

Welcome! While you're waiting...

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Select "..."

Select "Rename"

Set your name to "YourName"

- Pronouns - Location

*Ex. Jess Wyatt - She/Her -
Baltimore*

Set Gallery View

We encourage you to have your camera on.

To see more participants choose "Gallery View" from the top corner of your Zoom.



Speaker



Thumbnail

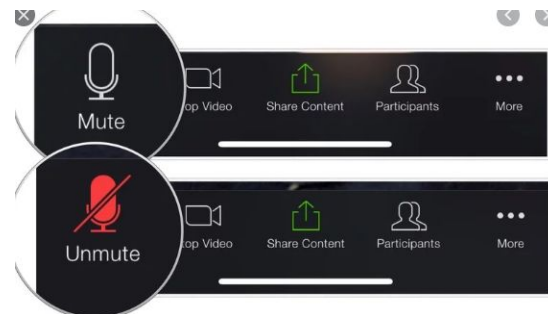


Gallery

Mute Yourself

Muting yourself amplifies the voices of those speaking.

Your "Mute" control is at the bottom left of your window.



Quiet Violence

Overcoming Overthinking for Anti-Racist ABCDing

When working in community, what's the volume of your voice in an anti-racist space? As three white women living and working with communities of color in Baltimore City, we are constantly pulling our feet out of our mouths and back on the ground. Join us for a compassionate wake up call as we use the storytelling as an asset mapping tool to process the quiet violence we have caused or witnessed.

Before We Get Started...

Community Agreements

Privacy Disclosures:

Opting into this space is opting into being recorded and being captured in screenshots.

ALL chat activity is shared with hosts, including 'private' chats between attendees.

What is said here, what you see here, let it stay here - leave the details, take the lessons.

Keeping a beginner's mind: be curious, participate, listen as if you may be wrong

This is not therapy.

This is not a debate stage.

ABCD practices are rooted in indigenous wisdom, in some cases appropriated and redeployed through the lens of white supremacy

A Moment of
Silence

Land Acknowledgement

From the University of Maryland, Baltimore, Writing Center and Mario Harley, Member of the Piscataway Nation Council ©2019

<https://www.umaryland.edu/writing/events/perspectives-in-health-law-and-human-services-indigenous-languages-and-cultures-in-our-practice/land-acknowledgement/>

We gather here today on Turtle Island, the Indigenous term for the North American continent.

We are convening on the ancestral land of the Paskestikweya people in Baltimore City.

We humbly offer our respects to the elders, past and present citizens, of the Cedarville Band of the Piscataway Conoy, the Piscataway Indian Nation, and the Piscataway Conoy Tribe, all Algonquian Peoples.

Overview of Our Time Together...

Introductions

Land acknowledgement, community agreements, restorative language

Introduce Framework

Becky and Katie will model storytelling

5 min story; 5 min Q&A in Chat

Diagram a Story / Teach Framework

(+5 Min Bio Break)

