows up in organizing and “progressive” spaces.
4. Apply these concepts to civil liberties issues.

Why focus on race?

- We are focused on building a culture of equity and inclusion.
- We all have multiple facets of our identity, some of which may be experienced as privilege and others as oppression.
- Race intersects with every issue we work on.
- In a culture where racism continues to be rampant, we ensure equity across the board for all groups experiencing inequity by focusing on race.
- More education: Dr. Kimberlé Williams Crenshaw

How do YOU define racism?

- We all need a common language to talk effectively about racism.

Racism ≠ Individual bigotry or prejudice

- Racial prejudice becomes racism when combined with the power of systems and institutions.

Race Prejudice
+
Systemic/Institutional Power
=
RACISM

Group Talk

Race prejudice + Systemic/institutional power = RACISM

- Share your reactions to this definition.
- Is it new?
- Does it (re-)affirm what you already know?
- Do you think it will be useful to you?
- What questions does this raise?



Racism: Power to Shape Identity & Behavior

- Racism shapes us on the deepest level of our psyche.
- We did not ask for it, but it is an outcome of living in a race-based system.
- We are socialized to internalize racism and exhibit correlating behaviors.
- Our task is to identify these behaviors, disrupt power structures, and create new ways of being.

What is implicit racial bias?

- Implicit biases are the attitudes or stereotypes that affect our actions, understanding of events, and decisions in an unconscious manner. (Kirwan Institute for the Study of Race and Ethnicity)



Explicit vs. Implicit Bias

Explicit bias

Expressed directly

Aware of bias

Operates consciously

Example -- "I like whites more than Latinos."

Implicit bias

Expressed indirectly

Unaware of bias

Operates sub-consciously

Example -- sitting further away from a Latino than a white individual.

Source: Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?

Implicit Bias: How You Learned It

- Talk in groups:
 - What was the first time you noticed racial difference? What meaning did you make of those differences?
 - What are some of the early messages you received about racial differences? Who taught you those messages?
 - How did these messages harm you? How did they harm others?



Personal Identity Exercise

- Take 5 minutes to fill out the Personal Social Identity Profile worksheet.
- Under “Group Membership,” write the group(s) you most closely identify with for each social identity.
- Check off the columns as they apply to each of your identities.
- Pair share: How did it feel to fill out this form? (You do not need to share your answers, just your experience of the exercise.)

Agent & Target Framework



- Developed by Dr. Leticia Nieto
- Tool to help individuals assess their own identities and behaviors
- “Because of our socially ascribed memberships in certain groups – based on gender, ethnicity, social class and other groups – we will experience either oppression or privilege. We don’t sign up to join these groups, nor do we sign up for the system of oppression and privilege, yet they are part of our lives.”

What does it mean to be an Agent?

- Socially dominant memberships or identities
- Often the social identities we don't think about
- Agent skills:
 - Indifference (unconscious supremacy)
 - Distancing
 - Inclusion
 - Awareness
 - Allyship

What does it mean to be a Target?

- Identities that are undervalued or oppressed in society
- Target skills:
 - Survival
 - Confusion
 - Empowerment
 - Strategy
 - Recentering

Reflection & Pair Share

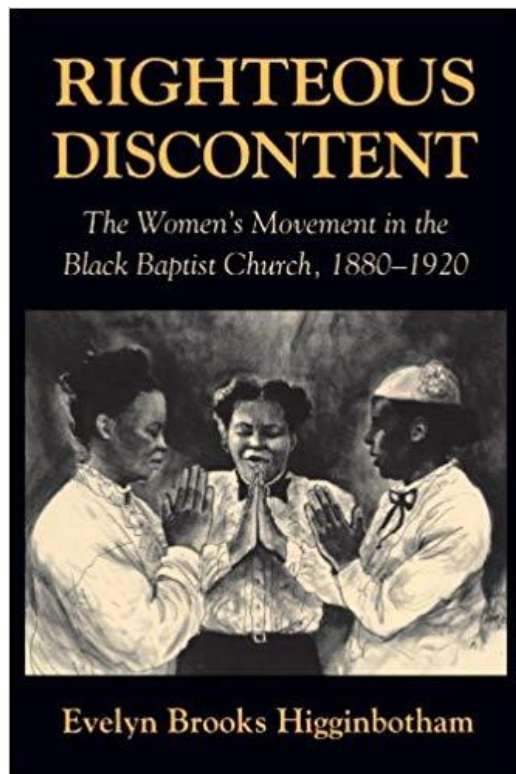
- Look back at your handout. In what ways do you identify as an Agent? In what ways do you identify as a Target?
- In what ways is this a useful framework for thinking about bias and oppression? In what ways is this confusing or unhelpful?



