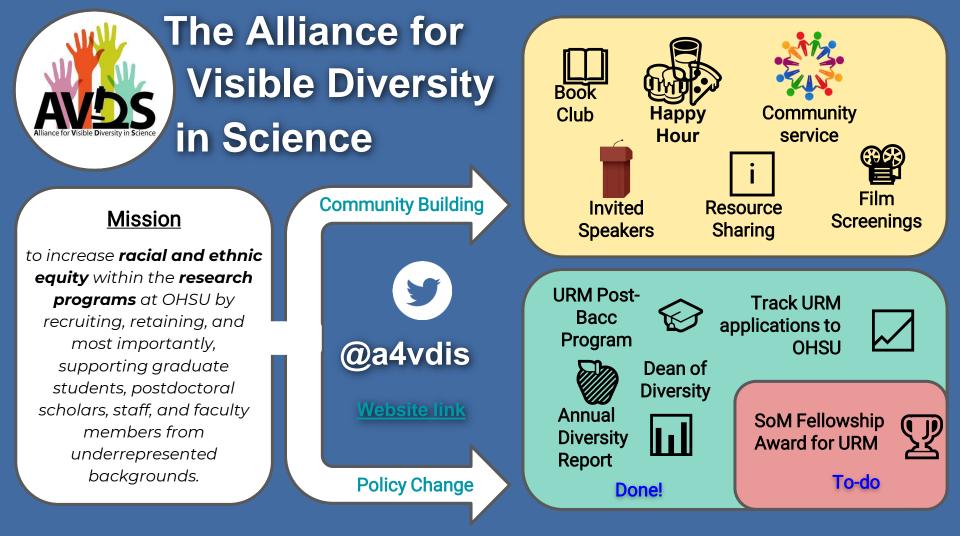
# **Racial Justice Allyship**

A discussion hosted by The Alliance for Visible Diversity in Science



#### 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**



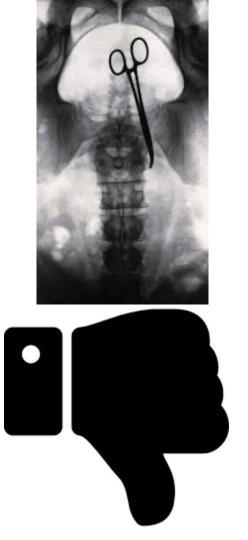
This code of conduct outlines some simple expectations for participants at any AVDS-hosted event. We are committed to providing a welcoming and respectful community and those who violate the code of conduct may be asked to leave. A full version may be found on our website (a4vdis@weebly.com) and is summarized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







Educational foundation to allyship

#### White Supremacy

1) **whites should have dominance** over people of other backgrounds, especially where they may co-exist;

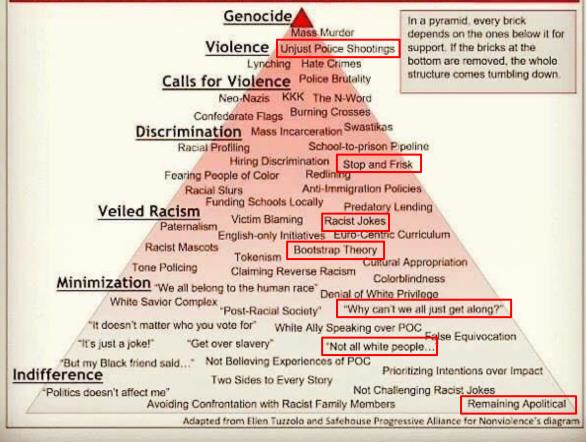
2) whites should live by themselves in a **whites-only society**;

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.

#### **Pyramid of White Supremacy**



#### Overt White Supremacy (Socially Unacceptable)

Eptable) 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 **Covert White** White Parents Self-Segregating Neighborhoods & Schools Supremacy Eurocentric Curriculum White Savior Complex Spiritual Bypassing (Socially Education Funding from Property Taxes Discriminatory Lending Mass Incarceration Respectability Politics Tone Policing Acceptable) 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 Celebration of Columbus Day Claiming Reverse-Racism Paternalism "You're So Articulate" 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

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.

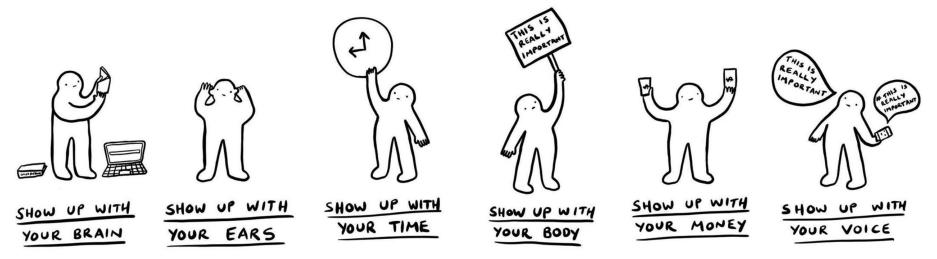
These are some topics we have compiled but let us know if there are any other topics you are curious about!

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

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?

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



#### **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

#### **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

#### 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

#### Protests

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

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 <u>https://www.merkley.senate.gov/contact</u> <u>https://www.wyden.senate.gov/contact/email-ron</u>

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

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

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

#### 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.

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 <u>Resources</u> for allies

#### AVDS calendar

Get our monthly <u>newsletter</u>

#### Join AVDS

Email us at a4vdis@ohsu.edu