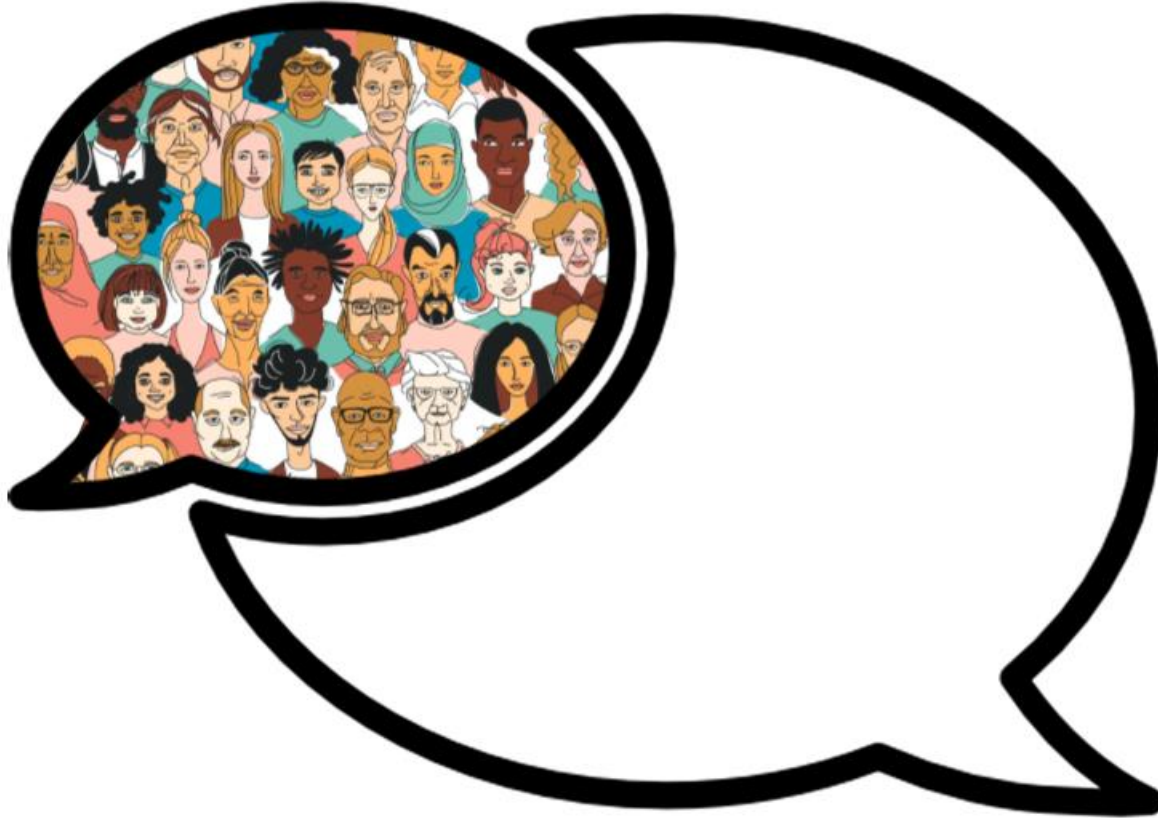


Breaking White Silence: What, Why & How



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Breaking White Silence: What, Why & How

Zoom Guidelines

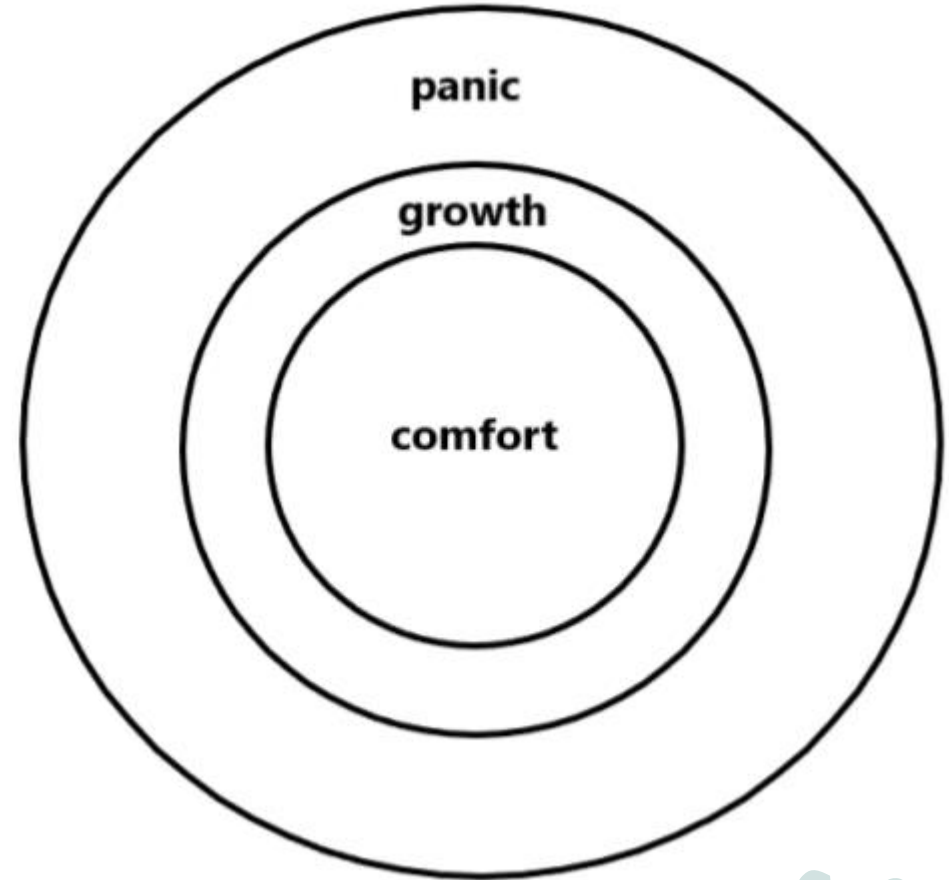
- Mute yourself → I will mute you
- To ask questions:
 - “Raise Hand” feature
 - Chat



