



Equity Within The Networks

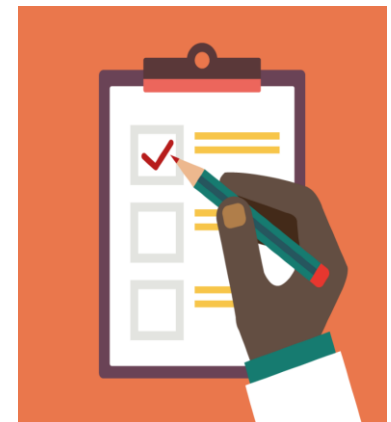
NA'EEMAH WEBB

**FAMILY ENGAGEMENT AND
COMMUNITY OUTREACH
COORDINATOR**

Thank you for being here!

In Today's Workshop We Will Explore The following:

- 1. Brave and gracious space invitations**
- 2. Conditions for an Equitable Network**
- 3. Unpack and examine: Saviorism, Allyship, Co-conspiratorship**
- 4. Unpack Whiteness (being cognizant of ways that WSC and racism can show up in our networks).**
- 5. Discuss ways to Disrupting harm in our spaces.**
- 6. The importance of self care.**



GLENN E. SINGLETON



**COURAGEOUS
CONVERSATIONS**

ABOUT

RACE

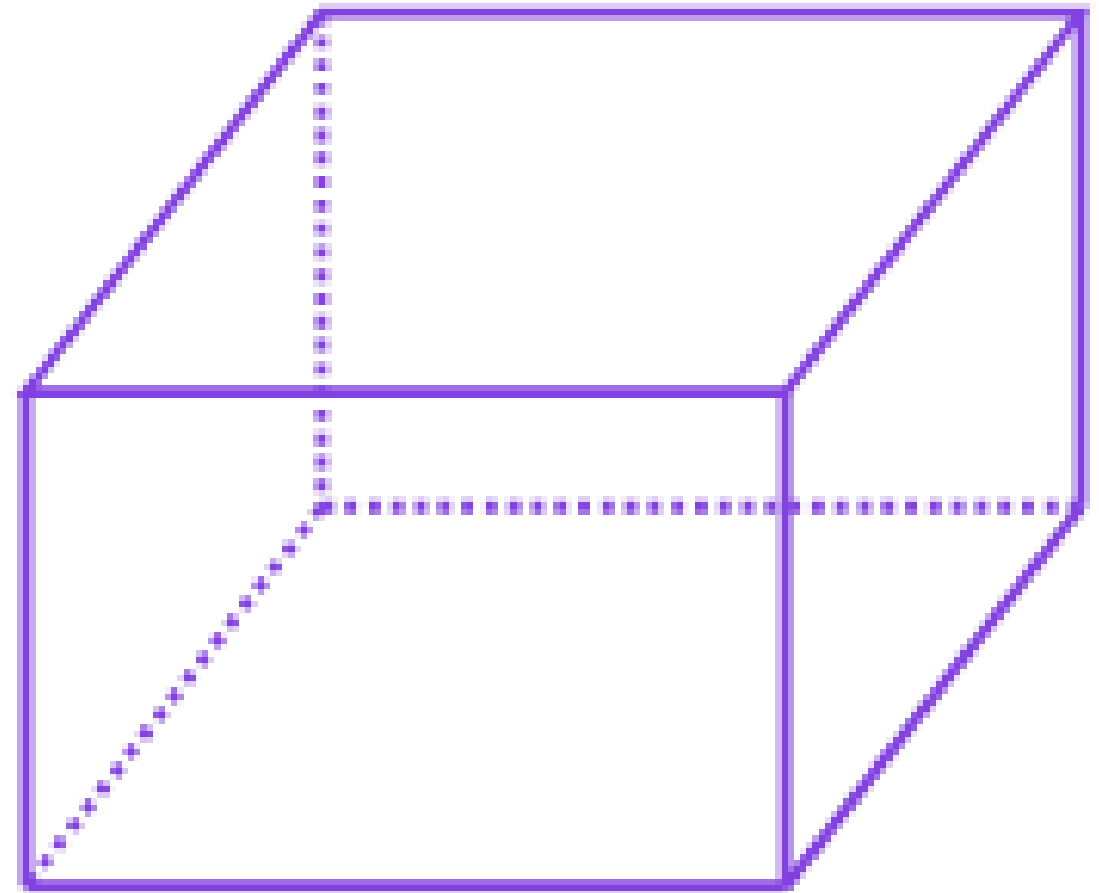
THIRD EDITION

A FIELD GUIDE FOR
ACHIEVING EQUITY
IN SCHOOLS AND BEYOND

Brave Space Invitations

- Stay Engaged
- Experience Discomfort
- Speak Your Truth
- Expect/Accept Non-Closure

Courageous Conversation About Race uses the Four Agreements, Six Conditions, and Compass in order to engage, sustain, and deepen in, dialogue about race. (Or any conversation where the topics can be divisive)



The Agreements: The Four Walls that Surround and Sustain our Brave Space

During this session : Lean into the agreement that is hardest for you to practice

Experience Discomfort

- *“Is my comfort more important than someone else’s pain/truth?”*
- *Is their comfort more important than my pain/truth?*

You can choose **courage**, or you can choose **comfort**, but you cannot choose both.

