



ON BECOMING ANTIRACIST: A PRACTICE OF FREEDOM
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**INTRODUCTION:
WHERE I'M FROM**

OBJECTIVES

ENGAGE-IN RACE-
BASED LEARNING

REVIEW RACE-
BASED
TERMINOLOGY

EXAMINE WAYS TO
BE ANTI-RACIST

EXPLORE
OPPORTUNITIES TO
INCORPORATE
ANTIRACISM INTO
YOUR PRACTICE AND
WORKPLACE

SELF-AWARENESS POLL

Consider the following statements and select the one that best describes how you feel.

- I would rather not talk about race/racism.
- I am very uncomfortable talking about race/racism.
- I am usually uncomfortable talking about race/racism.
- I am sometimes uncomfortable talking about race/racism.
- I am usually comfortable talking about race/racism.
- I am very comfortable talking about race/racism.

SHARED ASSUMPTIONS

We are here to move toward anti-racism in the environments we work and live.

We should listen to the experiences of others.

This session will share specific skills, strategies and tools for developing an anti-racist practice.

This session's content is applicable to anyone, regardless of your positionality.

This is the beginning. We all have a lot to learn. This session is a conversation on becoming an anti-racist and learning how to do the work.

TERMINOLOGY AND FRAMING

RACISM

Prejudice, discrimination, or antagonism directed against a person or people on the basis of their membership in a particular racial or ethnic group, typically one that is a minority or marginalized

SYSTEMIC RACISM

A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity.

TERMINOLOGY AND FRAMING

RACIAL EQUITY

When social, economic and political opportunities and outcomes are not predicted based upon a person's race.

ANTI-RACISM

The practice of actively identifying and opposing racism.

THE WHITE RACIAL FRAME

Centuries of Racial Framing
and Counter-Framing

JOE R. FEAGIN

Third Edition



ENCOMPASSES COGNITIVE STEREOTYPES AND ARTICULATED VALUES BUT ALSO IMPORTANT NONLINGUISTIC ELEMENTS SUCH AS RACIALIZED EMOTIONS, IMAGES, AND EVEN SMELLS. WHITE RACIAL FRAMING IS AS MUCH, IF NOT MORE, SUBCONSCIOUS THAN CONSCIOUS.

RACISM, WHITE SUPREMACY, AND RACIAL PREJUDICE...

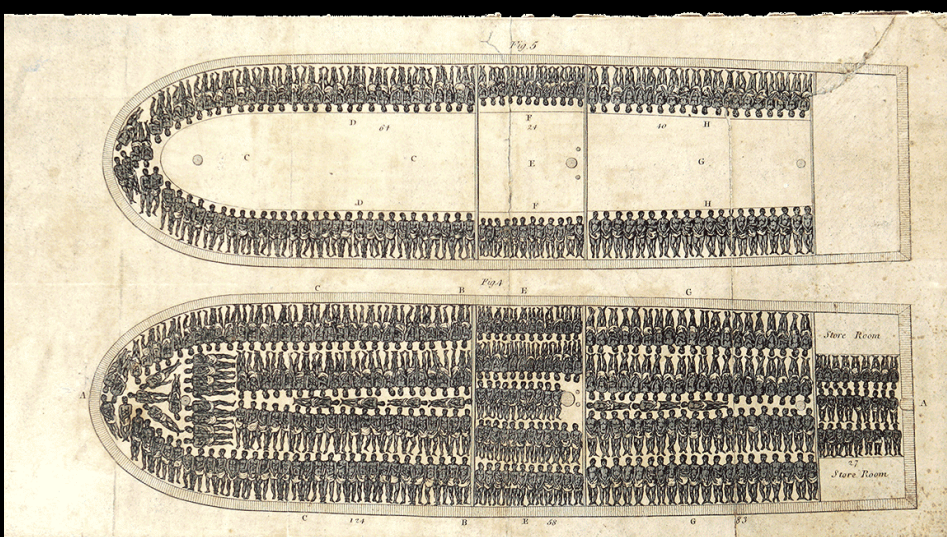
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- Are supported by racial stereotyping and implicit biases that permeate societal culture
 - Are *not* limited to individuals involved in hate groups
 - Are erroneous feelings, beliefs, and assumptions that result in marginalizing or excluding members of a racial group.



