

AN INTRODUCTION TO SYSTEMIC RACISM

FOR
NASCO INSTITUTE

SATURDAY NOVEMBER 11, 2017

Aliisa Lahti

ERACCE

aliisa@eracce.org

J. /Jasmine Kyon

ERACCE

jasmine@eracce.org

ERACCE

810 Rankin Kalamazoo, MI 49006

eracce@eracce.org | www.eracce.org

About ERACCE

ERACCE is an organization that provides training and technical support to dismantle institutional racism and build antiracist multicultural diversity, equity, and justice within institutions and communities in throughout Michigan. Established in 2000, *ERACCE* is located in Kalamazoo, MI. *ERACCE* programs focus on systemic racism and seeks to address the root causes of racism through long-term institutional transformation. *ERACCE* offers introductory and advanced trainings and workshops, consultation, and technical support on cultural competency, antiracism, institutional organizing and organizational development and works in partnership with *Crossroads Antiracism Organizing and Training*.

Email: eracce@eracce.org

Facilitators

ALIISA LAHTI grew up in central Michigan and now lives in Kalamazoo where they have been engaging in antiracism organizing with the local nonprofit, ERACCE (Eliminating Racism & Creating/ Celebrating Equity) since 2009. They studied Comparative Religion and Environmental Studies at Western Michigan University. Aliisa serves on the Antiracism Transformation Team at the People's Food Co-op where they previously served on the board for six years. Aliisa is a skilled facilitator and core trainer with Crossroads Antiracism Organizing and Training (ERACCE's national partner). Collective decision making is a practice they engage in as often as possible. Aliisa finds the work of antiracism to be humanizing and life giving and is passionate about further exploring the intersections of identity. Aliisa became a parent in 2014 and loves being outside and teaching and learning with their child, Weaver.

J./JASMINE KYON is an organizer and trainer in ERACCE (Eliminating Racism and Creating/ Celebrating Equity). J. is a queer Burmese-Taiwanese organizer who grew up in Queens, New York. J. has a Kalamazoo College B.A. in Economics, Public Policy and Urban Affairs. In 2015, J. studied in the International Sustainable Development Studies Institute, researching indigenous farmers' rights, urbanization, and seed sovereignty in Thailand. In 2016, J. was a Student Research Fellow at the Arcus Center of Social Justice Leadership, doing research on equity within the public transportation of Kalamazoo County. J. was also an organizer in the Kalamazoo Poetry Collective, connecting Kalamazoo college to local artists, introducing community youth to higher education, and facilitating storytelling workshops. J.'s passion is working toward a world where cities serve everybody.

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Purpose & Goals

The purpose of this antiracism workshop is to provide an introductory process for participants to explore and deepen their understanding of systemic racism and to begin to investigate ways to more effectively dismantle and eliminate racism within their institutions.

Learning Objectives

1. To explore common language and definitions to understand the continuing issue of racism throughout the United States.
2. To understand racism and bias as systemic issues, and not simply issues of individual attitudes and actions.
3. To explore approaches to dismantling racism that can provide the foundation for enduring solutions that lead to true racial and social justice and collective community healing.
4. To explore interest and motivation for continuing education and action of participants and their institutions.
5. To explore the Continuum as a tool to begin dismantling racism with your organizations.



**COMMUNITY
AGREEMENT
For Creating
Courageous
Space**

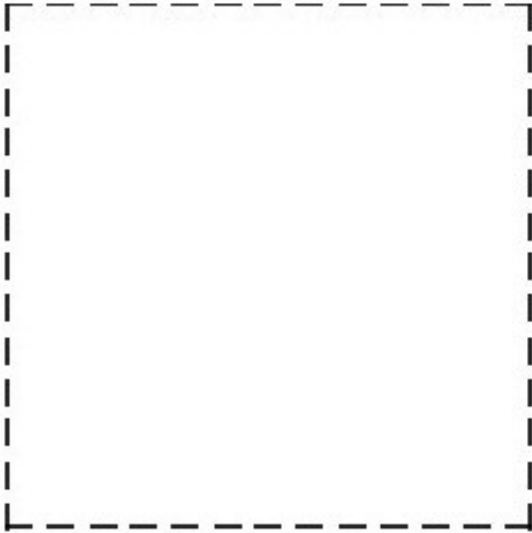
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Defining Racism