“Politics of Respectability” & Social Justice Movements

Thank you to Gabriela Rojas & Tessa D’Arcangelew
(ACLU of California)

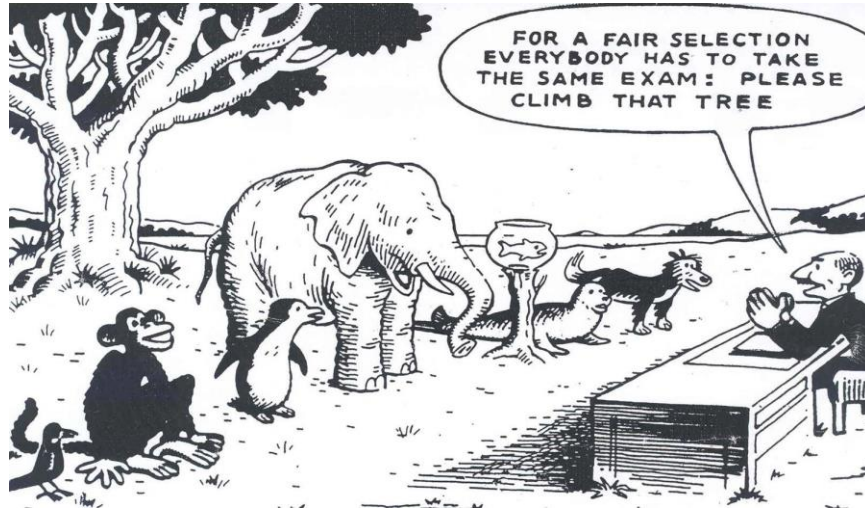
Politics of Respectability



- Dr. Evelyn Higginbotham, 1994
- Righteous Discontent: The Women's Movement in the Black Baptist Church, 1880 – 1920
- “Oppressed people must learn to represent the norms and expectations of the group with power (the oppressors) in order to achieve equality.”

Meritocracy

- Political philosophy that economic resources or power should go to those with talent, effort, and achievement as opposed to:
 - Family status
 - Sexuality
 - Race
 - Gender
 - Age
 - Wealth



Institutional Racism

- For over a quarter of American history, the U.S. Constitution actively and intentionally legalized racism and sexism.
- As a result, white supremacy is deeply embedded in our laws and system of government.
- Profound racial disparities persist in health, education, employment, and income across the United States, and these outcomes reflect a combination of structural inequality, overt and covert discrimination, and implicit bias.

Why does it matter?

- In the fight for social justice, it is our job to build power because power is what helps us win.
- If we only build power with a few groups and leave others out, we are ultimately less powerful.
- When we fail to address race and racism, our justice work will inevitably become racist.

Good/Bad Dichotomy

- American Civil Rights Movement: Shift from racism being socially acceptable to socially unacceptable
- Created dichotomy of a good white person, the non-racist VS. a bad white person, the racist
- “To be a good, moral person and to be complicit with racism became mutually exclusive. You could not be a good person and participate in racism; only bad people were racist.” — Robin DiAngelo

Good/Bad Dichotomy

- The binary perspective of racist or not racist, good or bad, hides the institutional nature of racism and absolves well-meaning white people from taking any responsibility for interrupting racism or taking inventory of their own bias.
- It is often used as an excuse when white people or white systems perpetuate racism.
- For example: when boys and men of color are shot or killed by the police, common narratives emerge around their “bad behavior” or “bad look” to protect the “good cops.”

How do white people benefit from racism?

- Belonging
- Freedom from the burden of race and freedom of movement
- White people are often defined just as “people”
- Racial innocence
- Segregated lives

How do we foster inclusion?

1. Experiencing discomfort
2. Calling in & interrupting bias

Experience Discomfort

- Being insulated from the stress of racism in your personal experience can create an entitlement to a feeling of comfort.
- White fragility: Feelings of anger, fear, guilt, and behaviors such as argumentation, silence, and withdrawal when confronted with bias or complicity in racist systems.
- Allyship: Move away from comfort and towards reflection, apology, listening, processing, seeking clarity, grappling, engaging, and believing.

