

History of Race, Racism & Discrimination in America

An Action-Oriented Learning Workshop

Presented by

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Learning Objectives

- Working agreement
- What race is and why it matters
- Individual, systemic and institutional racism
- Implicit Bias and Microaggressions
- Reflections on how we can create space for change
- Encourage discussions and questions throughout the session



Working Agreement

- Listen to *understand*, not to respond
- Show respect
- Be honest
- Be authentic
- Practice open mindedness
- Make room for mistakes and revisions
- This is a **discussion**, not a debate. Remember that “I” statements invite, while “You” statements accuse. (i.e. “*I feel hurt when ..*” vs “*You hurt me..*”)
- Be accountable for what you say
- Non-attribution policy outside this room

Zoom Working Agreement

- Please stay muted when the facilitator is presenting and/or another attendee is talking.
- If you're reluctant to share a comment or question, reach out to the facilitators privately to share it anonymously via Zoom private chat.
- Use the Zoom 'Raise the Hand' feature to share a feedback or ask a question.
- We encourage you to have your video on, but this is optional.

What is “Racial Justice”? What does that term mean to you?

- Pause and reflect individually
- Share out ideas to the group.



Race is a social construction, but is very real in its psychological and material consequences.

- Examples
 - Native American genocide
 - Immigration history & exclusion
 - Japanese internment
 - Enslavement and reproductive laws around ownership of bodies--legacies of enslavement
- We are often not taught this comprehensively in K-12 schools

History of Anti-Black Racism

Black Codes - states passed black codes that severely limited the rights of Black people, many of whom had been enslaved.

Jim Crow Laws - segregation statutes and ordinances established throughout the American South.

Redlining - African Americans across the country were largely denied the intergenerational wealth of home ownership. Automatically denied home loans.



Individual Racism

- ...happens when a person has conscious thoughts that one race is better than another or takes action based on these thoughts. It can take the form of explicit bigotry or unconscious or ignorant microaggressions.
- ...This kind of racism can be addressed by helping to raise awareness in the individual person.



Implicit Bias

The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.

Microaggression

A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority).

- Microinsult
- Microassault
- Microinvalidation

LET'S TALK

Can you think of real life examples of implicit bias or microaggressions at your workplace?

Real Life Examples of Implicit Bias/Microaggressions

Microaggressions

Microinsults

- “You’re strong for a girl”
- Clutching one’s belongings tightly when passing a Black man
- Assuming Asians are good at math

Microassaults

- racial slurs
- offensive imagery
- making or finding humor in bigoted jokes

Microinvalidation

- “I don’t see (race) color” perspective (aka “colorblindness”)
- “Where are you from? Where are you *really* from?”
- Denying bigotry exists or has a harmful effect on victims

Examples from Academia:

- Supervisor questioned my ability to read and write. (I have two graduate degrees.) She had to pre-approve all emails that I sent.
- My supervisor was more willing to sponsor and mentor thriving workers who looked like them as opposed to people of color who had equivalent skills and ambition.
- A supervisor shared with the unit an article that dehumanized people from my culture.
- A peer joined a department wide meeting with a racially inappropriate meme as a Zoom background during a time when protests and racial tensions were at an all time high in our city.
- A supervisor constantly mis-pronouncing an employee’s name even after being corrected several times.
- Being called disrespectful and combative for wanting to discuss EDI issues and propose ways our department could be more equitable.

Connection between individual and systemic racism

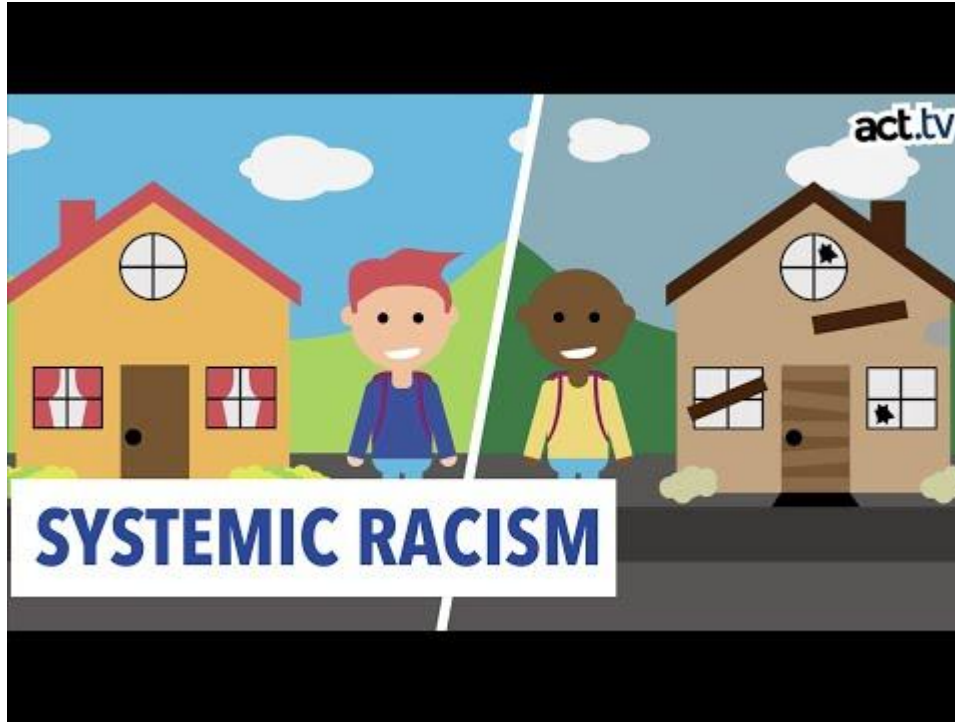
- Institutions are maintained, sustained, and changed by individuals.
- If we miraculously had no racists in our society, we would still have racism. Why?



