BUILDING AN ANTIRACIST CAMPUS COMMUNITY

JANUARY 6, 2021
LAND ACKNOWLEDGEMENT

We acknowledge the painful history of genocide and forced removal from this territory, and we honor and respect the many diverse Indigenous peoples still connected to this land on which we reside.

Without them, we would not have access to this gathering and to this dialogue. We take this opportunity to thank the original caretakers of this land.
INTENTIONS

• To deepen the level of authentic engagement about and across race as leaders.
• To build a foundation of common language and common tools for effective engagement.
• To consider the role of faculty and staff in creating an antiracist campus community.
• To begin practicing the skill of self awareness and build an environment for deep and transformative learning.
LEARNING COMMUNITY AGREEMENTS

- Open and honest communication, all perspectives are welcome
- Listen for understanding
- Open to new perspectives
- Take risk and prepare to engage conflict and discomfort
- Move up – Move back
- Consider intent – Name, examine and own the impact
- Embrace this learning opportunity: Commit to stay in it.
BUILDING CAPACITY AND COMMUNITY

• What’s up?

• Share what’s under your response to...
  • I enter today...
    • Feeling...

• What have you witnessed, heard or experienced that necessitates this program?

• Hopes for our time together...
A PRIMARY ROLE OF
HIGHER EDUCATION

“To prepare the next generation of leaders. Leaders will need the competencies, skills, and capacity to engage and lead effectively within, across, and about difference.”
OLD TECHNOLOGIES
"I don’t see color"
Equality = Equal (same) treatment for all
“We are the world”
“America is not a melting pot but a salad bowl”
“Multiculturalism”
"Beyond tolerance towards acceptance”
"Equal opportunity for all” (Myth of meritocracy)
Rugged individualism
I’m a ..... (minoritized person) so I get race..
I have "BIPOC” friends, or family...
More...
THE UPGRADE

Identity does matter: We must own and do self work

We must build our capacity to have the conversation

We must develop a common language

We must examine our "raced" journey in order to become antiracist practitioners
WHAT DOES IT MEAN TO BE ANTIRACIST?
Racism
Individual Racism
Systemic Racism
Implicit Bias & Microaggressions
White Supremacy
Whiteness - White Privilege - White Fragility
Antiracist
Anti-Blackness

TERMS OF ENGAGEMENT
<table>
<thead>
<tr>
<th>INDIVIDUAL RACISM</th>
<th>SYSTEMIC RACISM</th>
<th>ANTIRACISM</th>
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<tbody>
<tr>
<td>Refers to an individual's racist assumptions, beliefs or behaviors and is &quot;a form of racial discrimination that stems from conscious and unconscious, personal prejudice.&quot;</td>
<td>Includes the policies and practices entrenched and embedded as a normal practice in established institutions, which result in the exclusion or promotion of designated groups.</td>
<td>Includes beliefs, actions, movements, and policies adopted or developed to oppose racism.</td>
</tr>
<tr>
<td>Individual racism is connected to/learned from broader socio-economic histories and processes and is supported and reinforced by systemic racism.</td>
<td>It differs from overt discrimination in that no individual intent is necessary. Also known as institutional racism, it can lead to such issues as discrimination in criminal justice, employment, housing, health care, political power and education, among other issues.</td>
<td>It is more than simply not actively or consciously practicing “racism”. It is with intention deliberately challenging oneself and others to explore, examine and eradicate racist policies, procedures and practices that are imbedded in our culture and institutions.</td>
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Systematic and historically grounded discrimination of people of African descent also referred to as “Black People”.

It involves stereotypes, attitudes and assumptions based on a belief that there is something inherently wrong with Black people and “Blackness”.

This dynamics exist and manifest with in and across all “raced” populations including Blacks and folks of African descent.
TERMS OF WHITENESS

WHITENESS

Whiteness is a constellation of knowledge, ideologies, norms, values, identities, and behaviors that maintain a race and class hierarchy in which white people disproportionately control power and resources. Within the group of white people, a small minority of elite control most of the group’s power and resources.

WHITE PRIVILEGE

White privilege is about the concrete benefits of access to resources and social rewards - the power to shape the norms and values of society, which white or light skinned people receive, unconsciously or consciously, by virtue of their skin color in a racist society.

WHITE FRAGILITY

White fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.
"BEING AN ANTIRACIST REQUIRES PERSISTENT SELF-AWARENESS, CONSTANT SELF-CRITICISM, & REGULAR SELF-EXAMINATION."
## Antiracist Self-Work Process

<table>
<thead>
<tr>
<th>Awareness</th>
<th>Skills</th>
<th>Knowledge</th>
<th>Action</th>
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<tbody>
<tr>
<td>Who am I?</td>
<td>Engaging</td>
<td>Information</td>
<td>Intervening</td>
</tr>
<tr>
<td>What am I carrying?</td>
<td>Sharing</td>
<td>History, Present, Future</td>
<td>Becoming an Anti-Racist Practitioner</td>
</tr>
<tr>
<td>How does that impact my relationships?</td>
<td>Listening</td>
<td>Dynamics</td>
<td>Eradicating Systemic Racism</td>
</tr>
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MY RACED JOURNEY

• How do you identify racially?

• Where did you grow up and what was it like racially?
  • Was race discussed in your family? If so, in what way?
  • What relationships did you have across race?

• Share a “Race” defining moment
  • How did you feel... What did you do...

• How does Race impact your daily life here at St. Olaf?
IF I CANNOT DO GREAT THINGS, I CAN DO SMALL THINGS IN A GREAT WAY.

-REV. DR. MARTIN LUTHER KING, JR.
TAKE AWAYS
NEXT STEPS AS A FACULTY OR STAFF

STOP
START
CONTINUE