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Group Guidelines

- 1. Speak from experience**
“I find myself thinking...”
“I find myself wondering...”
“I notice that I feel...”
- 2. Brave space**
(lean into learning; lean into discomfort)
- 3. Challenge yourself** to move out of your comfort zone
- 4. Take care of yourself**
- 5. Step forward/Step back**
- 6. Listen to overall messages**



Breaking White Silence: What, Why & How

Our bodies

Anti-racism work is experienced through our bodies, not just our thoughts

- **Informative: signs of discomfort**
- **Useful: integrate/release emotion**

-Breathe

-Body check

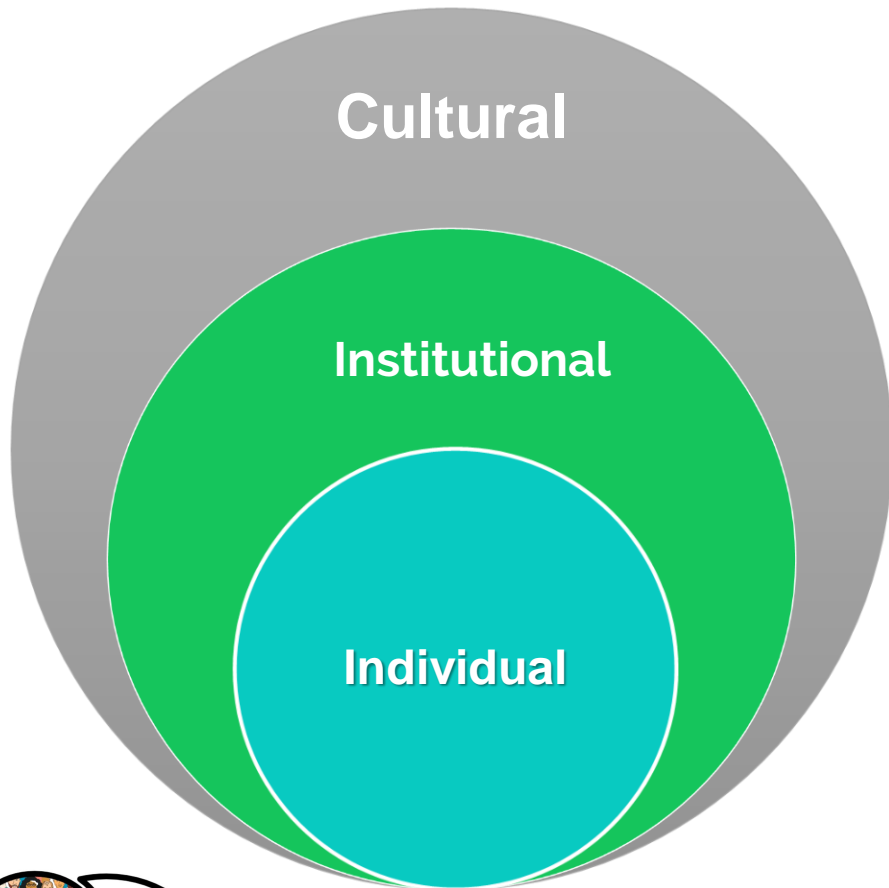


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Levels of Oppression



Cultural Oppression: Values, norms, societal expectations, ways of thinking and ways of knowing that form institutions individual patterns of oppression.

- Examples: standards of beauty that are unrealistic for women, narrow definitions of gender expression, etc.

Institutional Oppression: Social institutions (media, education, health services, and government) that maintain and perpetuate oppression through laws, practices, policies, and norms.

- Examples: marriage being legal only for heterosexual couples, public schools more racially segregated than in 1950s, etc

Individual Oppression: Personal attitudes, behaviors, and beliefs that maintain and perpetuate oppression.

- Examples: believing people with mental disabilities are not capable of working, telling homophobic jokes, throwing a sexist theme party, etc.