Calling In/Interrupting Bias

- Dr. Evelyn Carter: Confronting bias is important, “because social norms are formed in group situations and subsequently serve as standards for the individual’s perception and judgment when [they] are not in the group situation.”

Tools for Calling In

- Autonomy-supportive statements:
 - “I hear what you are saying, but you could take another perspective...”
 - “I get where you are coming from, in my experience though...”
- Question format:
 - “Can you understand when you say that how someone might feel ____?”
 - “Do you think it’s possible that...?”

Tools for Calling In

- Provide evidence when possible:
 - “I know we value equality and fairness enough to think more carefully about how what we’re saying affects others.”
 - “Last week in that meeting we thought X wouldn’t work, but then it mostly worked! Let’s try it again and be more open to listening to others’ ideas.”
- Think of a time when someone behaved in a way you/others perceived as offensive. Share with a partner and discuss how you could have confronted them.

Calling In/Interrupting Bias

- “One line of King’s speech, in particular – that one day he might be judged by the content of his character and not the color of his skin – was seized upon by the white public because the words were seen to provide a simple and immediate solution to racial tensions; pretend that we don’t see race, and racism will end. Color blindness was now promoted as the remedy for racism, with white people insisting that they didn’t see race or, if they did, that it had no meaning to them.”

5 Minute Break

Root Causes & Systems Thinking

How ACLU-WA Approaches Race Equity

- What are the assumptions we bring to this decision that relate to racial equity?
- What are the outcomes we are hoping to create?
- How will we involve community members and other stakeholders in the decision-making process? How will we engage multiple and diverse perspectives?
- How will this project increase racial equity? How might it decrease racial equity?
- Are there potentially foreseeable unintended consequences?
- Who else can we engage to advance opportunities and minimize harm?
- How will we communicate our decisions to our allies and stakeholders?

Root Cause Tree Tool

LEAVES

What problems have directly impacted community members identified?

TRUNK

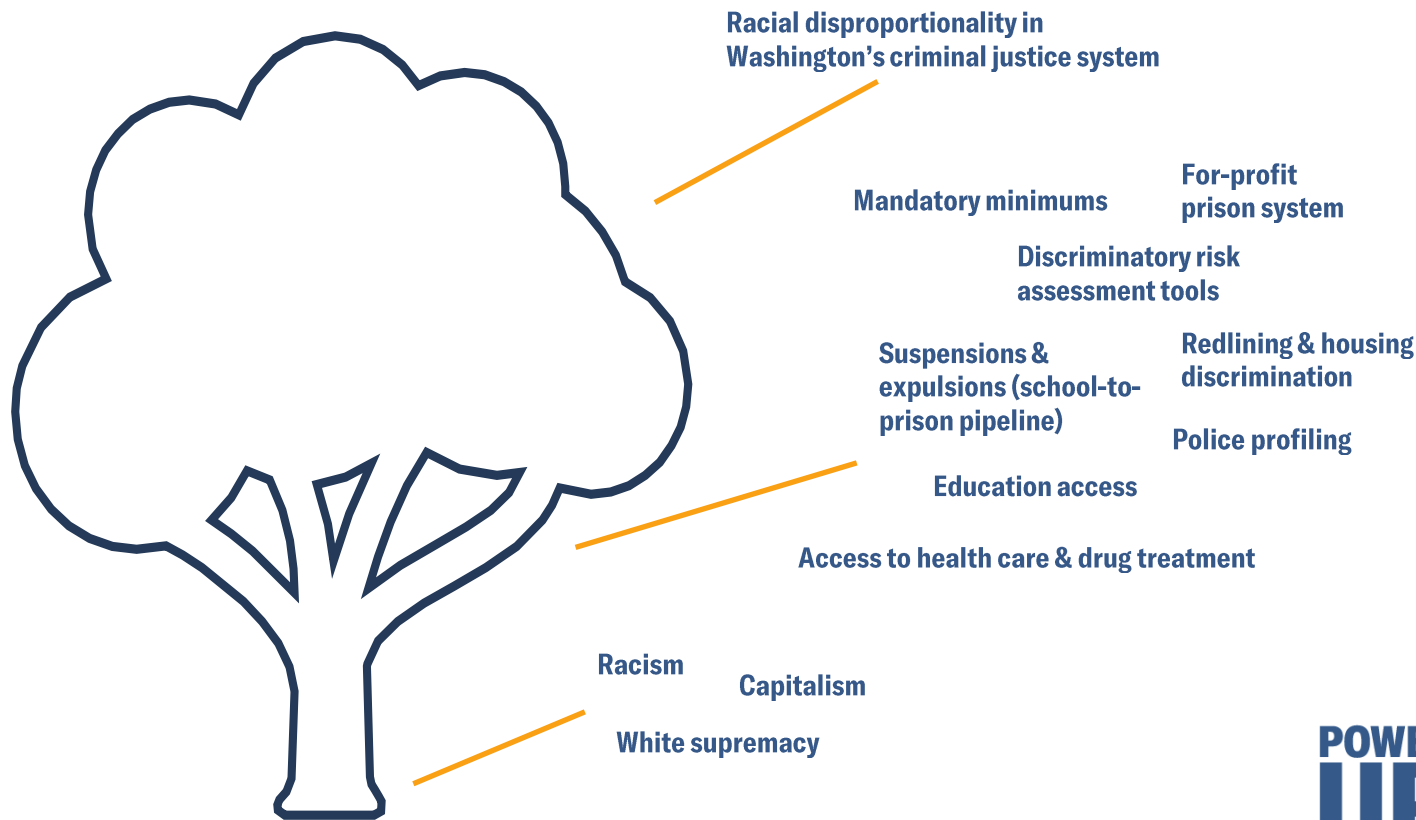
What structures, practices, and policies institutionalize the problems? What role do public entities play? What role do private actors play?

