

Learning How to be Anti-Racist 8/12/20

*Slides and materials from the discussion held with
Nancy Moricette on 8/12/20*

Examining Bias & Embracing Allyship



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Topics of this Presentation

Review Community Expectations

Clarify Purpose

Exploring Bias

Dominant Narratives

Activated Allyship



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Áse Power Consult & Expert Effect
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Who am I?

**What is
your
purpose
for being
here?**



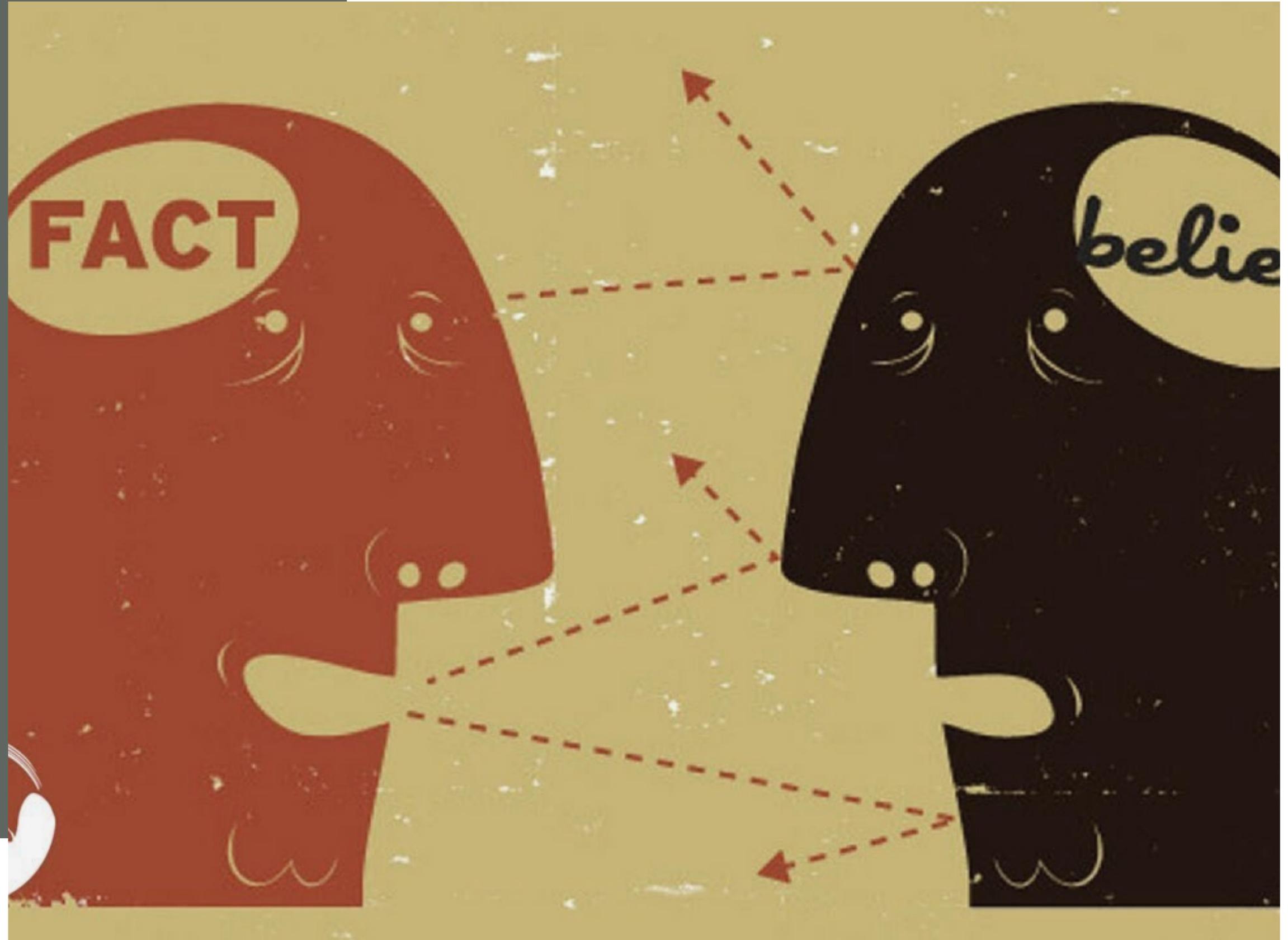
WHAT'S A TRIGGER?

"An incident that threatens an individual's self-concept, challenges their belief system or activates a previous negative experience."

Ramapo for Children



BIAS



PERCIEVE

ENGAGE

AKNOWLEDGE

LEAN

PEAL



What's the story of your name?

- How did you get your name?
- Who gave it to you?
- Do you have a nickname?

