

Learning How to be Anti-Racist 9/9/20

Slides and materials from the discussion held on 9/9/20

COMMUNITY EXPECTATIONS

- 1) Please change your name in Zoom to include your pronouns.
- 2) Prepare to get uncomfortable and lean into that.
- 3) Use the “raise hand” feature if you would like to speak next.
- 4) Assume good intentions when others are speaking and take a breath before responding.
- 5) Use “I” statements and speak from your own experiences.

What We Read

What was one thing you learned from this book that you were unaware of before reading?

SEX

- **Sex** – Biological attributes including physical features, chromosomes, gene expression, hormones, anatomy
 - So many more combinations of attributes than simply male or female
 - Ex: Female, male, intersex

GENDER

- **Gender** – Socially-constructed roles, behaviors, expressions, and identities
- **Gender Identity** – A person's subjective sense of fit with a particular gender category
 - Ex: Woman, man, genderqueer, gender non-conforming, nonbinary

TRANSGENDER

- **Transgender** - When a person identifies as a gender other than what they were assigned at birth; those who resist their birth-assigned gender without abandoning it; those who seek to create some kind of new gender location
 - Ex:
 - Trans man: Identifies as a man, was not assigned male at birth
 - Trans woman: Identifies as a woman, was not assigned female at birth
 - Trans*: Does not identify as the gender assigned at birth

CISGENDER

- **Cisgender** – When a person identifies as the gender they were assigned at birth
- Ex: Cisgender man, cisgender woman

SEXUALITY

- **Sexuality** – What we find erotic and how we take pleasure in our bodies
- Ex: Heterosexual, homosexual, lesbian, gay, bisexual, pansexual, asexual, queer, questioning

FEMINISM WAVES

The Waves of Feminism article

- **1st Wave: 1848-1920**
 - Key fights: women's suffrage, reproductive rights, land ownership, education and employment opportunities
 - Key figures: Lucretia Mott, Elizabeth Cady Stanton, Sojourner Truth, Maria Stewart, Frances E.W. Harper, Susan B. Anthony, Margaret Sanger
 - Outcomes: 19th Amendment, Planned Parenthood
 - Issues: Incredibly racist

FEMINISM WAVES

The Waves of Feminism article

- **2nd Wave: 1963-1980s**
 - Key fights: systemic sexism, sexual harassment, equal pay, reproductive rights, domestic violence
 - Key figures: Betty Friedan, Alice Walker, Gloria Steinem, bell hooks, Audre Lorde
 - Outcomes: Equal Pay Act of 1963, Title IX, birth control access, Roe v. Wade, Womanism
 - Issues: Focused on middle-class white women's issues, rejection of femininity

FEMINISM WAVES

The Waves of Feminism article

- **3rd Wave: 1991-????**
 - Key fights: sexual harassment, representation, trans rights, gender constructs, intersectionality, beauty standards, decriminalization of sex work
 - Key figures: Kimberlé Crenshaw, Judith Butler, Riot Grrrls, Anita Hill, bell hooks
 - Outcomes: Focus on intersectionality, High Femme, trans rights, SWERFs, TERFs
 - Issues: Not a centralized or focused movement

FEMINISM WAVES

The Waves of Feminism article

- **4th Wave: 2008/2012-Present**
 - Key fights: sexual assault, rape culture, sexual harassment, body positivity, trans rights
 - Key figures: Emma Sulkowicz, Roxanne Gay
 - Outcomes: #MeToo, SlutWalks, Women's Marches
 - Characteristics: body positive, sex-positive, trans-inclusive, queer, online

POLICE ABOLITION

For more perspectives, read the following –

- [Critical Resistance](#)
- [The Marshall Project](#)
- [*The Atlantic* article](#)
- [A World Without Police](#)
- [Vox article](#)

More on AAVE or AAE

From @mariebeech

- **African American English (AAE)**
- **African American Vernacular English (AAVE)**
 - AAVE is common, but “vernacular” was recently removed
- **Ebonics**
 - Ebonics is a dated term and is now somewhat of a slur
- **Slang**
 - Slang is derogatory and miscommunicates that AAE is just vocabulary

CODE SWITCHING

From @mariebeeceh

- Alternating between two or more languages depending on the situation. Speakers of AAE, typically Black people, have to code switch regularly to attain social acceptance.

AAE Discrimination

From @mariebeeceh

It's no coincidence that the dialect used primarily by Black Americans is viewed as uncouth and improper. American society's prejudice against AAE is a reflection of society's perception of Black people. The belief that AAE is an inferior language is rooted in anti-Blackness.

AAE Discrimination in Education

From @mariebeeceh

Black children often grow up speaking AAE in their homes and communities, but America's education system labels their language improper. Students who speak AAE are left unsupported, and have to work harder to succeed academically.

AAE Discrimination in the Workforce

From @mariebeeceh

Speakers of AAE are less hireable because AAE is regarded as unprofessional in work settings. In the business environment, being bilingual is regarded as a skill, except in the case of AAE.

Speech-Related Wage Gap

From @mariebeeceh

“Economist Jeffrey Grogger found that speech patterns are associated with wage inequality... Black workers who [are] perceived as sounding Black earn 12% less than similarly qualified whites (this was not the case for Black workers whose race was not distinctly identifiable by their voice).”

(King, Kinzler)

AAE Discrimination in Housing

From @mariebeeceh

“When linguist John Baugh called hundreds of prospective landlords to ask about the availability of an advertised apartment, he was much more likely to hear ‘yes’ when he purposefully made his voice sound ‘white’ rather than ‘Black’ [i.e. when he used SAE instead of AAE].”

