Leadership for Racial Justice

NADD

Facilitators:

Valerie Dickson
Kathleah Pagdilao
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.

JOIN US IN CREATING JUSTICE FOR ALL

#JusticeForAll
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.
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?
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?
Setting Foundations: Identity & Privilege Reflection
Examples of Social Identities

Gender Identity
Racial Identity
Sexual Orientation
Ethnic Identity
Nationality
Socioeconomic Class

Age
Language
Health/Mental/Physical (Dis)Ability
Religion/Faith
Immigration Status
Statement 1

This part of my identity is most connected to why I chose the field of Social Work.
As a leader in Social Work, I think about this aspect of my identity often.
As a leader in Social Work, I rarely think about this aspect of my identity.
When making decisions in my role, I think about this aspect of identity the most.
When making decisions in my role, I think about this aspect of identity the least.
I spend the least time considering how students’ and staffs’ experiences are impacted by this aspect of identity.
Statement 7

I need support in learning more about this aspect of identity.
Statement 8

This part of my identity impacts my ability to do Racial Justice work the most.
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.?
Setting Foundations: 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
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”
The unasked, unearned, and unrelinquishable access to:

• social power
• safety
• comfort
• benefits

that specific groups and individuals have because of a system of oppression
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?
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?
White Supremacy Culture at Work
What gets in the way of you living out your values as it relates to Racial Justice?
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:
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?
As an association, how can we support one another in challenging White Supremacy?
What is Solidarity?
What is Solidarity?

- Differences Centered
- Reciprocity
- Shared Goals
- Trust
- Collective Power
- Accountability
- Direct Communication
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?
Closing
Which image best represents an action you are ready to take?
EVALUATION SURVEY

https://www.surveymonkey.com/r/IlluminarFeedback2022-23