

# **BECOMING WHITE ALLIES & ACCOMPLICES GROUP**

**Topic: The Structures of Racism**

**Facilitator: Skye Ashton Kantola, OMP**



# ABOUT THE GROUP

- **Group Goals**
  - Provide space for white people to process whiteness, racism, oppression, and racial justice.
  - Provide opportunities for learning about anti-racism and racial justice.
  - Provide opportunities for building skills in anti-racism and racial justice.
  
- **Conversation Outline**
  1. Prepared mini-presentation
  2. Topic discussion (breakout and then whole group)
  3. Opportunities for requests for support



# COMMUNICATION GUIDELINES

## 1. Vegas Rule

- Please do not connect peoples' comments or stories to individuals outside of this group. This group will never be recorded. No photos.

## 2. "I" Terminology

- "I think...", "I believe...", "In my experience..."

## 3. Growth Mindset

- This is my current, best thinking, but it doesn't mean that I can't be exposed to new ways of thinking.
- **Already know a lot?** "How can I be more effective at educating/being persuasive?"
- **Don't know much, yet?** "How can I be open to learning things that may feel very emotionally challenging?"

## 4. Say it Ugly

- Say what you know how you can. We're all learning. If there is a more affirming way to say something, participants are encouraged to provide that language as an alternative to any other group member.

## 5. Solutions-Focused

- If you have constructive criticism for someone or a problem, please also include ideas for a solution or create space to discuss solutions.



# DEFINING WHITE SUPREMACY WITH CALVIN MOORE

BY SPEAKING OF RACISM PODCAST

- **White Supremacy: “the idea that white people are superior to [people of color]”**
  - Rooted in anti-Black racism
  - Intentionally made invisible to the people who it gives an advantage to
  - Adaptable
  - Historically rooted & embedded in our structures
  - Not limited to overt or violent groups such as the KKK, Aryan Nations, or the Institute for Historical Review
- **White Privilege: A right, benefit, or immunity granted to white people at the expense of people of color or at least withheld from other racial groups.**
  - White privilege does not mean that a white person’s life hasn’t been difficult. It means the white person’s life hasn’t been difficult because of their race.



# STRUCTURES OF RACISM/WHITE SUPREMACY

- **“Scientific” Racism**

- Perception that people of different races have different genetic make-ups
- (nursing) Textbooks stating that people feel pain differently based on their culture or race

- **History**

- Disproportionately from the perspectives of white, able-bodied, cisgender, heterosexual, wealthy folks (quality & quantity)
- “The War of Northern Aggression”, Confederate/“Rebel” Flags
- How much do we not know based on what we were taught?
- Racism wasn’t talked about a lot. It came up when something super traumatic happened like a murder, the extremely bad.
- Teachers likely glossed over racism when we were in school. Maybe they didn’t know any better...? This is an example of systemic racism.
- We are caught off guard when we realize things didn’t happen the way we thought and how little we know. (ie. Juneteenth)
- “What was the Confederacy, really?” It is difficult to have conversations with individuals who believe in the myths of the Confederacy. Example: a dreamy idea of what Southern pride is.
- White history tends to be 'default' history with European influence or it is 'whitewashed' when taught in US. Hard to go against/challenge the text book/prescribed curriculum.



# STRUCTURES OF RACISM/WHITE SUPREMACY

- **Policing & Incarceration**

- Over and under policing (stop and frisk, broken windows, war on drugs)
- Mass incarceration, school to prison pipeline
- Driving while black is more dangerous.

- **Education**

- College admissions scandal (donation based admissions)
- Segregated Greek Life

- **Professionalism and Work**

- Cultural norms in communication, perceptions of time, hair style
- Hiring policies & practices (who you know/networks)
- Professional standards being routed in white supremacy, unpaid internships being a barrier to certain career fields and rural culture and how rural white (intergenerational) wealth developed



# STRUCTURES OF RACISM/WHITE SUPREMACY

- **Medical Industry**
  - Doctor's perceive pain differently based on race
- **Social Space**
  - Sundown Towns
  - Ability to be emotional publicly
  - Listening to white people over POC
  - Difficult to have conversations with People of color about how they've been treated.
- **Media**
  - White media = "media" whereas POC-centered media is perceived for that community only
  - Promotional items – representation of diversity
  - Tokenism vs. meaningful representation
  - Many stock photos are of white people rather than POC
- **Environment**
  - Living near superfund sites or toxic environments
  - (Dwindling) Land access of BIPOC farmers
- **Housing**
  - Red-lining
  - Major differences in lending/financing Red lining-just learned about it.
  - Realtor experiences discouraging us from living in certain areas.
  - Sundown towns-learning what they are, what they are.
  - Recent Indystar article-Martinsville is where KKK started, Black people often still drive through Martinsville, don't stop.
- **Economics**
  - Disparities in intergenerational wealth
  - A black Pastor friend of mine said many people comment about Black people having fancy cars and living in poor housing. He said banks wouldn't loan money for housing, but car dealerships were always ready to give loans for cars, figuring if they got behind they could always repossess the car.



# CLOSING & SUPPORT REQUESTS

1. Is there a current event or experience you'd like to process?
2. Do you want help figuring out how to respond to something in an anti-racist way?
3. Do you want support in talking about race with loved ones?
4. What topics and skills do you hope to gain from this group?
5. Was today's topic helpful? Interesting? How could this be improved?

Next time: August 26<sup>th</sup>, 2020 @3pm EDT

**Topic: Fear, Shame, Guilt, and Managing Our Emotions While Intervening in Daily Racism**

Homework

- Examining Ethics (Podcast): Pushing Back on Privilege Protective Epistemic Pushback with Alison Bailey 2019.02.27 (27min)
- Code Switch (Podcast): The Code Switch Guide to Handling Casual Racism 2016.09.28

Extra Credit

- Medicine for the Resistance (Pod): Recognizing Racism and Becoming Anti-Racist 2020.05.14



# ADDITIONAL RESOURCES

(SHARED BY ATTENDEES)

- Free program from Indiana Humanities:  
<https://indianahumanities.org/event/rethinking-redlining-and-segregation-prologue-to-the-covid-19-crisis>
- <https://www.planning.org/planning/2020/aug/the-heat-is-on/>
- <http://kingneighborhood.org/wp-content/uploads/2015/03/BLEEDING-ALBINA - A-HISTORY-OF-COMMUNITY-DISINVESTMENT-1940%E2%80%932000.pdf>



# OFFICE OF MULTICULTURAL PROGRAMS

- Curriculum Design & Facilitation by Skye Ashton Kantola
  - Interim Assistant Director, OMP
  - Email: [Kantola@purdue.edu](mailto:Kantola@purdue.edu)
  - Cell: 817-269-8729
- Many bullet points in the “structures of racism/white supremacy” slides were brainstormed by participants during breakout groups
- Please feel free to reach out with questions, requests, or feedback anytime!

