



CALIFORNIA CONFERENCE FOR EQUALITY AND JUSTICE

Leadership for Racial Justice

NADD

Facilitators:

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Who is CCEJ?

- We are the **California Conference for Equality & Justice**, founded in 1963 to serve SoCal & now serve a national audience
- We use a **head, heart, and hands model** to impact knowledge, experiences, and actions
- **In 2021, CCEJ trained over 5,000 people** across Nonprofit Organizations, Community Groups, K-12 Schools, Colleges & Universities, and Companies.

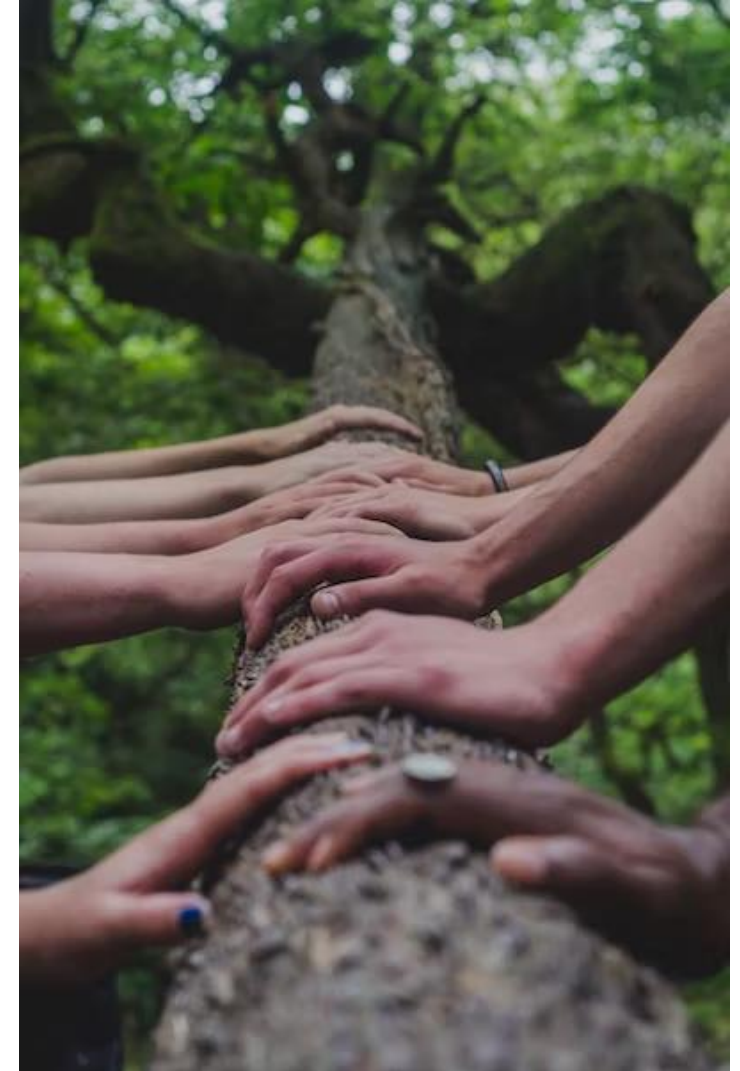
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Today's Objectives

- Share challenges we see in our professional community related to racial privilege and oppression
- Become more aware of how our identity connects to White Supremacy, and how that impacts our relationship with others
- Explore individual and collective ways to strengthen Solidarity across racial identities





Why do we share Gender Pronouns?

- **We don't want to make assumptions** about how people identify or describe themselves.
- **We want to welcome and share labor with gender non-conforming and transgender people** by normalizing sharing pronouns.
- **We want everyone to be able to show up in their full humanity.** Sharing pronouns is one small way to work toward making that a reality.