Brené Brown



Gracious Space Invitation

Spirit

How we intentionally show up

- Self
- Group
- Work

Setting

Space and how it is managed

- Physical
- Time
- Accessibility

Invite Difference

Unpack the unspoken

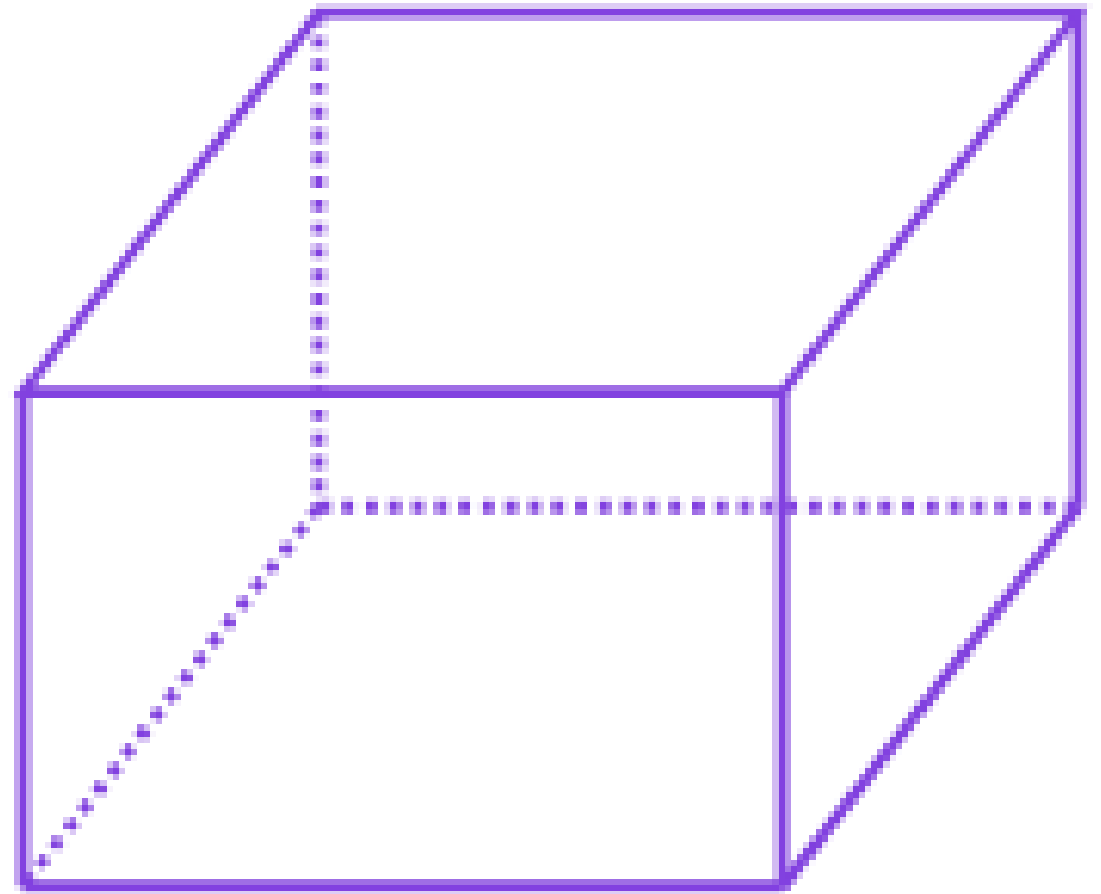
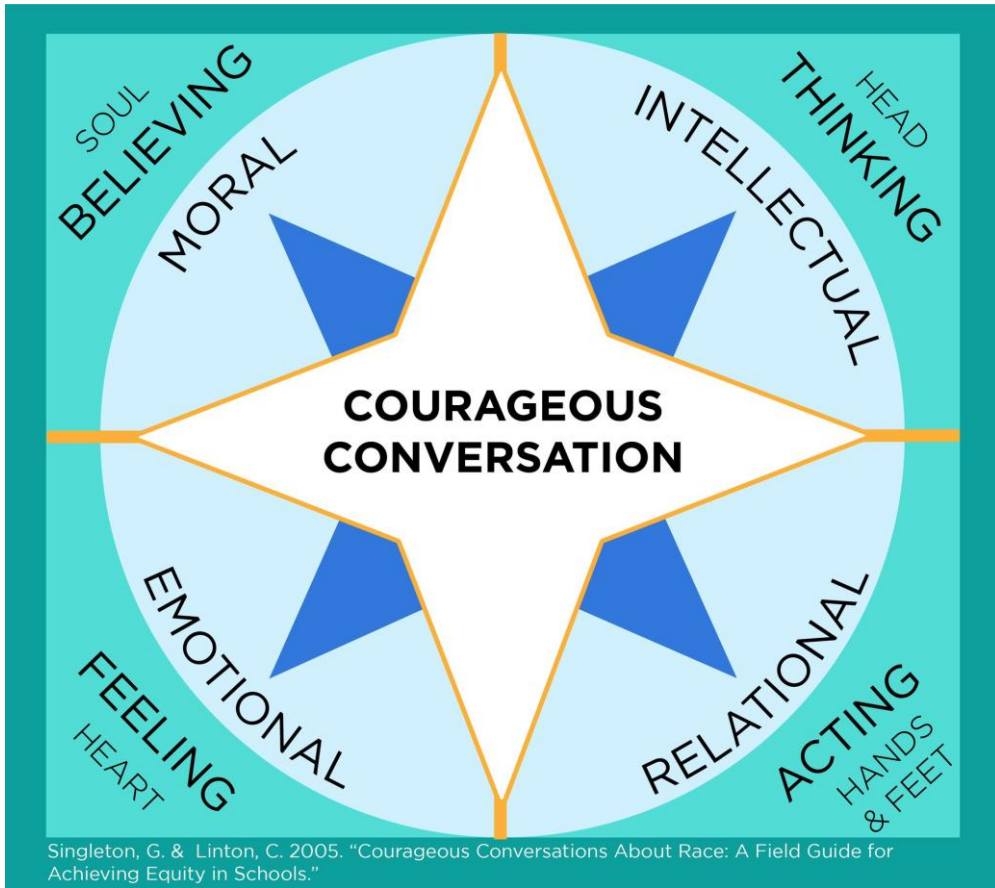
- Invite the stranger
- Examine internal bias

