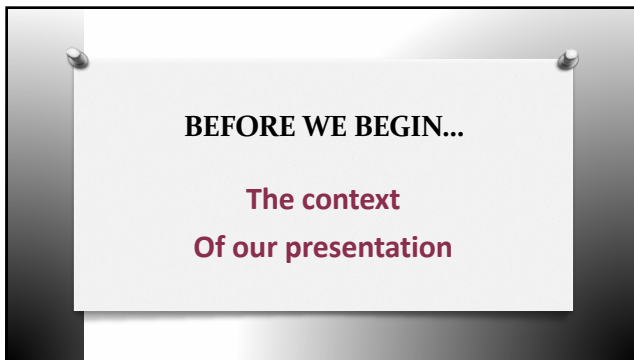
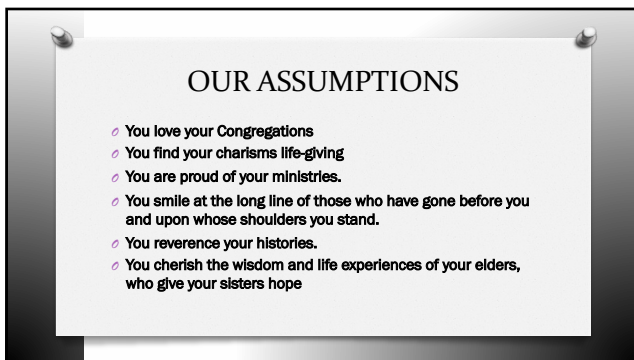


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2



3

The term 'People of Color'

- When we use the term 'People of Color' we are referring to:
 - African Ancestry
 - African American Ancestry
 - Caribbean Ancestry (Jamaica, Haiti, Islands)
 - Latinas (Mex., Salv., Nic., Guatemala etc.)
 - Asian Ancestry
 - Native American Ancestry
 - Indian Ancestry

PEOPLE NEED TO SELF-IDENTIFY

4

Dialogue

Why is talking honestly about racism such a difficult and taboo subject?

5

Breakout Rooms (10 min.)

Return to large group

To share ONE word as to WHY TALKING HONESTLY ABOUT RACISM IS SUCH A DIFFICULT AND TABOO SUBJECT?

6

RACISM
(definition)

Racism is

PERSONAL RACIAL PREJUDICE

+

the **MISUSE OF POWER** by
SYSTEMS and INSTITUTIONS

7

Personal Racial Prejudice

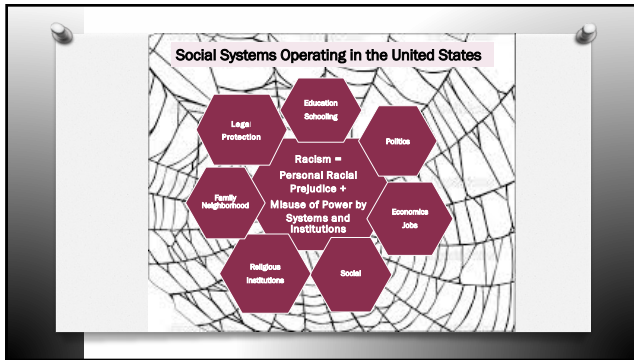
We all have implicit/explicit bias based on real and/or imagined life experiences.

8

POWER is

+ (positive)	- (misuse)
<ul style="list-style-type: none">o Energyo Ability to influenceo Ability to produce an effecto Personal and collective	<ul style="list-style-type: none">o Authority over (obey)o Have control overo Instill fear/terroro Determine the outcomeo Force people to be/doo Negate/deny the other

9



10

Historically...
 All systems and institutions in the US were created to assure that the power and control of these institutions remains in the hands of the white males. And in the 1920's when white women were granted the right to vote, they too supported the continuation of white privilege.

11

- ❖ Because racism has impacted every system in the US...it has crippled, damaged and infected all of us
- ❖ Consequently, racism hinders/prevents us from being in 'right relationship' with one another

12

RACISM CRIPPLES ALL OF US

(as white people)	(as people of color)
Internalized racial Superiority (IRS)	Internalized racial Oppression (IRO)

13

Internalized Racial Superiority

<p>White Privilege Definition: A complex, multi-generational process that teaches White people to believe, accept and live out superior definitions of themselves and their roles in society. (c) Crossroads</p> <p>White privilege is both unconscious and conscious.</p>	<p>White Privilege Manifestations: Finding excuses, looking for explanations for behavior, becoming defensive, hurt and fragile</p> <p>'Looking good', polite strategies</p> <p>Experts on every subject and always knowing the 'right' way of doing things</p>
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14

RACISM CRIPPLES ALL OF US

(as white people)	(as people of color)
Internalized racial Superiority (IRS)	Internalized racial Oppression (IRO)

15

Internal Racial Oppression

<p>Racial Oppression Definition:</p> <p>A complex, multi-generational process that teaches People of Color to believe, accept and live out negative social definitions of themselves and their roles in society. (1) Crossroads</p> <p>Racial oppression is both unconscious and conscious.</p>	<p>Manifestations:</p> <p>Self Concept and Self Esteem</p> <p>Pitting POC groups against each other</p> <p>Never feeling competent enough, good enough</p>
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16

RACISM CRIPPLES ALL OF US

(as white people)	(as people of color)
Internalized racial Superiority (IRS)	Internalized racial Oppression (IRO)

17

...the struggle to dismantle racism must be:
intentional,
consistent, and
on-going.