Breaking White Silence: What, Why & How



yaya
@malyeff



White privilege isn't "your life is easy because you're white" white privilege is "your life isn't made harder because of your white skin." No one is saying your life is easy and you don't have troubles, but unlike people of color, those troubles aren't BECAUSE of your whiteness.



Breaking White Silence: What, Why & How

What White Privilege is NOT

- the suggestion that White people have never struggled
- the assumption that everything a White person has accomplished is unearned

White Privilege IS

- a built-in advantage for White people, separate from one's level of income or effort
- white privilege exists because of historic, enduring racism and biases
- white privilege is both a legacy and a cause of racism



Breaking White Silence: What, Why & How

Racism: “Individual- and group-level processes and structures that are implicated in the reproduction of racial inequality.”

Racism can only exist when one group has power and influence over another.

Systemic Racism happens when these structures or processes are carried out by groups with power, such as governments, businesses or schools.



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Bias: Conscious or unconscious prejudice against an individual or group based on their identity.

Racism is what happens when **bias** translates into action.



Breaking White Silence: What, Why & How

Racism is what happens when **bias** translates into action.

Bias example

- unconsciously or consciously believing that people of color are more likely to commit crime or be dangerous

Bias causes thoughts, feelings, and emotions

- becoming anxious if you perceive a black person is angry

Racism examples

- A person crosses the street to avoid walking next to a group of young black men.
- A person calls 911 to report the presence of a person of color who is otherwise behaving lawfully.
- A police officer shoots an unarmed person of color because he “feared for his life.”
- A federal intelligence agency prioritizes investigating black and Latino activists rather than investigate white supremacist activity.



Breaking White Silence: What, Why & How

Privilege = Unearned, unasked for, often invisible benefits and advantages only readily available to agent groups.

Oppression = The systematic subjugation of subordinated groups by those with social power (privileged groups).

Privilege + Power = Oppression.



Breaking White Silence: What, Why & How

White Supremacy

White supremacy is a system of structural and societal racism which privileges white people over everyone else, regardless of the presence or absence of racial hatred. White racial advantages occur at both a collective and an individual level.



Overt White Supremacy (Socially Unacceptable)

Lynching
Hate Crimes
Blackface The N-word
Swastikas Neo-Nazis Burning Crosses
Racist Jokes Racial Slurs KKK

Calling the Police on Black People White Silence Colorblindness
White Parents Self-Segregating Neighborhoods & Schools
Eurocentric Curriculum White Savior Complex Spiritual Bypassing
Education Funding from Property Taxes Discriminatory Lending
Mass Incarceration Respectability Politics Tone Policing
Racist Mascots Not Believing Experiences of BIPOC Paternalism
"Make America Great Again" Blaming the Victim Hiring Discrimination
"You don't sound Black" "Don't Blame Me, I Never Owned Slaves" Bootstrap Theory
School-to-Prison Pipeline Police Murdering BIPOC Virtuous Victim Narrative
Higher Infant & Maternal Mortality Rate for BIPOC "But What About Me?" "All Lives Matter"
BIPOC as Halloween Costumes Racial Profiling Denial of White Privilege
Prioritizing White Voices as Experts Treating Kids of Color as Adults Inequitable Healthcare
Assuming Good Intentions Are Enough Not Challenging Racist Jokes Cultural Appropriation
Eurocentric Beauty Standards Anti-Immigration Policies Considering AAVE "Uneducated"
Denial of Racism Tokenism English-Only Initiatives Self-Appointed White Ally
Exceptionalism Fearing People of Color Police Brutality Fetishizing BIPOC Meritocracy Myth
"You're So Articulate" Celebration of Columbus Day Claiming Reverse-Racism Paternalism
Weaponized Whiteness Expecting BIPOC to Teach White People Believing We Are "Post-Racial"
"But We're All One Big Human Family" / "There's Only One Human Race" Housing Discrimination

Covert White Supremacy (Socially Acceptable)



The
Conscious
Kid

Breaking White Silence: What, Why & How

White Silence

White silence is experienced by members of the White culture who, during discussions of racial tension, experience emotions ranging from shame and guilt to anger and despair.



Breaking White Silence: What, Why & How

Resources

How to respond if you get called out for saying something offensive

<https://everydayfeminism.com/2017/05/allies-say-this-instead-defensive/>

21-Day Racial Equity Habit Building Challenge

<https://debbyirving.com/21-day-challenge/>

Anti-Racism Resource List

https://docs.google.com/document/d/1S5uckFHCA_XZkxGoZg5U4GQGbY_RklZARwu43fqJH0E/edit?usp=sharing

I keep an updated list of resources for racial equity at: <https://www.tamrosas.com/resources-racial-equity>



Breaking White Silence: What, Why & How

Actions in multiple areas

- Talk to family and friends
- Keep learning and listening
- Give/support
- Speak out
- Listen when called out
 - Own it and invite feedback go learn
- Use your privilege to ask questions in the (workplace, in politics, in schools)