Small Breakouts for Story Share (15 min) w/o Host

3-5 people each group

Large Breakouts (3 Total) with Hosts

Work Through 1-2 Example Stories

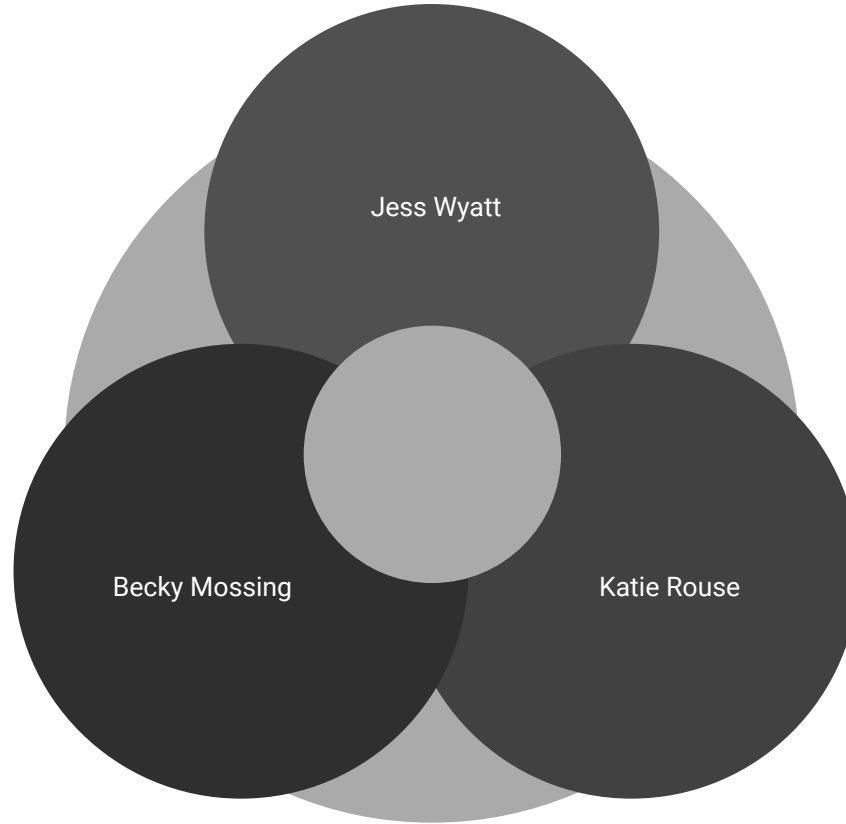
Share Tools

Full group

Takeaway Share Outs in Chat

Guided Meditation & Closing

This is us...



A Few Definitions...

Antiracist

"To be antiracist is to think nothing is behaviorally wrong or right -- inferior or superior -- with any of the racial groups. Whenever the antiracist sees individuals behaving positively or negatively, the antiracist sees exactly that: individuals behaving positively or negatively, not representatives of whole races. To be antiracist is to deracialize behavior, to remove the tattooed stereotype from every racialized body. Behavior is something humans do, not races do."

- Ibram X. Kendi

White Supremacy

"White supremacy is a racist ideology that is based upon the belief that white people are superior in many ways to people of other races and that therefore, white people should be dominant over other races. White supremacy is not just an attitude or way of thinking. It also extends to how systems and institutions are structured to uphold this white dominance...this idea that white supremacy only applies to the so-called "bad ones" is both incorrect and dangerous, because it reinforces the idea that white supremacy is an ideology that is only upheld by a fringe group of white people"

- Layla F. Saad

We Will Use Restorative Language

Restorative language encourages positive interaction.

Restorative language uses “I” statements to remain nonjudgmental, gives the speaker positive feedback through empathetic listening, and encourages him/her to speak using restorative questions.

From:

https://blog.cps.edu/wp-content/uploads/2017/08/CPS_RP_Booklet.pdf



Empathetic listening:

I hear you saying that you are still very upset about what happened. Although I am upset, too, I want to hear your side of things. Go ahead and tell me what's on your mind.



Restorative Questions:

*What happened?
What were you thinking and feeling at the time?
Who do you think has been affected?
What do you think you need to do to make things right?*



“I” statements:

When I heard you speaking to Kyle in the way you did, I felt frustrated because I value the respect that we've built in this classroom.

Quiet Violence

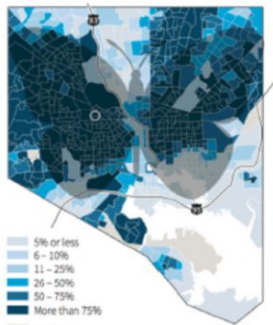
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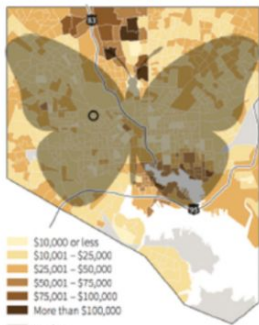


We're Zooming at You From...