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Warm Up Check-In

Find a group of 2-3 people near you and share:

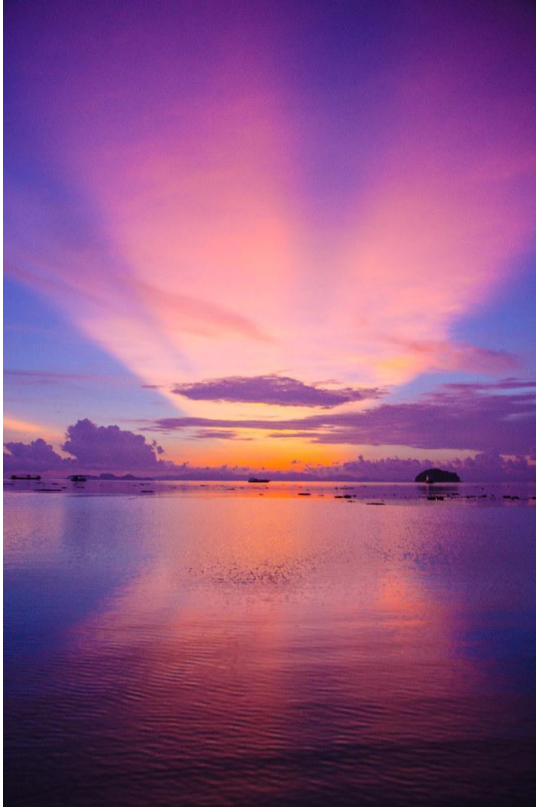
- Your name
- Your pronouns
- Your university/college and role
- What person, place, or practice helps you feel like your full authentic self?





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Expectations & Hopes



- Take Care of Yourself
- Speak for Myself
- Make Space, Take Space
- Assume Best Intentions & Acknowledge Our Impact
- Bring Your Curiosity
- Try On
- Confidentiality
- Always Okay to Pass
- Others?

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Setting Foundations: Identity & Privilege Reflection

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Examples of Social Identities

Gender Identity

Age

Language

Racial Identity

Health/Mental/
Physical (Dis)Ability

Nationality

Sexual Orientation

Religion/Faith

Ethnic Identity

Immigration Status

Socioeconomic Class

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Statement 1

This part of my identity is most connected to why I chose the field of Social Work.

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Statement 2

As a leader in Social Work, I think about this aspect of my identity often.

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Statement 3

As a leader in Social Work, I rarely think about this aspect of my identity.

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Statement 4

**When making decisions in my role,
I think about this aspect of identity
the most.**

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Statement 5

**When making decisions in my role,
I think about this aspect of identity
the least.**

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Statement 6

I spend the least time considering how students' and staffs' experiences are impacted by this aspect of identity.

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Statement 7

I need support in learning more about this aspect of identity.

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Statement 8

**This part of my identity impacts
my ability to do Racial Justice work
the most.**

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Self-Reflection

- What are your initial reactions, thoughts, and feelings right now?
- Which statements felt easiest to answer? Most difficult?
- What observations did you make during this activity?





Breakout Groups

- Share one word to describe how you feel after the activity.
- What part(s) of your identity do you want to be more aware of in your role?
- What part(s) of others' identities do you want to be more aware of when making decisions, creating spaces, etc.?

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Setting Foundations: Working Definitions

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WORKING DEFINITIONS

Definitions being developed

A tentative definition that can be tailored to create an authoritative definition or used in draft form for the purpose of dialogue



Art by Steve Johnson



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WHITE SUPREMACY

A system of advantage that **creates** a **group with power - White people** - and **marginalized groups - Black, Indigenous, People of Color (BIPOC)**, by:

- giving power over society's institutions like government, media, or business
- defining the “norm”, the “other”, “right” & “wrong”
- limiting rights, freedom, control over life and body, & access to necessary resources
- giving privileges to group in power, such as safety, comfort, being in the “right”

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PRIVILEGE

The **unasked**, **unearned**, and **unrelinquishable** access to:

- social power
- safety
- comfort
- benefits

that specific groups and individuals have because of a system of oppression

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Breakout Groups

- How would you adapt these definitions for your specific context?
- What barriers may arise in explicitly naming, defining, and challenging White Supremacy within your university/college?