(King, Kinzler)

AAE Discrimination in the Criminal Justice System

From @mariebeeceh

“In the moments before his death, [Trayvon] Martin was talking on his cellphone with his friend Rachel Jeantel. Jeantel described at trial how she heard Martin trying to get away from Zimmerman, not assault him. Her testimony [refuted]... Zimmerman’s claims of self-defense. Yet, because she spoke in AAE, jurors reported that she was ‘hard to understand’ and ‘not credible.’ A juror later reported that during 16 hours of jury deliberation no one mentioned Jeantel’s testimony at all. Her voice didn’t matter.” *(King, Kinzler)*

Speech-Based Prejudice

From @mariebeeceh

“Even when adults are perfectly capable of understanding speech in a non-native or unfamiliar dialect, they often find the words spoken to be less credible. [Studies show that] facts conveyed in a non-native accent are heard as less true...

Speech-Based Prejudice

From @mariebeeceh

Speech-based prejudice can be an especially insidious form of racism, because people don't recognize how deeply cultural stereotypes and attitudes inform their views about speech. People may chalk up negative feelings toward a speaker to difficulty of comprehension rather than racial bias.

They may think to themselves, 'I just don't understand that person' or 'they aren't speaking clearly' when in fact, racism and linguistic judgments are intertwined." *(King, Kinzler)*

AAE Recap

From @mariebeeceh

- Language is a vehicle for communicating and connecting with others. All languages are equally valid.
- If you're a non-Black, non-AAE speaker, you should not use AAE; doing so is cultural appropriation – essentially verbal Blackface. Your joke is rooted in anti-Blackness.

AAE Recap

From @mariebeeceh

- Dismantle your personal biases surrounding AAE and AAE speakers.
- Inform your sphere of influence about speech-based prejudice.
- Combat the systems of oppression that actively discriminate against speakers of AAE.

Source: Bias against African American English speakers is a pillar of systemic racism by Sharese King and Katharine D. Kinzler

More Videos

- [AAVE and Cultural Appropriation on the Internet](#)
- [The Cost of Code Switching](#)
- [The Linguistics of AAVE](#)

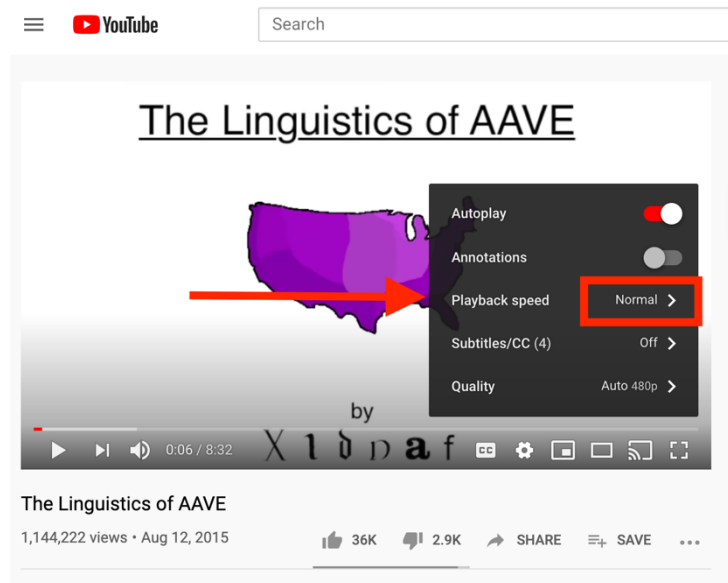
ACTION ITEM #1

Watch the additional videos on
African American English.

How to Slow Down the Speed of a YouTube Video

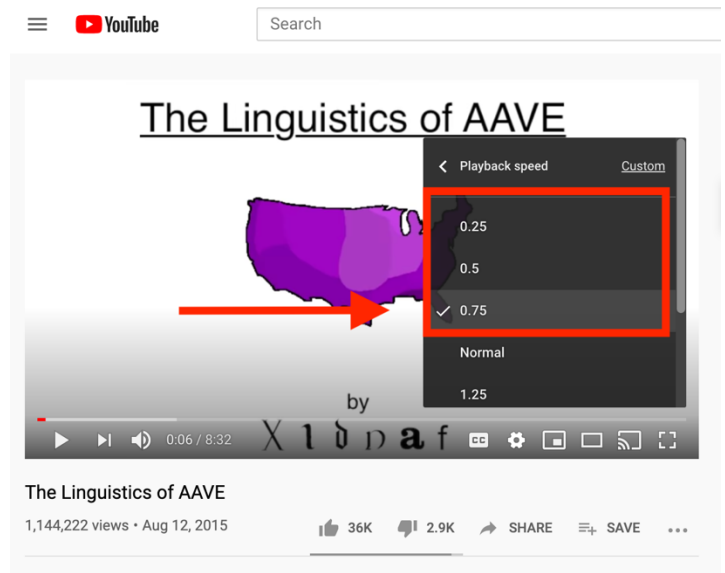
Step 1

Select "settings" on your video. This might look like a



Step 2

Select "playback speed".



Step 3

Select a speed slower than "normal". Slower speed

ACTION ITEM #2

Make sure you are following, or are on the
email list for:

[Black Lives Matter](#) (BLM)

[Black Lives Matter Los Angeles](#) (BLMLA)

[Black Lives Matter Long Beach](#) (BLMLBC)

[Showing Up For Racial Justice](#) (SURJ)

[White People 4 Black Lives](#) (WP4BL)

[Alliance of White Anti-Racists Everywhere](#) (AWARE-LA)

[JusticeLA](#)