ROOTS

What are the underlying historical, racial, social, or economic root causes of these problems? Why do these structures or policies exist? Whom do they benefit? Whom do they harm?



Root Cause Tree Example



Group Exercise

- Find the table with the issue you picked for “Moving from Issue to Action” last time.
- If you’re new, choose an issue you are interested in and join the group!
- Spend 20 minutes creating a root cause tree for your issue.
 - Leaves: Visible problems
 - Trunk: Structures, practices, and policies
 - Roots: Underlying historical, racial, social, or economic root causes
 - Toolbox: What questions do you have? Whose perspectives do you need? What resources are you missing?

Wrap-Up

Next Session: Tuesday, October 15

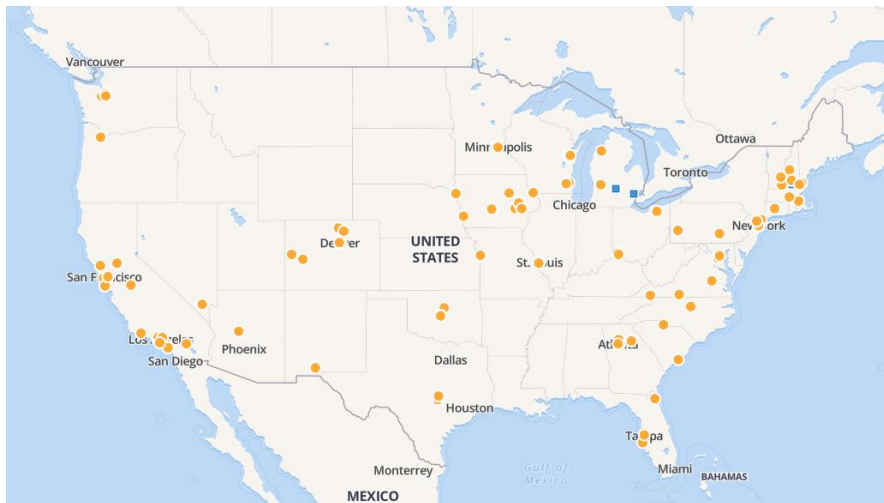
- You will receive an email reminder a day or two before the next call.
- Please note! There will be different call-in information, so make sure you are opening the right email.
- We will also send information about our online group prior to the next session.

Check out our Local Elections Toolkit

- Visit www.aclu-wa.org/elections to find:
 - 5 Questions to Ask Your Candidate for Local Office
 - A guide to using state election resources
 - Voting rights restoration information
 - How to get out the vote to other ACLU supporters



Stay Engaged!



- Go to www.peoplepower.org to find events near you or post your own event!
- Email activism@aclu-wa.org to be added to our statewide People Power listserv.

TOMORROW: Seattle City Council hearing on police collective bargaining agreement at 6pm

<https://go.peoplepower.org/event/action/20708>





For more information:

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www.aclu-wa.org



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Washington

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