



Difficult Dialogues Concerning Racism in Community Colleges: How to Build an Anti-Racist Organization

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Agenda

Welcome

Introduction to Session

Explanation of Breakout Rooms

Breakout Reflection & Discussion

Report Back

Anti-Racist Toolbox

Closing Comments



Identifying and dismantling various structures of racism-



In this section, you will explore the multiple manifestations of racism that pervade the California Community College system.

- **Racism** is not merely destructive to people of color. It is self-destructive to many white people. Racism is anti-American and anti-human (Heather McGhee, 2021)
- Racism literally murders your spirit
- racism is traumatic.
- Racism is exhausting
- It is a life of doubt
- A life of violence
- Racism breaks dark body, mind, and spirit and make them disposable.

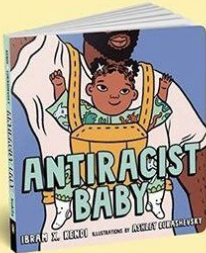
One who is expressing the idea that the races are meaningfully different in their biology and that these differences create a hierarchy of value.

What is a Biological Racist?

Racist misconceptions

♥ Raising antiracist children ♥
requires confronting the myths
that allow racism to take root
in young minds.

Inspired by
ANTIRACIST BABY
by Ibram X. Kendi



- Race is socially constructed/not biological. We, modern humans;
- We are Homo Sapiens Sapiens.
- Race is fundamentally a **power** construct of blended difference that lives socially.
- Race creates new forms of power:
- The power to categorize and judge, elevate and downgrade, include and exclude.

Racist misconceptions



- “Race is a mirage;
- we are what we see ourselves as, whether what we see exists or not.” . . . Even if what [we] they are seeing is an illusion.
- Race is a mirage but one that we do well to see, while never forgetting it is a mirage, never forgetting that it’s the powerful light of racist power that makes the mirage” (Kendi, 2019:37).

Racist versus Antiracist

- **Racist** isn't a descriptive word.
- It's a pejorative word.
- The opposite of "racist" isn't "no racist."
- It is anti-racist.

What's the difference? (Kendi, 2019:9).

- One endorses either the idea of a racial hierarchy as a racist, or racial equality as an antiracist.
- One either believes problems are rooted in groups of people, as a racist, or locates the roots of problems in power and policies, as a antiracist.
- One either allows racial inequalities to persist as a racist, or confronts racial inequalities, as an antiracist.
- The claim of "not racist" neutrality is a mask for racism.

An anti-racist is...

one who is expressing the idea that racial groups are equals and none needs developing and is supporting policy that reduces racial inequality(Kendi, 2019:24)



Before the breakout...

“Being antiracist requires
persistent self awareness,
constant self criticism, and
regular self examination.”

(Kendi, 2019: 23)

Breakout Room Reflection and Discussion

You will be in the breakout room for 25 minutes.

Spend the first 5 minutes reflecting silently on the following questions:

1. What would a liberated, anti-racist institution look like and feel like?
2. What concrete steps could you take within your institution to alter the relations of power to dismantle racism?
3. How do we discuss White Supremacy?
4. What personal steps could you take to decolonize your own emotional and intellectual life?

Spend 20 minutes discussing and contributing to the google slide for your breakout room.





Anti-Racist Toolbox

All teachers, regardless of race or ethnicity, need to know that racism is not separate from economic class and that resistance, in its various forms, is always an option.

- The field of education is anchored in White rage, especially public education.
- We like to think that education is untouched by White supremacy, White rage, and anti-Blackness, that educators are somehow immune to perpetuating dark (BIPOC) suffering.
- But education from the outset was built on White supremacy, anti-Blackness, and sexism (Love, pp. 22).

Shift from ... to

Education
that merely
strives to
reinforce
domination.

**Education as
the practice
of freedom.**



EDUCATION

“ As a nation, we have been counting on education to solve the problems of unemployment, joblessness, and poverty for many years. But education did not cause these problems, and education cannot solve them”
(Jean Anyon)

Education is not the precursor of failing schools, poverty, homelessness, police brutality, and/or crime (Love, 40-41). Racism is; racism that is built on centuries of ideas that seek to confuse and manipulate we who are [black/ brown] into never mattering to one another or this country (Love, 41).



EDUCATION

**Paulo Freire & Thich Nhat Hanh's emphasis "praxis"
--action and reflection upon
the world in order to change it.**

**Thich Nhat Hanh also speaks
about teacher as a healer. He
offered a way of thinking
about pedagogy which
emphasized wholeness, a
union of mind, body, and
spiritual.**

Abolitionist Teaching (Bettina Love)

- Antiracist teaching is not just about acknowledging that racism exists but about consciously committing to the struggle of fighting for racial justice, and it is fundamental to abolitionist teaching.
- Antiracist educators seek to understand the everyday experiences of BIPOC people living, enduring, and resisting White Supremacy and White rage (pp.54).

- **Understanding where we stand in relation to systems of privilege and oppression and unlearning the habits and practices that protect those systems, which is lifelong work for all of us, without exception.**
- **Authentic relationship of solidarity and mutuality, which are not possible when we try to avoid transcend power imbalances.**
- **Honestly acknowledging and confronting those imbalances to create authentic relationships.**

Abolitionist Teaching (Bettina Love)

Abolitionist Teaching (Bettina Love)

- **Social change work is always rooted in collaboration, humility, and accountability.**
- **The interior journey into silence, mediation, inner wisdom, and deep joy is inextricably linked to the outer work of social change.**
- **We cannot have conversations about racism without talking about whiteness.**
- **Education is about understanding the world and change it.**

- Ella Baker once said that the “reduction of injustice is not the same as freedom”
- The goal of abolitionist teaching is freedom. Freedom to create your reality, where uplifting humanity is at the center of all decisions.

Abolitionist Teaching (Bettina Love)

Closing Comments

Most teachers are committed to maintaining systems of domination-racism, sexism, class exploitation, and imperialism.

We are taught to believe that domination is “natural,” that it is right for the strong to rule over the weak, the powerful over the powerless.

Challenge the Status quo.

Dr. King taught us to understand that if “we are to have peace on earth” that “our loyalties must transcend our race, our tribe, our class, and our nation.”

“To be an antiracist is a radical choice in the face of this history, requiring a radical reorientation of our consciousness.” (Ibram X. Kendi)