Learn in Public

Let go and be open

- Listen to understand
- Suspend judgement

Four Elements



The Compass: That Which Serves as the Foundation of our
Brave Space

Sometimes, even if I stand in the middle of the room, no one acknowledges me.



We Are Here to Acknowledge all the Elephants

Before we dive in
Let's start by
addressing a
possible elephant
in this space



When I use the term 'White supremacy culture,' I am not talking about individual people or labeling anyone as a 'white supremacist.'

I will be referring to a set of historical and societal norms—ways of operating that have been normalized over time—that can show up in many spaces, regardless of race .

Equity work is not about taking anything away from one group to give to another—it's about ensuring that everyone has access to opportunity and dignity.

Sometimes naming differences or inequities can feel like division, but often it's actually a step toward stronger, more honest connection.

Avoiding these conversations doesn't create unity—working through them thoughtfully does.



Connector



The work that we do within our communities is so essential.

- Who are your people?
- How do you know when you have found your people?
- What does your ideal community look , sound and feel like?

Conditions for an equitable network



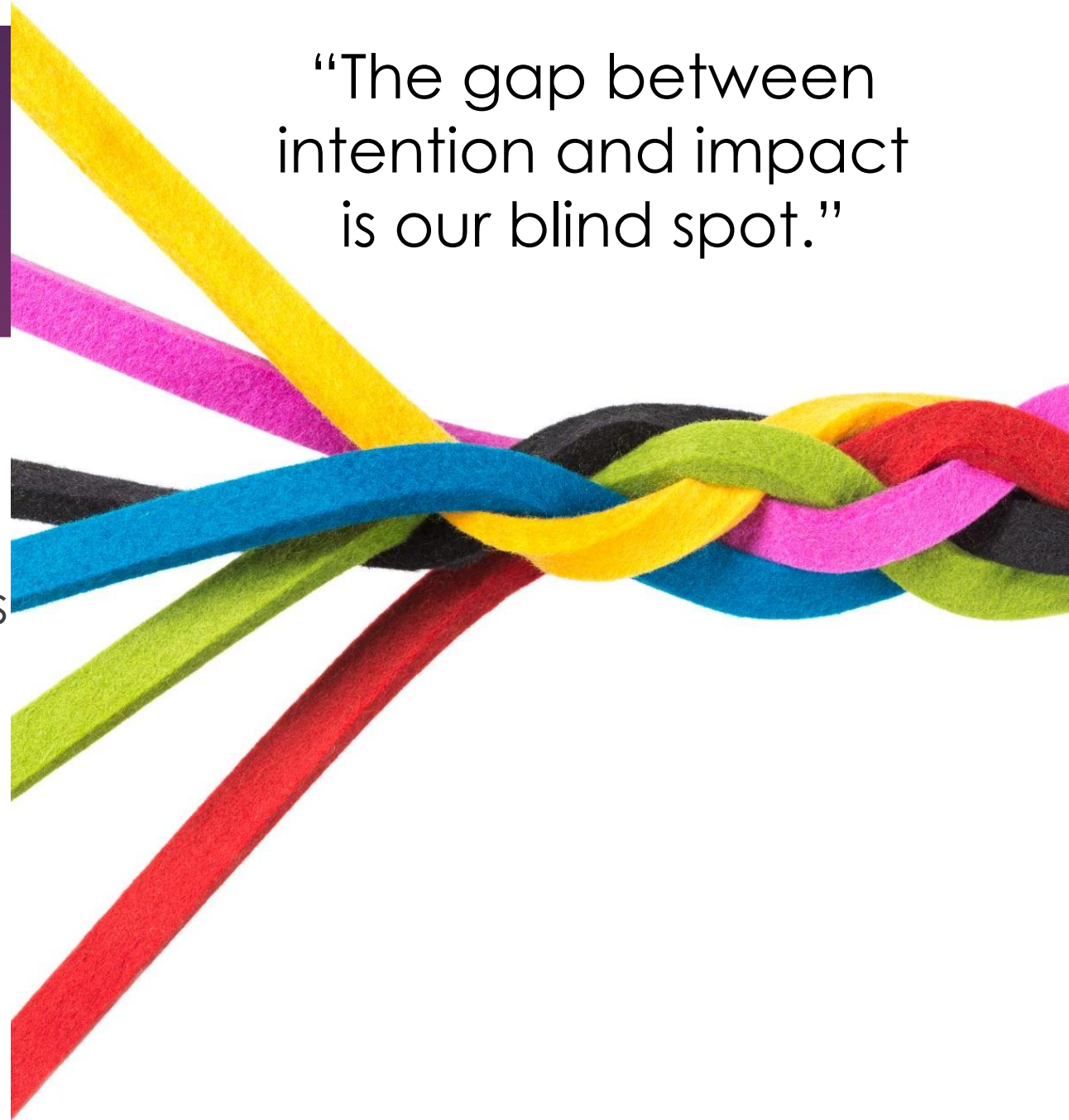
REMAIN IN THE CYCLE OF CULTURAL HUMILITY
(CULTURAL “COMPETENCE”)
*CONCEPT ADAPTED FROM CULTURES CONNECTED

REGULARLY REFLECT ON IMPLICIT BIAS

Moving Away from Saviorism

- ▶ **Saviorism** is providing help to someone in a self-serving manner. Saviorism happens when a person or group goes into a community that has been othered (i.e. historically marginalized communities). A savior assumes that they hold solutions to the community's problems. The savior feels as though they are liberating, rescuing or uplifting non-dominant people.

“The gap between intention and impact is our blind spot.”



Move Towards Solidarity

Saviorism:

- ▶ Cultivates an us vs them.
- ▶ Establishes a caste mindset that positions “us” as saviors and “them” as those “poor people” needing saving.
- ▶ It stigmatizes people as being “needy,” however, every human has needs.

Solidarity:

- ▶ Acknowledges: the inequity (poverty, capitalism, racism, etc.)
- ▶ Recognizes: “My humanity is bound up in yours.” “I am, we” “Injustice anywhere is a threat to justice everywhere.”
- ▶ I see you.

Moving Towards Allyship (with not for)

- ▶ “Allyship is not something you can flick on or off... Remember do it all the time....Allyship [is] not a performance.” Tiffany Jewell
- ▶ The work of allyship is not about saving others—it’s about transforming ourselves and the systems we are part of.

A - ACKNOWLEDGE racism around you and white privilege where & when you see it.

L - LISTEN to diverse voices & what they have to say.

L - LEARN about racism through books, podcasts, articles, BIPOC speakers & teachers.

Y - YIELD space to diverse voices in your platforms & spaces. Let them speak.

S - STAND alongside them and take a stand against injustice. Be willing to put skin in the game.

H - HELP push the needle forward by not just being a ‘non-racist’ but by being an ANTI-racist.

I - INTERCEDE on behalf of others. Do something.

P - Don't be PERFORMATIVE (optics only). Be an AUTHENTIC ALLY.