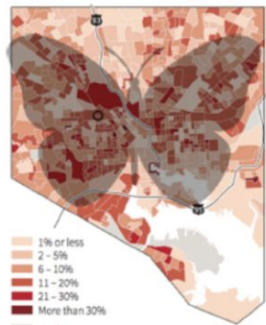
AFRICAN AMERICAN (BLUE)



LOW INCOME (LIGHTER)

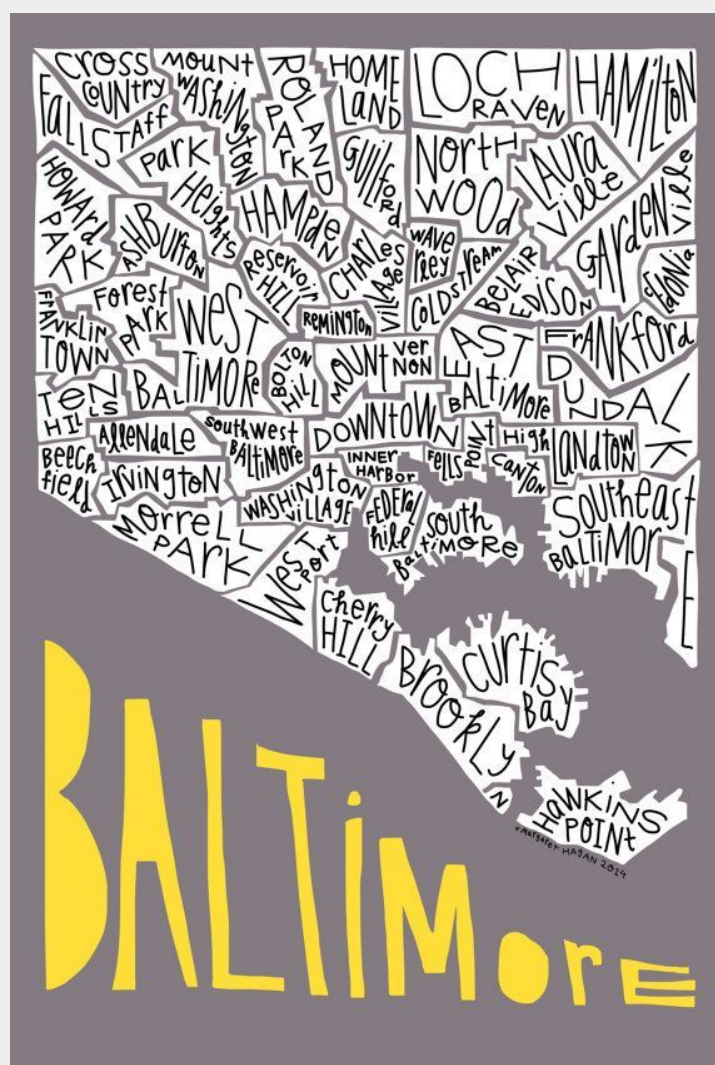


UNEMPLOYMENT (RED)



Sources: 2013 American Community Survey estimates, U.S. Census Bureau; Open Baltimore, City of Baltimore; Reuters

C.Chen, 28/06/2015



Storytelling

Another way to map assets

External/Objective:

Who was there?

What happened?

What was the immediate observable impact?

Internal/Subjective:

What was I thinking/feeling?

What was the other person thinking/feeling
(and how did I learn that?)

Restorative Action:

What did I learn?

How did (or didn't) I take responsibility for
harm caused?

What could I have done differently?

What will I do moving forward?

Your Turn

Using the format, share a story where you caused unintended harm

External + Internal + Reflection = Restorative Action

Bio Break!

