

Anti-Blackness

Types

Overt /Covert Anti-Black Racism

Covert = Anti-Black Policies, Institutions & Ideologies

Things to do to address Anti-blackness

Enter into the Conversations/Committees/Work around anti-blackness, equity, diversity, inclusion, civil and social justice advocations for BIPOC, LGBTQ+, Women, the Differently Abled, those with mental health challenges, individuals who have different access to education, power or wealth, and those with differing cultural and/or religious ideologies - deliberately, intentionally explicitly and unapologetically

- Don't stumble/stray into or allow yourself to be voluntold for the work)

You will be challenged on your: Leadership / Scholarship / Points of view

- Contemplate the power of your position.
 - Understand and demonstrate in words and actions that:
 - Biased, discriminatory, adverse and otherwise inequitable actions are intolerable in every aspect of the operation, in every aspect of the work, in every aspect of the institution and the policies we operate under
 - Understand that you may not be able to change individual's minds, but you may be able to change individual's behaviors, particularly people who seek to deny employees, students and community members their humanity and their right to equitable outcomes.
 - Pay attention to the climate of the institution.
 - Create a space for dialogues around these topics to take place, so that individuals may be able to challenge harmful practices.
 - Develop a conscious goal of diversifying staff, faculty and managers
 - So that the community is more in line with the community make-up
 - To offer alternative examples of what excellence looks like throughout various disciplines.
 - Challenge/Interrupt screening processes to err on the side of inclusion.
 - Make it a goal to remove arbitrary markers used for hiring or funding when developing desired qualifications or funding criteria
 - Disaggregate data by race, gender and ethnicity collected by the institution so that groups end up with the most accurate information possible
 - Review policies with an equity lens. Who's privileged, who's marginalized? What systems do they maintain?

- Work quickly to correct issues with the understanding that the longer issues persist, the more students and cohorts will be affected by discriminatory practices.
- Advocate for the Board of Trustees to make statements about the institutions commitment to equitable practices and policies that are incorporated into your institutions educational plans.
- Review contracts, efficacy/faculty evaluations and forms, especially those which are used in the allocation of funding and resources...while paying attention to sections which may privilege certain groups or maintain status-quo.
- Pay attention to the theming where it pertains to institutional events or opportunities, Conferences and workshops, logos, mascots or meetings within the organization.
- Incentivize employee participation in events surrounding Diversity and Inclusion
- Examining Institutional Events, Spaces, and Professional Development Opportunities which are equitable to the community as well as the faculty, staff and students while being mindful of issues of access, equity and inclusion.
- Take an intersectional approach in examining institutional processes and practices...keeping in mind the spectrum of identities within any one marginalized or historically underserved group.
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“This is not work for the faint of heart, If you can’t run with the big dogs...stay on the porch in regards to this work” – QUOTE

“WHAT PEPOLE THINK OF YOU DOING THIS WORK IS NONE OF YOUR BUSINESS – ESPECIALLY when you take on the “sacred cows” of Academia

“White male supremacy is a universal concept. It is not unique to the United States, it is a pillar upon which the nation was founded, the government was established, and the constitution was created. White Male Supremacy influences formal and informal relationships between and among people in public and private spheres of life. Social and political constructions of oppression and discrimination against women and people of color – in particular, people of African descent – remain embedded in American political, economic, religious and educational institutions.” (Bill Hooks, 1995)

EVERYTHING MATTERS...

Multiple Domains

For colleagues who say “It’s not always about racism”, the reply should be until this nation can mitigate the extensive institutionally racist structures in every aspect of society, whether were talking about health care, finance, education, religion, housing, or the justice system....it is ALWAYS about race.

Nothing is small...so You have to be unrelenting