THE PROBLEM –THE CONFLICT

THE ZERO-SUM GAME





OUR HISTORY OF SLAVERY

Racial oppression is a traumatic form of interpersonal violence which can lacerate the spirit, scar the soul, and puncture the psyche. ~Kenneth Hardy



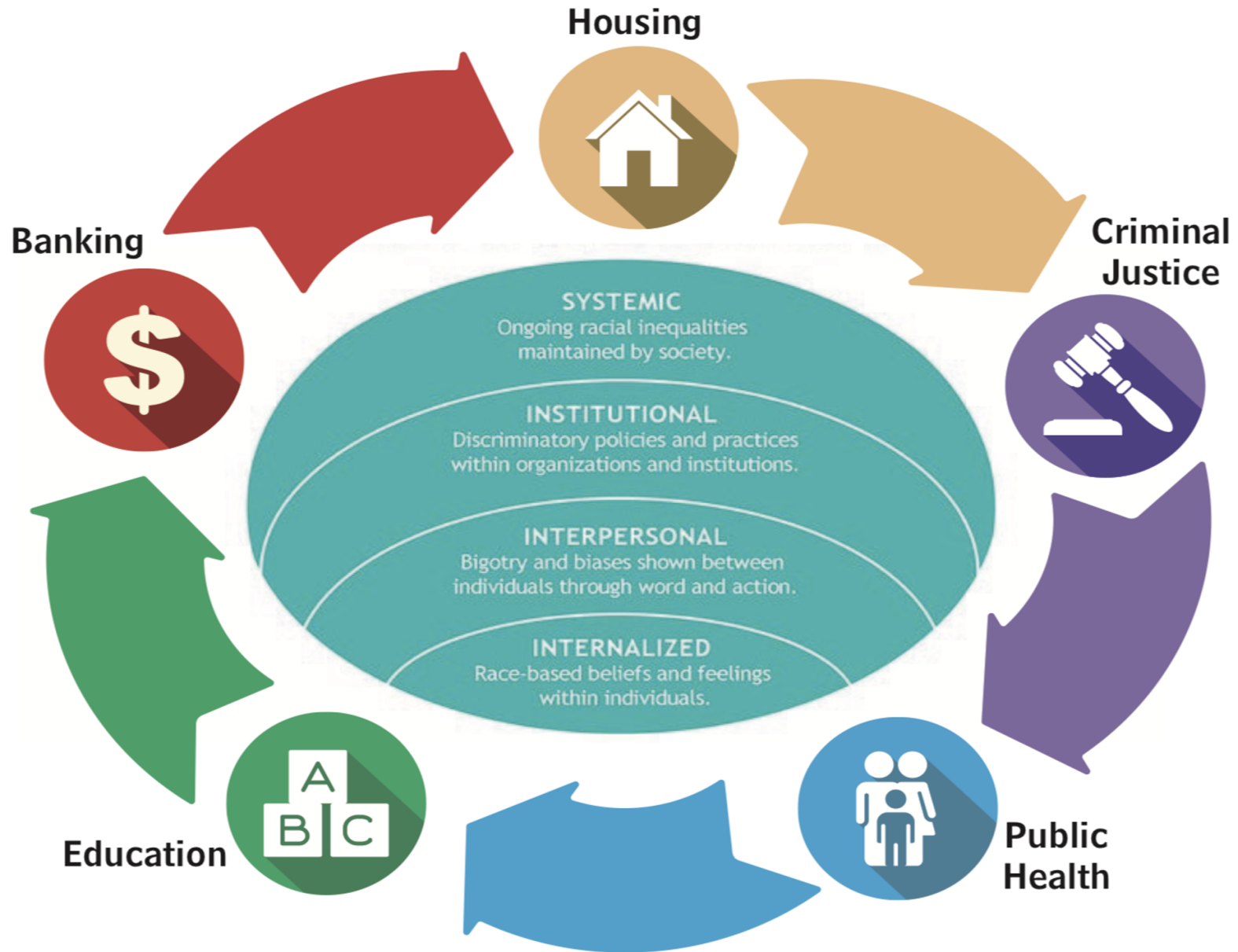
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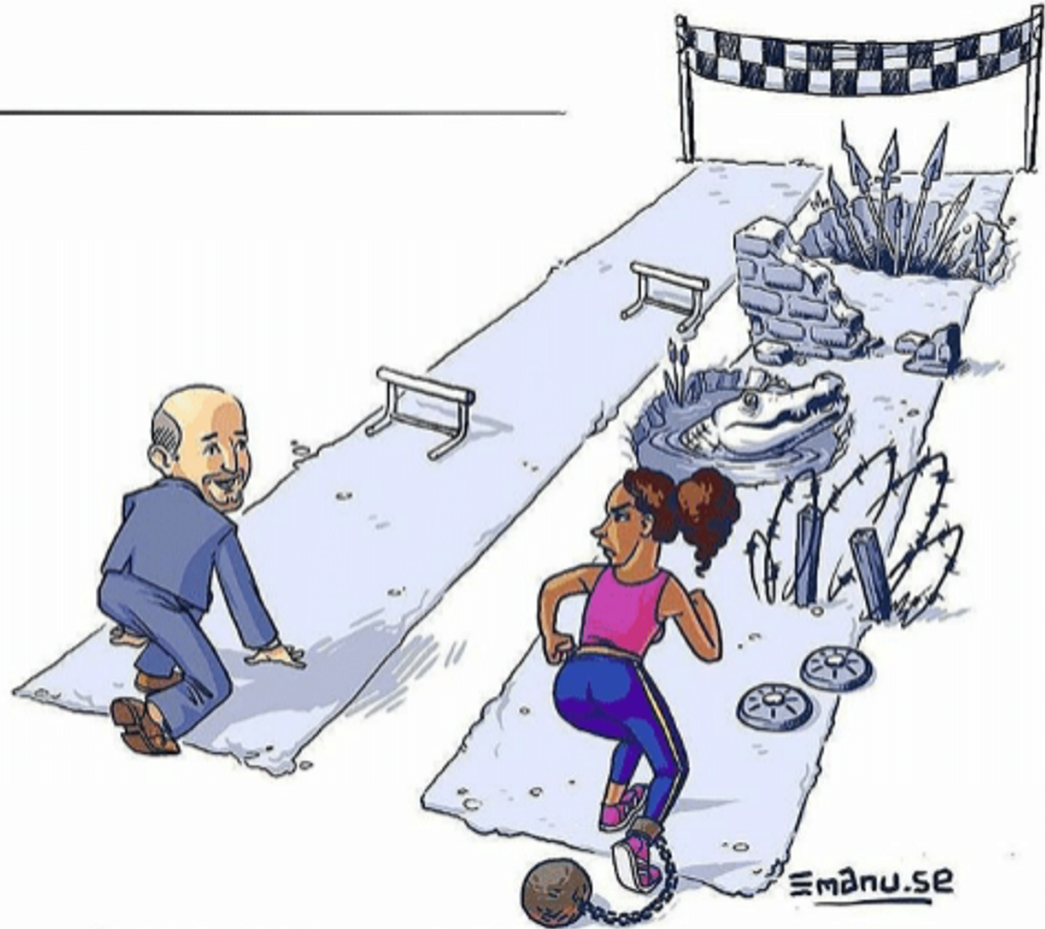