Doing the Work

Unpacking + Observing + Building together + Name takeaways

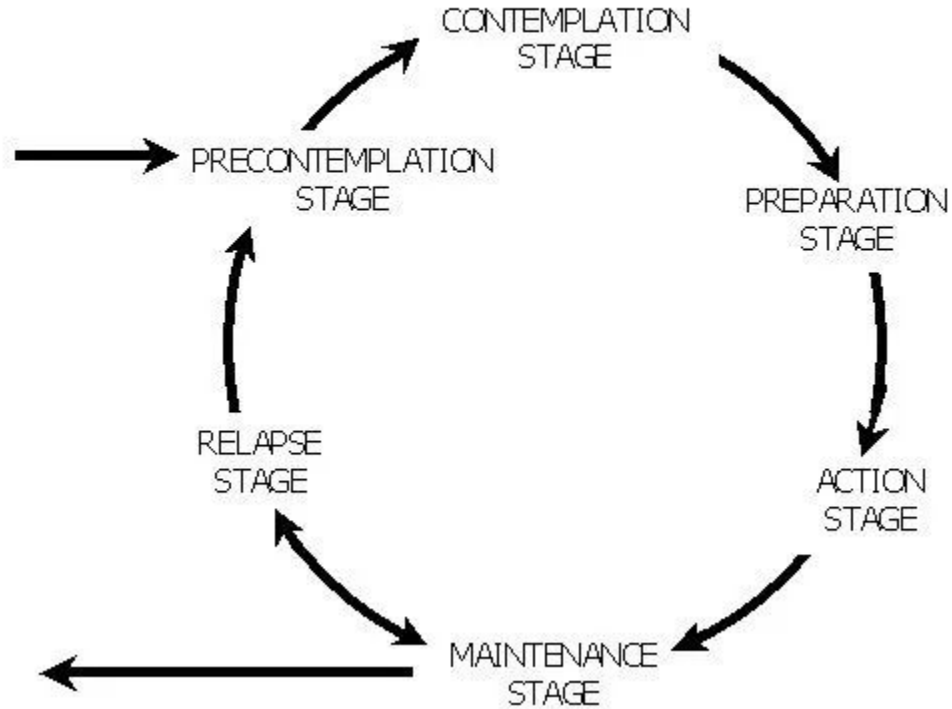
Takeaways

Learning from one another

Please type in the chat a brief share out from your experience today

FORGET ABOUT GOALS, FOCUS ON SYSTEMS INSTEAD





Stages of Change Model by Prochaska and DiClemente

Transitioning Out of This Space

We don't plant the seeds so we can eat the fruit.

We plant the seeds and tend to the land while cultivating, and caring for the trees to nourish future generations.

Want to stay
connected?

Jess Wyatt: jhwyatt@gmail.com

Katie Rouse: kathryn.b.rouse@gmail.com

Resources

Internet Finds

- [AWAKE to WOKE to WORK: Building a Race Equity Culture](#)
- ["The Black Butterfly": Racial Segregation and Investment Patterns in Baltimore](#)
- [When White Feminists Respond to Anti-Racism Like Men Respond to Feminism](#)
- [James Clear, "Great Talks Most People Have Never Heard" \(including transcripts\)](#)
- [THE CHARACTERISTICS OF WHITE SUPREMACY CULTURE From Dismantling Racism: A Workbook for Social Change Groups, by Kenneth Jones and Tema Okun](#)
- [Community Story Mapping: The Pedagogy of the Griot](#)
- [The Inequality of Urban Investments](#)
- [How to not be a "Karen": Managing the tensions of antiracist allyship](#)
- <https://www.baltimoresun.com/citypaper/bcpnews-two-baltimores-the-white-l-vs-the-black-butterfly-20160628-htmlstory.html>

Books

- [How to Be Antiracist](#) by Ibram X. Kendi
- [me and white supremacy](#) by Layla F. Saad
- [Atomic Habits](#) by James Clear
- [Not in My Neighborhood](#) by Antero Pietila
- [Between the World and Me](#) by Ta Nehisi Coates

