

Racial Justice Allyship

A discussion hosted by
The Alliance for Visible Diversity in Science



The Alliance for Visible Diversity in Science

Mission

to increase **racial and ethnic equity** within the **research programs** at OHSU by recruiting, retaining, and most importantly, supporting graduate students, postdoctoral scholars, staff, and faculty members from underrepresented backgrounds.

Community Building



@a4vdis

[Website link](#)

Policy Change



Book Club



Happy Hour



Community service



Invited Speakers



Resource Sharing



Film Screenings

URM Post-Bacc Program



Track URM applications to OHSU



Annual Diversity Report

Dean of Diversity



Done!

SoM Fellowship Award for URM



To-do

Goal of this discussion

- Facilitate discussion about allyship
- Provide resources for allies
- Space to ask questions in small group breakouts

Keep in mind:

1. Discussion requires participation. Please help us by trying to speak at least once today.
2. No one has all the answers. We are all here to discuss.

Agenda

- Primer: White Supremacy
- Primer: White Fragility
- What is an ally?
 - Small group discussion
- Resources
- What to do next
 - Small group discussion

Code of Conduct



This code of conduct outlines some simple expectations for participants at any AVDS-hosted event. We are committed to providing a welcoming and respectful community and those who violate the code of conduct may be asked to leave. A full version may be found on our website (a4vdis@weebly.com) and is summarized as follows:

All communication must be appropriate for a professional audience including people of many different backgrounds.

Discrimination of any kind will not be tolerated (*e.g.* against race, gender, sexuality, age, class background, ability).

Practice mindfulness of how words, body language, and facial expressions may be perceived by others.

An analogy



Educational
foundation to
allyship

White Supremacy

- 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 system, white supremacy is far more encompassing than simple racism or bigotry.

ADL

Pyramid of White Supremacy



Overt White Supremacy (Socially Unacceptable)

Lynching
Hate Crimes
Blackface The N-word
Swastikas Neo-Nazis Burning Crosses
Racist Jokes Racial Slurs KKK

Calling the Police on Black People White Silence Colorblindness

White Parents Self-Segregating Neighborhoods & Schools

Eurocentric Curriculum White Savior Complex Spiritual Bypassing

Education Funding from Property Taxes Discriminatory Lending

Mass Incarceration Respectability Politics Tone Policing

Racist Mascots Not Believing Experiences of BIPOC Paternalism

"Make America Great Again" Blaming the Victim Hiring Discrimination

"You don't sound Black" "Don't Blame Me, I Never Owned Slaves" Bootstrap Theory

School-to-Prison Pipeline Police Murdering BIPOC Virtuous Victim Narrative

Higher Infant & Maternal Mortality Rate for BIPOC "But What About Me?" "All Lives Matter"

BIPOC as Halloween Costumes Racial Profiling Denial of White Privilege

Prioritizing White Voices as Experts Treating Kids of Color as Adults Inequitable Healthcare

Assuming Good Intentions Are Enough Not Challenging Racist Jokes Cultural Appropriation

Eurocentric Beauty Standards Anti-Immigration Policies Considering AAVE "Uneducated"

Denial of Racism Tokenism English-Only Initiatives Self-Appointed White Ally

Exceptionalism Fearing People of Color Police Brutality Fetishizing BIPOC Meritocracy Myth

"You're So Articulate" Celebration of Columbus Day Claiming Reverse-Racism Paternalism

Weaponized Whiteness Expecting BIPOC to Teach White People Believing We Are "Post-Racial"

"But We're All One Big Human Family" / "There's Only One Human Race" Housing Discrimination

Covert White Supremacy (Socially Acceptable)

Image Source:
Safehouse
Progressive Alliance
For Nonviolence
(2005) Adapted: Ellen
Tuzzolo (2016) Mary
Julia Cooksey
Cordero (2019) The
Conscious Kid (2020)

White Fragility

- the most common manifestation of white supremacy amongst progressive liberals
- term coined by Dr. Robin DiAngelo, author of “White Fragility: Why it’s so hard for white people to talk about race”
- defined as the **defensiveness and discomfort a white person experiences when confronted by information about racial inequality and injustice**
- ways in which white people are socialized that causes white fragility:
 - we are taught that racism is an event instead of a system
 - we are taught that **RACIST=BAD** and **NON-RACIST=GOOD**
- the good news: white people can use WF as a tool instead of a weapon

What is an Ally?