CONNECT GROUP

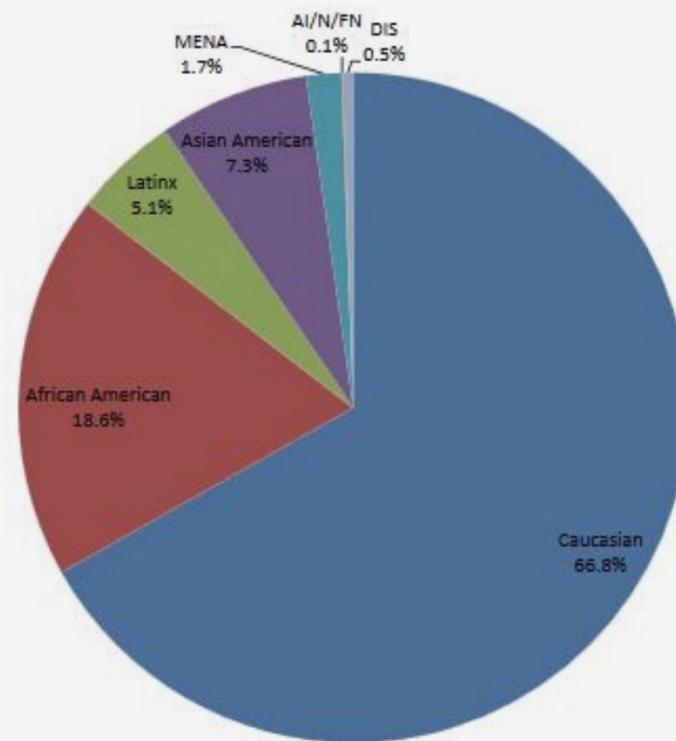




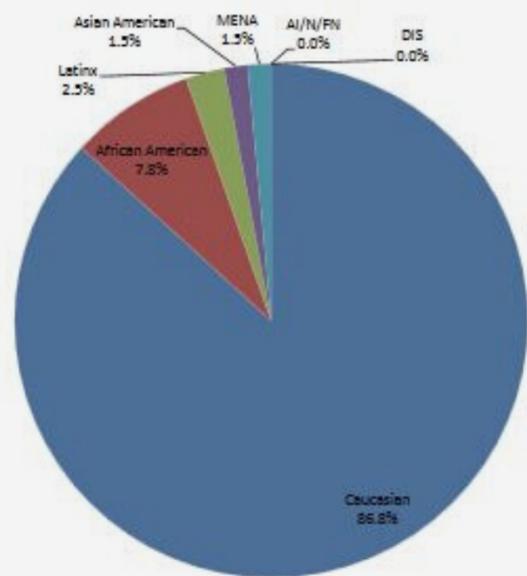
THE CONDITIONING OF WHITE DOMINANCE

Cultural Bias
Structural Bias
Institutional Bias
Interpersonal Bias

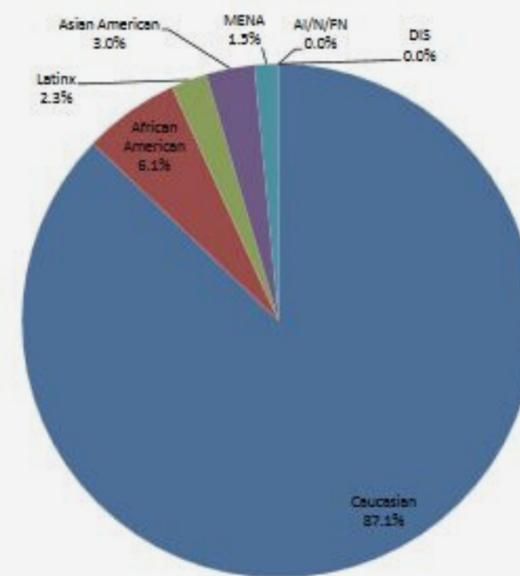
How Do We Disrupt White Dominance?



Broadway and Non-Profit Actors Combined



Broadway and Non-Profit Playwrights Combined



Broadway and Non-Profit Directors Combined

Actor

The actions of an Actor do not disrupt the status quo, much the same as a spectator at a game. Both have only a nominal effect in shifting an overall outcome. Such systems are challenged when actors shift or couple their actions with those from Allies and/or Accomplices.

The actions of an Actor do not explicitly name or challenge the pillars of White supremacy which is necessary for meaningful progress towards racial justice.

There is an excellent quote by Lilla Watson on need for Actors to shift to Accomplices: *"If you have come here to help me, you're wasting your time. If you have come because your liberation is bound up with mine, then let us work together."*

Ally

Ally is typically considered a verb - one needs to act as an ally, and can not bestow this title to themselves.

The actions of an Ally have greater likelihood to challenge institutionalized racism, and White supremacy. An Ally is like a disrupter and educator in spaces dominated by Whiteness.

An Ally might find themselves at a social gathering in which something inappropriate is being talked about. Instead of allowing that space to incubate Whiteness, the Ally wisely disrupts the conversation, and takes the opportunity to educate those present.

Being an Ally is not an invitation to be in Black and Brown spaces to gain brownie points, lead, take over, or explain.

Accomplice

The actions of an Accomplice are meant to directly challenge institutionalized racism, colonization, and White supremacy by blocking or impeding racist people, policies, and structures.

Realizing that our freedoms and liberations are bound together, retreat or withdrawal in the face of oppressive structures is not an option.

Accomplices' actions are informed by, directed and often coordinated with leaders who are Black, Brown First Nations/Indigenous Peoples, and/or People of Color.

Accomplices actively listen with respect, and understand that oppressed people are not monolithic in their tactics and beliefs.

Accomplices aren't motivated by personal guilt or shame. They are not emotionally fragile.

ACTION ITEM

Connect with another participant in the discussion and continue these conversations with them.