Moving towards Co-conspiratorship (use your privilege)

Ally vs. Co-conspirator

- ▶ <https://www.c-span.org/video/?c4844082/user-clip-ally-vs-conspirator-means-abolitionist-teacher>



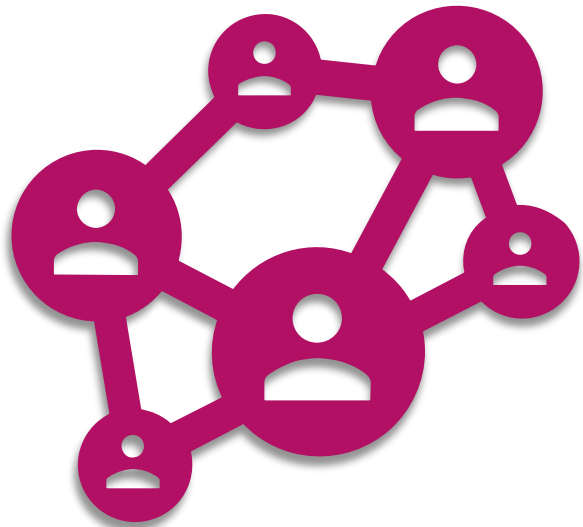
- **Co-conspirator:** Co-conspirators work alongside the communities they support. They have, seek, and create meaningful relationships with the people they actively support

They are conscious of their privilege and they use it as fuel to help erode barriers that are tougher for affected constituencies to surmount.

Let's Talk About It

- ▶ What are your reactions to Dr. Love's video?
- ▶ How does allyship or co-conspiratorship show up in your networks/communities?
- ▶ In the words of Dr. Love what privileges can you "cash out" on in order to be a co-conspirator?

The goal is not to feel guilty about privilege, but to use it to create change





In order to Be a Co-
Conspirator, We Must:

Move Away From
Practices Centered in
White Supremacy
Culture

Unpacking whiteness and the solidification of White Supremacy Culture

HOW THE IRISH BECAME WHITE

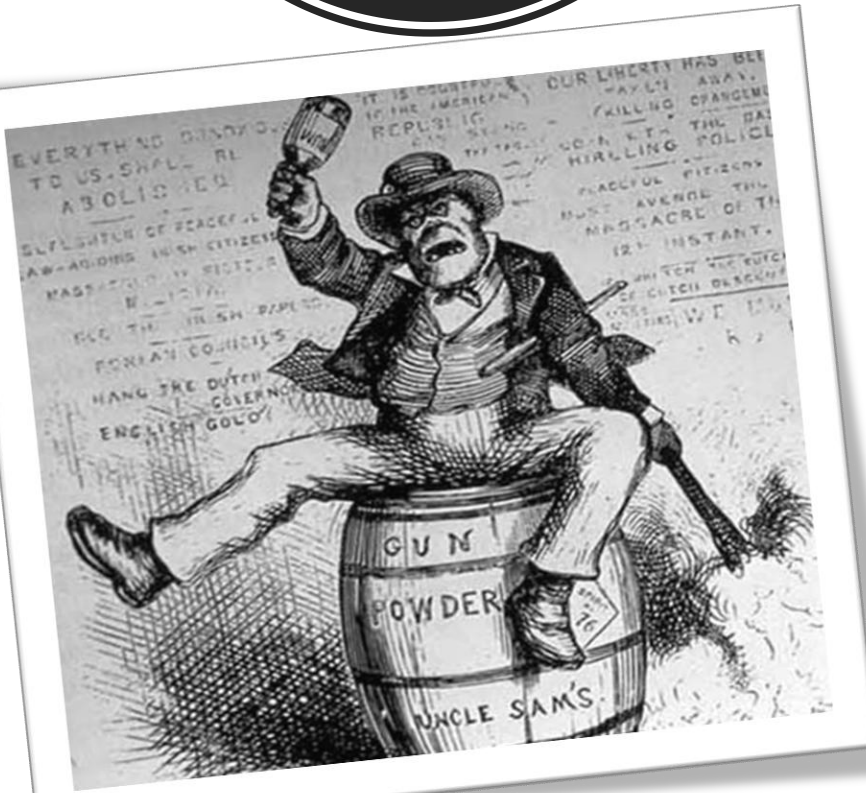


N O E L I G N A T I E V

How The Irish Became White

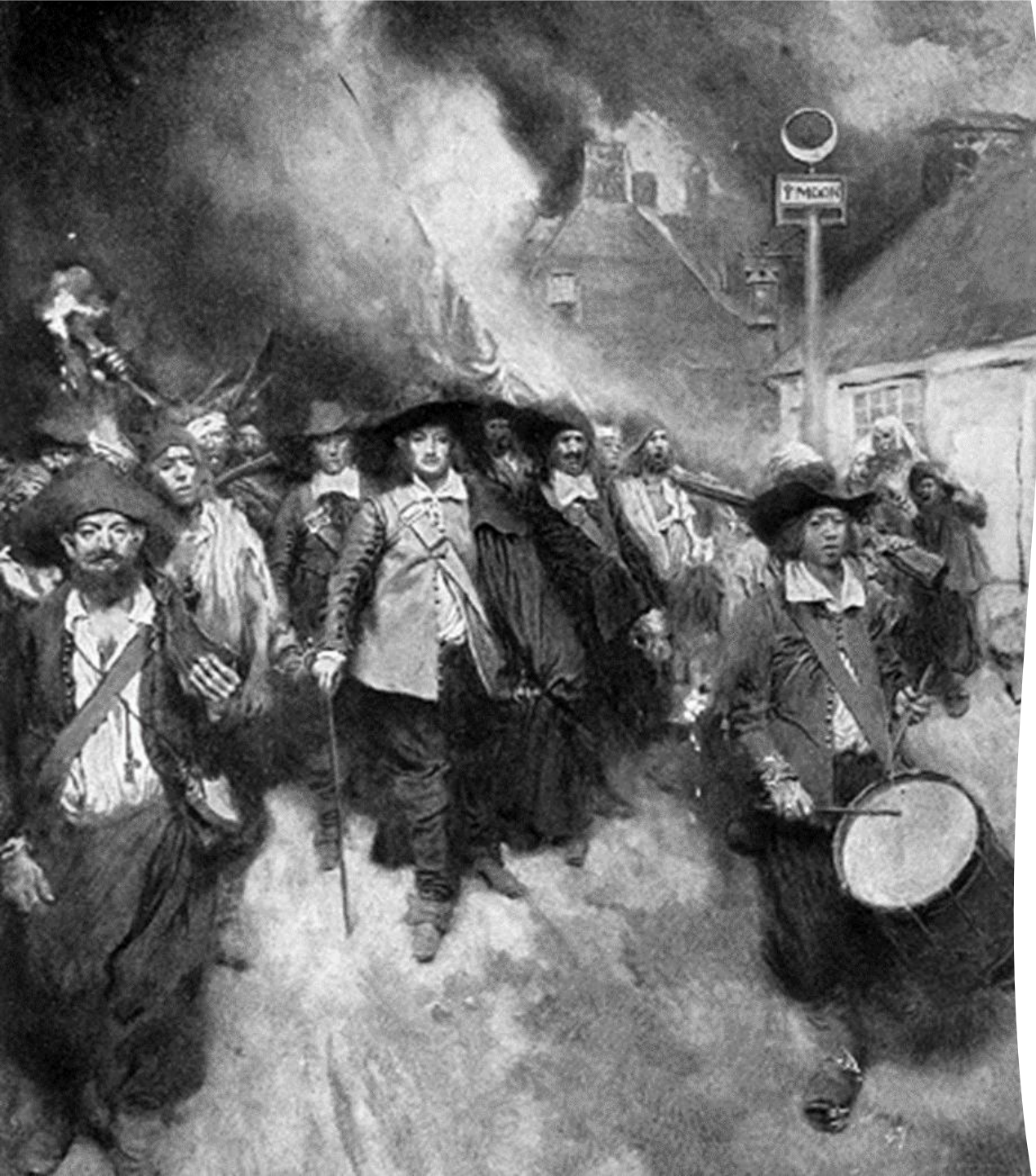
- Same social class as free Blacks.
- In the census of 1850, the term mulatto appears for the first time due primarily to inter-marriage between Irish and African Americans.
- The Irish were often referred to as "Negroes turned inside out." And free Blacks as "Smoked Irish."

Irish :The
"Inside out
Negro"






Bacon's rebellion



Bacon's Rebellion and the creation of whiteness

- **After Bacon's Rebellion, Virginia's lawmakers began to make legal distinctions between "white" and "black" inhabitants. By permanently enslaving Virginians of African descent and giving poor white indentured servants and farmers some new rights and status, they hoped to separate the two groups and make it less likely that they would unite again in rebellion.**
- **"Soon after Bacon's Rebellion they increasingly distinguish between people of African descent and people of European descent. They enact laws which say that people of African descent are hereditary slaves. And they increasingly give some power to independent white farmers and land holders " Ira Berlin, historian**