Just in Case

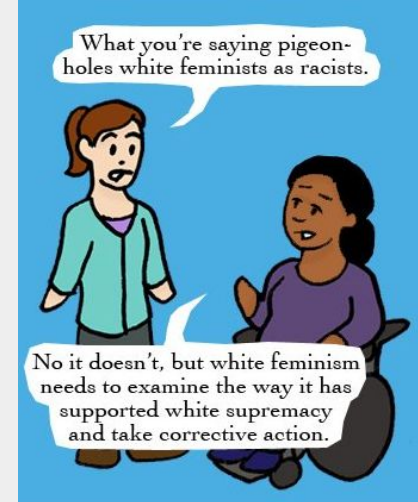
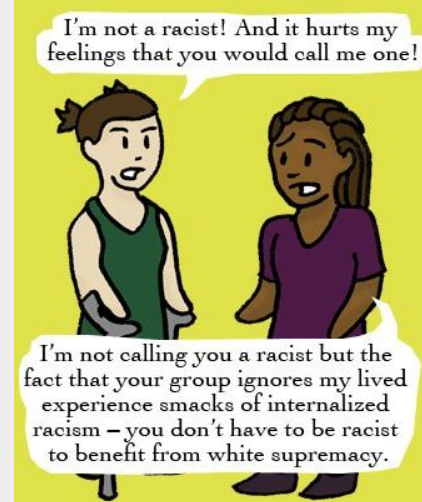
When White Feminists Respond to Anti-Racism Like Men Respond to Feminism

[September 8, 2015 by Alli Kirkham](#)

"I don't see color," "All lives matter," "Why do you have to make it about race?"

Some of the responses we get to anti-racism sound awfully familiar – and that's because they're the same arguments anti-feminist men use to dismiss the value of feminism.

With Love,
The Editors at Everyday Feminism





[The 7 Circles of Whiteness](#) @blackandembodied (ig)

CIRCLE 1: WHITE TERRORIST.

- BRUTAL VIOLENCE AGAINST BLACK BODIES
- RACIST AND DEROGATORY SLURS
- WHITE NATIONALISM
- WHITE SEPARATISM
- ACTIVELY TARGETING BLACK BODIES
- POLICE BRUTALITY
- LYNCHINGS
- HATE CRIMES
- ALT-RIGHT
- MOST LIKELY TO BE SEEN WITH A GUN IN A PUBLIC LOCATION. I.E. A RESTAURANT OR THEIR KIDS BIRTHDAY PARTY.
- MAGA (MAKE AMERICA GREAT AGAIN)
- INTIMIDATION TACTICS
- CONFEDERATE FLAGS
- RIGID PATRIOTISM
- ANTI-TAKE A KNEE
- BLUE LIVES MATTER
- KKK
- FUNDERS AND SUPPORTERS OF THE PRISON-INDUSTRIAL COMPLEX
- USES WHITE EVANGELICAL RHETORIC TO JUSTIFY RACISM

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CIRCLE 2: THE POST RACIAL BELIEVERS.

- TALKS ABOUT RACIAL TOLERANCE
- "I HAVE BLACK NEIGHBORS"
- POLICES THOSE BLACK NEIGHBORS
- USING LANGUAGE SUCH AS "COLORED" TO DESCRIBE BLACK PEOPLE IN THE U.S.
- BOOTSTRAP THEORY FOLKS
- USES TERMS LIKE "BOY" TO DESCRIBE GROWN BLACK MEN
- EXPECTS BLACK WOMEN TO BE THE MAMMY
- NEVER FEEL "SAFE" AROUND BLACK PEOPLE
- "I DON'T SEE COLOR"
- "OBAMA FIXED IT"
- BELIEVERS OF THE "AMERICAN DREAM"
- CONSTANTLY DOWNPLAYS BLACK EXCELLENCE AND USES THE AFFIRMATIVE ACTION CARD.
- WHITE EUROCENTRIC CHRISTIANITY VALUES, "WE ARE ALL THE SAME IN THE EYES OF GOD"
- WHITE WOMEN CLUTCHING THEIR PURSE OR LOCKING THEIR CARS WHEN A BLACK PERSON WALKS BY
- VICTIM BLAMING
- SUPERIORITY COMPLEX
- MAY HAVE A MULTIRACIAL PERSON IN THE FAMILY, THAT IS THEY HAVE WHITE WASHED
- EXPECTS BLACK PEOPLE TO JUMP AND DO THINGS LIKE CARRY THEIR GROCERIES TO THE CAR
- UNCOMFORTABLE AROUND TOPICS OF RACE AND THINKS THAT TALKING ABOUT RACE ISSUES CREATES DIVISION

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CIRCLE 3: THE OBLIVIOUS INSTIGATORS.