RACIAL SEGREGATION



Racial Inequalities



“What’s the matter?
It’s the same distance!”

- School to prison pipelines
- Mass incarceration
- War on drugs
- Redlining
- Racial profiling
- Microaggressions
- Hypersexualization
- Hair Discrimination
- Black-White Wealth Gap
- Health disparities
 - Black women are 3x more likely to die from childbirth
 - COVID-19 disproportionately affecting BIPOC communities



SOLUTIONS TO SOCIAL JUSTICE & RACIAL EQUITY

Anti-racist advocates
actively confront and
challenge racism



THE WORK OF ANTI-RACISM: INDIVIDUAL LEVEL



Anti-Racism: Collective and Organizational Levels

"Anti-racism is the active, *on-going* process of identifying and eliminating racism by changing

- systems,
- organizational structures,
- policies and practices,
- and attitudes *and behaviors*,

so that power *and opportunity* are redistributed and shared equitably.”

BENEFITS OF ANTI-RACISM

- **Helps** us understand and recognize racism
- **Works** toward ending racial oppression and all forms of oppression such as racism, classism, and sexism
- **Focuses** on racial healing and racial equity
- **Provides** a pathway to unlearn the misinformation about the history of enslavement and discrimination toward people of color
- **Develops** empathy

ACTION STEPS

Self Care Practice

Set Intentions

Recognize &
Interrogate
Emotions

Develop Empathy

Advocate for Change

Prioritize

Educate

Unlearn
stereotypical
knowledge of race

Take Action

Collaborate with
others to challenge
racist policies and
practices

Demonstrate
progress on racial
equality

Create space to
dialogue about
solutions

CALL TO ACTION



"Actually, we're just getting started."

ASK YOURSELF

Are you going to be the person who figures out what policies and practices are causing inequities [in the service delivery system, your classroom, workplace...] and advocate for change?

What can you do as social workers, educators, clinicians, leaders, colleagues, mentors, and peers?

SELF-REFLECT ON YOUR COMFORT-LEVEL

Write your answers to the following statements:

- The hard part of talking about race/racism is ...
- The beneficial part of talking about race/racism is ...



LISTEN, LEARN, AND ADVOCATE

ANTI-RACISM IS A PRACTICE OF FREEDOM

The moment we choose to love, we move against domination, against oppression. The moment we choose to love, we begin to move toward freedom, to act in ways that liberate ourselves and others. ~bell hooks