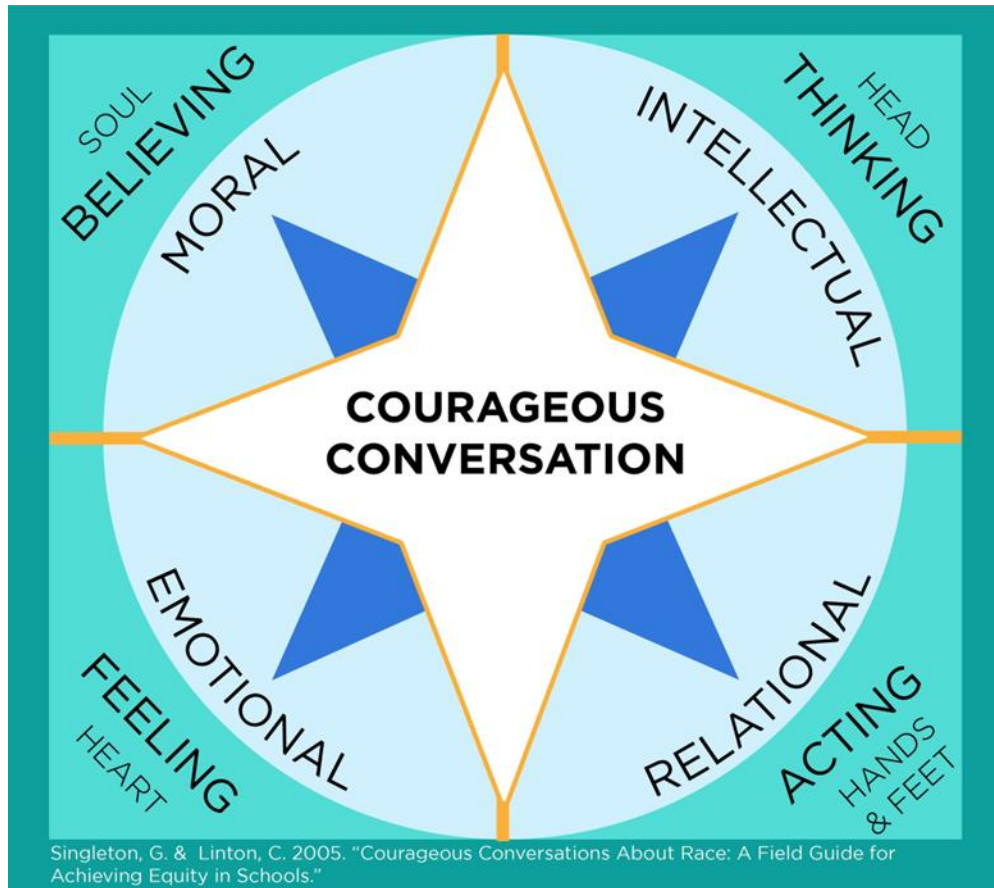
Whiteness Power, and Institutionalized Racism

- This historical event led to the solidification of whiteness as an identity and an ideology of superiority.
- “Many of the European-descended poor whites began to identify themselves, if not directly with the rich whites, certainly with being white. And here you get the emergence of this idea of a white race as a way to distinguish themselves from those dark-skinned people who they associate with perpetual slavery.” Robin D. G. Kelley, Historian.
- After Bacon’s rebellion
 - Whiteness= freedom
 - Whiteness= social power
 - Whiteness=Inheritably superior to African/Black

Whiteness: A Political Identity used to maintain dominance



Compass check-in



Video reactions

- Is there any new information That you are chewing on
- How does knowing that race is “made up” up concept help us better understand and potentially dismantle racism.

**Thus, Whiteness and racism
served as indistinguishable
legs that gave power
White Supremacy Culture**



THE LONGER YOU SWIM
IN A CULTURE, THE MORE
INVISIBLE IT BECOMES

**Ideology that promotes
White racial/cultural
supremacy**

= Whiteness

Prejudice + Power

= Racism





Naming White Supremacy Culture (WSC)

WSC upholds the ideology that white people and the ideas, thoughts, beliefs, and actions of white people are superior to those of People who do not racially identify as white

WSC can be reflected in individual beliefs, institutional policies and practices, and in cultural assumptions about who is deserving and who is not.

Naming WSC should not entail labeling or blaming people who racially identify White. WSC is a system of ideas and norms shaped by history that continues to influence how we think, act, and make decisions. All of us, regardless of race, can absorb and reproduce these patterns. This is not limited to extremist groups like the Nazis or the KKK—it often shows up in subtle, everyday ways within our institutions and interactions.

Calling in vs. Calling out



Calling in: Calling in is an invitation to a one-on-one or small group conversation to bring attention to an individual or group's harmful words or behavior, including bias, prejudice, microaggressions, and discrimination.

Calling out: Calling out is bringing public attention to an individual, group, or organization's harmful words or behavior

- **When you speak up:**
 - Are you more comfortable calling folx out or calling folks in?
 - What things do you consider before calling someone out or in?
 - Have you been called in or out? In what ways did it help your growth. or did not resonate with you?