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Self-Reflection

- What is your relationship to White Supremacy?
- How are you marginalized or advantaged by White Supremacy?
- How does your Racial Identity impact how you show up in conversations about Racial Justice & White Supremacy?





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White Supremacy Culture at Work

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**What gets in the way of you
living out your values as it
relates to Racial Justice?**



White Supremacy

A system of advantage that **creates** a **group with power - White people -** that has control over **marginalized groups - Black, Indigenous, People of Color (BIPOC)**, in the following spaces:

Culture: How We Do Things

Structures: How Things Are Set Up

Relationships: How We Relate to Each Other

Personal Beliefs: How We Relate to Ourselves

WHITE SUPREMACY CULTURE NORMS BLOCKING VALUES-ALIGNED LEADERSHIP

ONLY ONE
RIGHT
WAY

EITHER OR
THINKING

POWER
HOARDING

DEFENSIVENESS

RIGHT TO
COMFORT

FEAR OF
OPEN
CONFLICT

Source: The Center for Community Organizations' adaptation of *White Supremacy Culture* by Tema Okun



Breakout Groups

- Where have you experienced any of the 6 characteristics of White Supremacy Culture before?
- What characteristic(s) have you personally acted on in either your personal or professional life?
- What feels loudest or most prevalent at your university/college and/or the field of Social Work?

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Building Support at NADD

As an association,
how can we support one another
in challenging
White Supremacy?

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What is Solidarity?

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What is Solidarity?

**DIFFERENCES
CENTERED**

RECIPROCITY

SHARED GOALS

TRUST

**COLLECTIVE
POWER**

ACCOUNTABILITY

**DIRECT
COMMUNICATION**



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Solidarity Mapping

- What do these components mean to you?
- Where do each of these components exist, if at all, between students? Between faculty/staff?
- As someone of your Racial Identity, what can you do to cultivate each component of solidarity within your space?

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Closing

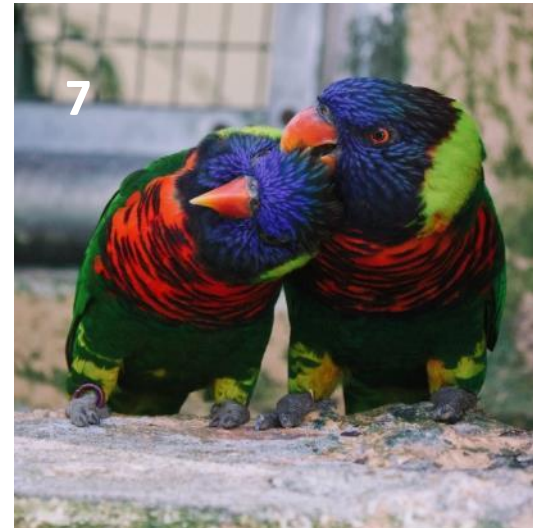
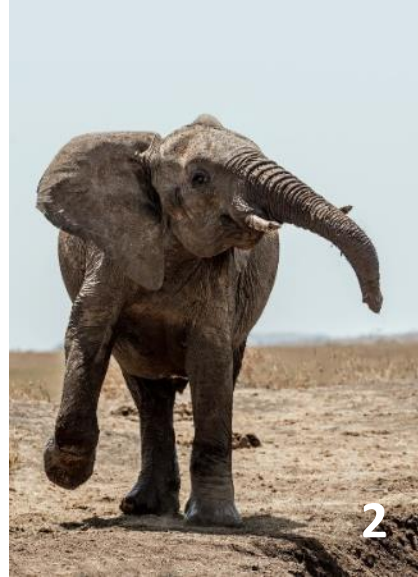
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Which image best represents an action you are ready to take?





EVALUATION SURVEY

[https://www.surveymonkey.com/r/
IlluminarFeedback2022-23](https://www.surveymonkey.com/r/IlluminarFeedback2022-23)



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