SYSTEMIC RACISM = INSTITUTIONAL + STRUCTURAL

- **Systemic racism:** racial discrimination that has been incorporated into the structures, processes and procedures of organizations; institutions; and broad social, legal, and economic practices that routinely advantage whites while having adverse, cumulative effects for non-whites.
- Systemic racism can only be changed by noticing broader patterns of behavior and looking for ways to change how institutions operate.
- Institutional racism does not necessarily entail overt racism or individual intent.

Systemic Racism: What does it mean?



LET'S TALK

What are some examples of structures, policies, and practices that perpetuate systemic racism in academia?



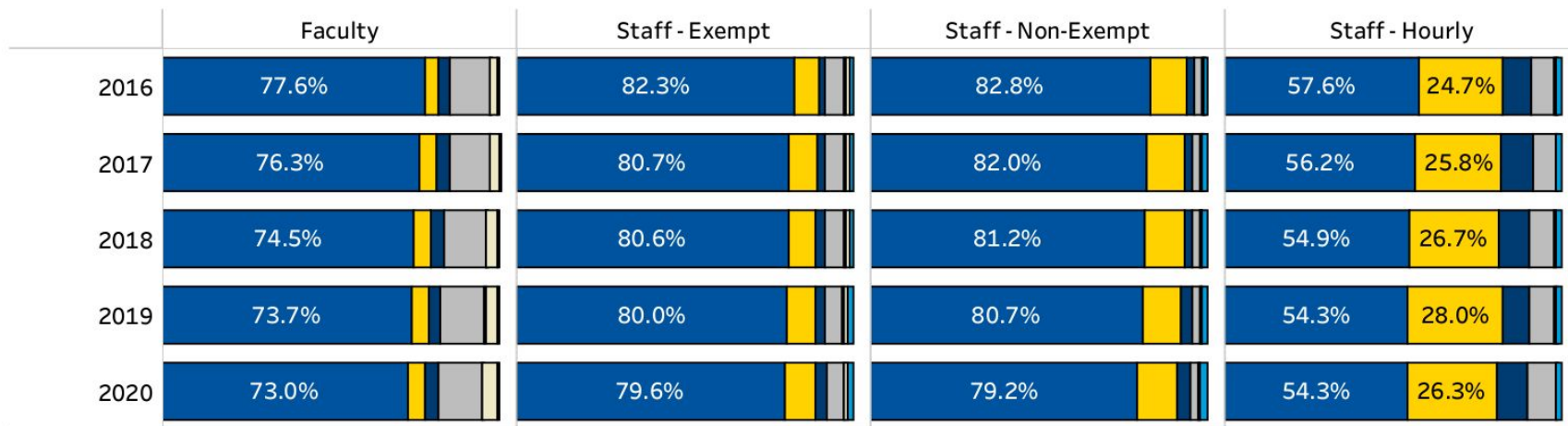
The Debt of Racism at UD : Undergraduate enrollment

Newark Undergraduates by IPEDS Race/Ethnicity

	2016		2017		2018		2019		2020	
	N	%	N	%	N	%	N	%	N	%
Grand Total	17,669	100.0%	18,144	100.0%	18,221	100.0%	18,135	100.0%	17,710	100.0%
White	12,954	73.3%	13,117	72.3%	12,999	71.3%	12,485	68.8%	12,105	68.4%
Black or African American	951	5.4%	951	5.2%	953	5.2%	985	5.4%	1,010	5.7%
Hispanic or Latino	1,347	7.6%	1,434	7.9%	1,461	8.0%	1,529	8.4%	1,559	8.8%
Asian	905	5.1%	929	5.1%	956	5.2%	958	5.3%	946	5.3%
American Indian or Alaska Native	17	0.1%	25	0.1%	21	0.1%	19	0.1%	21	0.1%
International	743	4.2%	876	4.8%	954	5.2%	1,016	5.6%	936	5.3%
Other	752	4.3%	812	4.5%	877	4.8%	1,143	6.3%	1,133	6.4%

The Debt of Racism at UD (Faculty/Staff data)

Overall Employee Breakdown by Category, Gender, and IPEDS Race/Ethnicity (Full-time & Part-time)
Fall 2016 through Fall 2020



Reflection Questions



LET'S TALK

- What specific challenges do students/faculty/staff of color face?
- How can UD help break down the biases that students, staff, and faculty face?
- Have students/staff/faculty of color experienced any of the biases described in the [HBR article](#) shared with you?

Final thoughts/questions



Artwork: "Believe"
by Laura Vasquez Rodriguez

Resources

- [Anti-Racism in Academia](#)
- [UD's Anti Racism Initiative](#)
- [BlackIllustrations.com](#)
- [UD's Institutional Research and Effectiveness](#)
- [Jim Crow Laws and Racial Segregation](#)
- [How to promote Racial Equity in the workplace](#)
- [Kirwan Institute Implicit Bias Training](#)
- [How to tell someone they are racist: Jay Smooth](#)
- [Systemic Racism Explained](#)