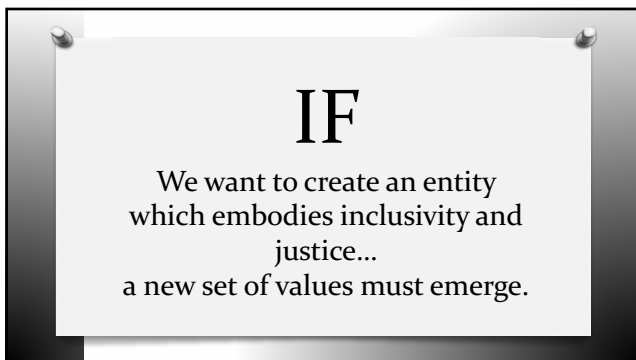
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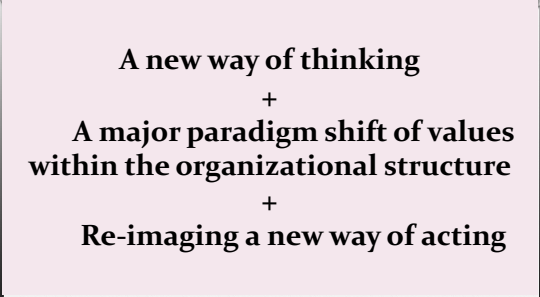
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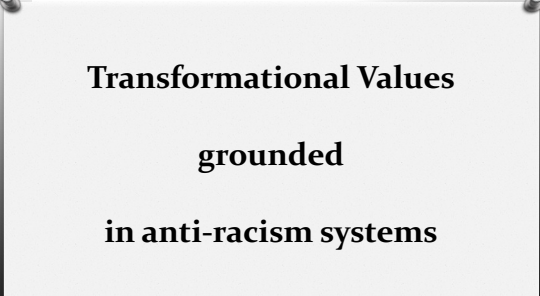


21




A new way of thinking
+
A major paradigm shift of values
within the organizational structure
+
Re-imagining a new way of acting

22



Transformational Values
grounded
in anti-racism systems

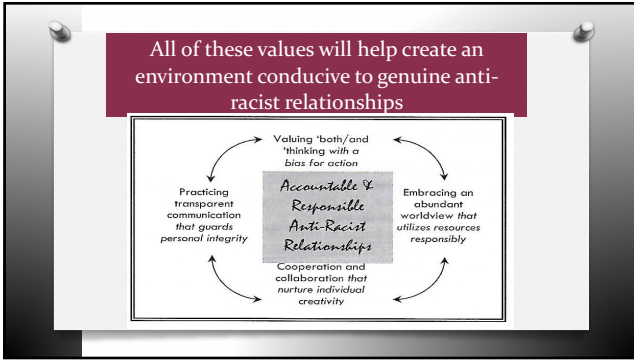
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Transformational Values

- ✓ Both/And thinking with bias towards action
- Inclusivity → **Effective**
- ✓ Abundant worldview that uses resources responsibly
→ **Power is shared**
- ✓ Transparent communication guarding personal integrity → **consensus decision-making**
- ✓ Cooperation & Collaboration → **collective, responsible relationships**

24



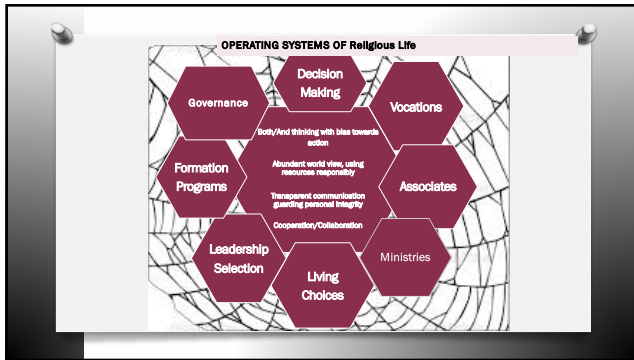
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- This on-going work is done...**
- ❖ Intentionally
 - ❖ Consistently
 - ❖ With integrity and mutual respect
 - ❖ Taking risks to have honest dialogues/conversations together
 - ❖ Being open to transformation and conversion which leads to a high level of accountability

26

It is both a personal and a communal struggle.

27



28

How do formators begin to operate out of the transformational values which help create an environment conducive to genuine anti-racist relationships?

29

THANK YOU
and we ask
GOD'S BLESSINGS TO BE WITH
ALL OF YOU AND YOUR MINISTRY
OF ACCOMPANYMENT WITH
GOD'S
GOOD PEOPLE.

30