What to expect of yourself

You do not just “become” an ally

- Being an ally is not an identity and it is not self-appointed, but a lifelong process of learning and unlearning

You will never fully understand what it is to be oppressed

- But despite this, you participate in social justice and use your privilege to help amplify the voices of Black people

What to expect of yourself

You will be uncomfortable sometimes

- Allyship is challenging and sometimes you may feel hurt or “called out”, but it is important to remember that our needs are secondary *when we are acting as allies*

You do not depend on Black people to educate you about what it means to be an ally

- There is a plethora of information out there on how to act as an ally. It is unfair to put the burden of educating yourself onto Black people

What People of Color Want from White Allies

“Respect us”

“Find out about us”

“Don’t take over”

“Provide information”

“Resources”

“Take risks”

“Don’t take it personally”

“Understanding”

“Teach your children about racism”

“Speak up”

“Your body on the line”

“Listen to us”

“Don’t make assumptions”

“Stand by my side”

“Don’t assume you know what’s best for me”

“Money”

“Make mistakes”

“Honesty”

“Talk to other white people”

“Interrupt jokes and comments”

“Don’t ask me to speak for my people”

“Persevere daily”

Acting as an Ally

Notice how white supremacy is denied, minimized, and justified.

- It is a privilege of being white to not have to acknowledge and deal with white supremacy every day.

Understand and learn from the history of whiteness and white supremacy.

- Notice how white supremacy has changed over time and how it has subverted or resisted challenges. Study the tactics that have worked effectively against it.

Acting as an Ally

Take a stand against injustice.

- Take risks and intervene in situations where white supremacy is being passed on.

Be strategic.

- Decide what is important to challenge and what's not. Think about strategy in particular situations. Focus on the source of power.

Different places to practice ally-ship

1. Protests
2. At work/school
3. Social Media
4. Monetary contributions
5. Personal Relationships
6. Personal reflection/introspection

Break out rooms!

- 8 minutes
- You'll be randomly assigned

- Things to discuss:
 - What did you think allyship meant before this presentation?
 - Did anything mentioned in the presentation stand out to you?
 - What would being an ally mean in your everyday life?

Try to be concise so everyone has time to speak!

Resources

We are all at different stages!

Don't know where to start? Start [here](#)

This is a non-exhaustive list with a balance of freely available materials, books, and proprietary material.

These are some topics we have compiled but let us know if there are any other topics you are curious about!

Special thanks to Robin Champieux and Maggie DeBell for helping organize these!

Show Up

Do you regularly participate in racially diverse spaces when not required to by work or school?

Does your social circle look homogenous? If it doesn't, is there a racial group missing?

Show Up

*“We have to talk about liberating minds as well as liberating societies.”
- Angela Davis*



SHOW UP WITH
YOUR BRAIN



SHOW UP WITH
YOUR EARS



SHOW UP WITH
YOUR TIME



SHOW UP WITH
YOUR BODY



SHOW UP WITH
YOUR MONEY



SHOW UP WITH
YOUR VOICE

Show Up

OHSU Specific Events

- Black Employee Resource Group (BERG)
 - Black History Month Events
- CDI
 - Are there trainings/resources you would like to see? Ask them!
- AVDS
 - Happy Hours
 - Book Club
 - Educational Events
 - Annual Speaker

Show Up

Portland Organizations

- Wo:ke PDX - Founded by Faith J. Wilson from CDI
- Portland Urban League
- Don't Shoot PDX
- Coalition of Communities of Color
- PDX NAACP
- Portland African American Leadership Forum

Show Up

What to do when you show up

- Know when to listen - how are other people's experiences similar or different from your own?
- If you're asked to participate and you aren't sure what or how to say something say:
 - "I'm not sure how to say or ask this..."
 - Be willing and ready to take feedback

Take Action

Protests

- If you have privilege, use it.
 - Speak up.
 - Step in.
 - Film it.
 - Text or call a friend.

Take Action

Email and call your elected official:

Portland Mayor - Ted Wheeler mayorwheeler@portlandoregon.gov

Portland Governor - Kate Brown <https://www.oregon.gov/gov/Pages/share-your-opinion.aspx>

US Senators - Jeff Merkley and Ron Wyden <https://www.merkley.senate.gov/contact>
<https://www.wyden.senate.gov/contact/email-ron>

US Representative - Earl Blumenauer
<https://blumenauerforms.house.gov/forms/writeyourrep/>

State Representatives and Senators -
<https://www.oregonlegislature.gov/FindYourLegislator/leg-districts.html>

Grass Roots Law Project - <https://www.grassrootslaw.org/plan>

Take Action

OHSU - Short Term

Email your Director, Dean, or the President

- Disarm the OHSU Police
- OHSU wide call to end the use of tear gas, flash bangs and LRAD

AVDS Current initiatives:

Contact your program director or dean and let them know you support promoting OHSU graduate programs in U.S. regions where they're more likely to be seen by people of color. Specifically our presence at ABRCMS and SACNAS

Educating the OHSU community about issues regarding race in an effort to create a welcoming culture.

Take Action

Long Term:

Dismantle the system of white supremacy
throughout OHSU

Break out rooms!

- 8 minutes
- You'll be randomly assigned

- What can we be doing at OHSU ?

Try to be concise so everyone has time to speak!

Expanded [Resources](#) for allies

AVDS [calendar](#)

Get our monthly [newsletter](#)

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Email us at a4vdis@ohsu.edu