Final thoughts



***The importance of self-care**

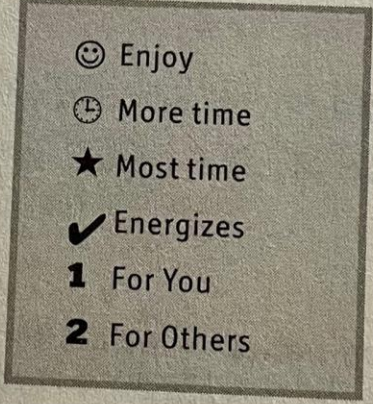





SELF-CARE EXERCISE: MAKING SPACE

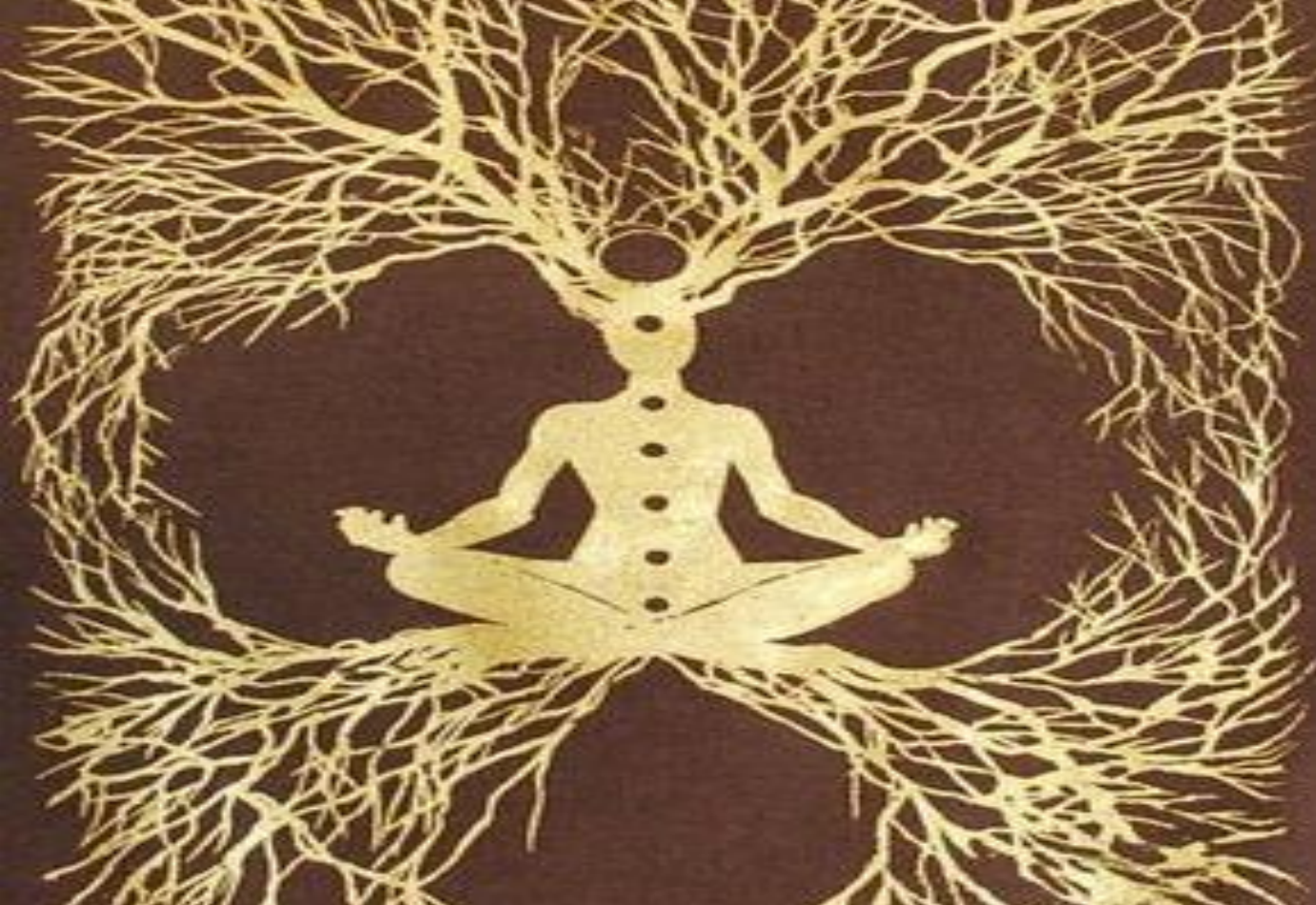
From "Set Boundaries Find Peace a Guide to Reclaiming Yourself" by Nedra Glover Tawwab

On a separate sheet of paper, write down all of the duties, activities, and responsibilities attached to your various roles in life. Use the key below, and put a symbol next to each item. (Some may require more than one symbol.)

- 
- 😊 Enjoy
 - 🕒 More time
 - ★ Most time
 - ✓ Energizes
 - 1** For You
 - 2** For Others

After you've completed the activity, ask yourself:

- Are you surprised by anything on your list?
 - What's missing from your list?
 - What do you have to eliminate to spend more time on the things you enjoy?
- 



SELF-CARE:
STAYING
GROUNDED



WHAT ARE SOME WAYS THAT YOU TAKE CARE OF YOURSELF (SELF-CARE PRACTICES). AS WE ENGAGE IN THIS WORK TOGETHER, HOW CAN WE TAKE CARE OF/CHECK-ON EACH OTHER?

Closing



THANK YOU
FOR ALL THAT
YOU DO!