- CULTURAL APPROPRIATION
- LOVES WHITE WASHED BLACK PEOPLE
- FETISHIZES AND SEXUALIZES BLACK MEN
- WHITE TEARS/ FRAGILITY
- MICROAGGRESSIONS
- ALL LIVES MATTER
- "REVERSE RACISM"
- WHITE SAVIORISM
- PLAYS "DEVIL'S ADVOCATE" AND INVALIDATES EXPERIENCES OF RACISM
- SOCIAL JUSTICE ISSUES RELATED TO THINGS THAT CENTER WHAT THEY ARE GOING THROUGH
- HAVE NO LOYALTY TO BLACK PEOPLE AND WILL OFTEN SELL YOU OUT IF PRESENTED WITH THE OPPORTUNITY
- "IF YOU SAY IT NICER, I MIGHT LISTEN...YOU ARE PUSHING ME AWAY"
- WHITE POLICING
- "ALL WHITE PEOPLE ARE NOT BAD"
- ELITISM
- ENTITLEMENT
- CALLING THE POLICE BECAUSE THEY DON'T FEEL "COMFORTABLE"
- THINKS THAT BIRACIAL CHILDREN EXCUSE THEM FROM RACISM
- "I AM A GOOD WHITE PERSON"
- BIG ON AUTHORITARIANISM/ RULE FOLLOWING
- OFTEN USES THE "M" WORD AS A "JOKE" AND CALLS YOU DRAMATIC FOR GETTING UPSET ABOUT IT
- FEELS ENTITLED TO BLACK BODIES, "I DON'T KNOW WHY YOU'RE OFFENDED THAT I TOUCHED YOUR HAIR WITHOUT CONSENT, IT'S JUST HAIR"

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CIRCLE 7: THE LIFELONG STUDENT.

- PAYS FOR ALL FORMS OF LABOR PERFORMED BY BLACK PEOPLE
- CENTERS THE MOST MARGINALIZED
- ACTIVELY ENGAGES IN INTROSPECTION AND DISMANTLING RACISM IN THEMSELVES
- ADDRESSES RACISM AT EVERY INSTITUTIONAL AND SYSTEMIC LEVEL
- CENTERS LEARNING AND RESEARCH OF BLACK PEOPLE ESPECIALLY THOSE WITH THE MOST MARGINALIZATION
- KNOWS THAT THEY NEVER ARRIVE
- HONORS BLACK LIBERATION AND HEALING
- NOT IMPOSING ON BLACK TIME (BLACK PEOPLE NEED TO BE IN SPACES WITHOUT WHITE PEOPLE AS OFTEN AS POSSIBLE)
- STRONG UNDERSTANDING OF RACIAL TRAUMA AND THEIR ANCESTRAL, HISTORICAL, AND CURRENT IMPACT
- DEALS WITH WHITE FRAGILITY WITH FELLOW WHITE PEOPLE
- LISTENS AND CHALLENGES WHITE SAVIORISM
- ACCOUNTABILITY/ CHANGED BEHAVIOR
- UNDERSTANDS THAT RECONCILIATION DOES NOT MEAN THAT YOU ARE ALLOWED BACK IN THAT PERSON'S LIFE
- USES PRIVILEGE TO BE KEY MAKERS VERSUS GATE KEEPERS
- CONSTANTLY UNPACKING WHITE SUPREMACY AND CHALLENGING WHITE CULTURE W/O APPROVAL
- NOT EXPECTING BLACK PEOPLE TO SHOW UP A CERTAIN WAY
- KNOWING THEIR MERE PRESENCE IS HARMFUL
- UNDERSTANDING THAT THEY WILL NEVER FULLY BE TRUSTED BY BLACK PEOPLE, MAKING PEACE WITH THAT

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CIRCLE 4: THE NEEDY ALLY.