1. **We need a common definition and a common analysis of racism if we want to work on solutions to racism.**
2. **Racism is not the same thing as individual race prejudice and bigotry. All people are racially prejudiced (regardless of racial/ethnic identity). It is part of the air we breathe. It is socialized into every person. But this does not mean that everyone is racist.**
3. **Racism is more than race prejudice. It is more than individual attitudes and actions. Racism is the collective actions of a dominant racial group.**
4. **Systemic power turns race prejudice into racism. Racial prejudice becomes racism when one group's racial prejudices are enforced by the systems and institutions of a society, giving power and privilege based on skin color to the group in power, and limiting the power and privilege of the racial groups that are not in power.**

**Race Prejudice
+
the misuse of power
by systems and institutions
=
RACISM**

Center/Borderlands



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Continuum on Becoming an Antiracist Multicultural Institution

MONOCULTURAL → → → MULTICULTURAL → → → ANTIRACIST → → → ANTIRACIST MULTICULTURAL
 Racial & Cultural Differences Seen as Deficits Tolerant of Racial and Cultural Differences Racial and Cultural Differences Seen as Asset

| 1. EXCLUSIVE A Segregated Institution | 2. PASSIVE A 'Club' Institution | 3. SYMBOLIC CHANGE A Multicultural Institution | 4. IDENTITY CHANGE An Antiracist Institution | 5. STRUCTURAL CHANGE A Transforming Institution | 6. FULLY INCLUSIVE A Transformed Institution in a Transformed Society |
|--|--|---|---|--|--|
| <p>Intentionally and publicly excludes or segregates African Americans, Arab Americans, Native Americans, Latinos and Asian Americans</p> <p>Intentionally and publicly enforces the racist status quo throughout institution</p> <p>Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels</p> <p>Usually has similar intentional policies and practices toward other socially oppressed groups such as women, disabled, elderly and children, gays and lesbians, citizens of developing nations, etc.</p> | <p>Tolerant of a limited number of People of Color with "proper" perspective and credentials</p> <p>May still secretly limit or exclude People of Color in contradiction to public policies</p> <p>Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life</p> <p>Often declares, "We don't have a problem."</p> | <p>Makes official policy pronouncements regarding multicultural diversity</p> <p>Sees itself as "non-racist" institution with open doors to People of Color</p> <p>Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff</p> <p>Expanding view of diversity includes other socially oppressed groups such as women, disabled, elderly and children, gays and lesbians, citizens of developing nations, etc.</p> <p><i>But...</i></p> <p>"Not those who make waves"</p> <p>Little or no contextual change in culture, policies, and decision-making</p> <p>Is still relatively unaware of continuing patterns of privilege, paternalism and control</p> | <p>Growing understanding of racism as barrier to effective diversity</p> <p>Develops analysis of systemic racism</p> <p>Sponsors programs of antiracism training</p> <p>New consciousness of institutionalized white power and privilege</p> <p>Develops intentional identity as an "antiracist institution"</p> <p>Begins to develop accountability to racially oppressed communities</p> <p>Increasing commitment to dismantle racism and eliminate inherent white advantage</p> <p><i>But...</i></p> <p>Institutional structures and culture that maintain white power and privilege still intact and relatively untouched</p> | <p>Commits to process of intentional institutional restructuring, based upon antiracist analysis and identity</p> <p>Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their world-view, culture and lifestyles</p> <p>Implements structures, policies and practices with inclusive decision making and other forms of power sharing on all levels of the institution's life and work</p> <p>Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities</p> <p>Antiracist multicultural diversity becomes an institutionalized asset</p> <p>Redefines and rebuilds all relationships and activities in society, based on antiracist commitments</p> | <p>Future vision of an institution and wider community that has overcome systemic racism</p> <p>Institution's life reflects full participation and shared power with diverse racial, cultural, and economic groups in determining its mission, structure, constituency, policies and practices</p> <p>Full participation in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interests</p> <p>A sense of restored community and mutual caring</p> <p>Allies with others in combating all forms of social oppression.</p> |

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**Evaluation for NASCO Institute
November 11, 2017**

| + What worked | - What Didn't |
|-------------------------|-----------------------------|
| | |
| ? What Questions | > What Next Steps |
| | |

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