- FOCUSED ON "GETTING ANTI-RACISM RIGHT" (PERFECTIONISM)
- READ "WHITE FRAGILITY", HAS NOT ADDRESSED THEIR OWN
- "I AM ABOVE OTHER WHITE PEOPLE"
- WHITE DISTANCING TO BE AN EXCEPTION
- ARRIVAL AT ANTI-RACISM MINDSET
- BRAGGING ON THE FEW TIMES THEY FOUGHT BACK AGAINST RACISM IN ORDER TO GAIN APPROVAL
- NEEDING TO CENTER THEMSELVES IN TOPICS ABOUT RACE
- NEED CONSTANT VALIDATION AND EMOTIONAL INVESTMENT FROM BLACK PEOPLE.
- OFTEN HAS WHITE TERRORIST FAMILY MEMBERS THAT THEY ARE STRUGGLING TO CHANGE OR CONVINCE
- CO-OPTING THE WORK OF POC AND TRYING TO MAKE IT THEIR OWN I.E. WHITE WOMEN AND YOGA.
- CAN ADMIT TO HOLDING PRIVILEGE, BUT REFUSES TO BE HELD ACCOUNTABLE
- RACE SPLAINING
- CONSIDERS THE TRUMP ELECTION TO BE THE EPITOME OF WHEN THINGS "GOT BAD"
- NEEDS TO COLLECT BLACK FRIENDS/TOKENIZATION
- GOOD "WHITE" ALLY MENTALITY
- IMPULSIVE AROUND RACIAL JUSTICE OFTEN CAUSES MORE HARM
- WILL OFTEN VENT TO BLACK PEOPLE ABOUT THEIR FRUSTRATIONS WITH POLITICS, USUALLY TAKES UP A LOT OF SPACE AND LEAVES BLACK PEOPLE EMOTIONALLY EXHAUSTED AND DEPLETED

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CIRCLE 5: THE PASSIVE AGGRESSIVE OPPRESSOR.

- WHITE FEMINIST
- VALUES WHITE RESEARCH AND EXPERIENCE OVER THE LIVED EXPERIENCES OF BLACK PEOPLE
- DIVISIVE AND OFTEN TRIES TO TURN BLACK PEOPLE AND POC AGAINST EACH OTHER
- MANIPULATIVE
- INTENT VERSUS IMPACT
- NOT PAYING FOR BLACK LABOR
- ABUSES POWER TO SILENCE AND CONTROL BLACK WOMEN
- VICTIMIZES SELF WHEN CHALLENGED AROUND TOPICS OF RACE
- DEGRADES BLACK PEOPLE WHO DON'T AGREE WITH THEM
- TOKENIZES POC AND BLACK PEOPLE
- WHITE NARCISSISM
- NO ACCOUNTABILITY AND VERY SKILLED AT DEFLECTING AND
- GASLIGHTING
- LOVES WHITE WASHED POC AND BLACK PEOPLE
- COMES ACROSS LIKE THEY "GET IT"
- EXPERT VERSUS LISTENER/LEARNER MENTALITY
- IMPLEMENTS RESPECTABILITY POLITICS
- DOES NOT VALUE BUILDING TRUST AND RAPPORT, BUT EXPECTS IT FROM BLACK PEOPLE
- GATEKEEPER MENTALITY
- TYPICALLY THE FACE FOR ANTI-RACISM IN THEIR SOCIAL CIRCLES OFTEN LOSES THE TRUST OF BLACK PEOPLE IN THEIR LIVES

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CIRCLE 6: THE DO "GOODER".

- CAN BE INVALIDATING AND ENGAGE IN SILVER LINING TALK, "WELL AT LEAST...LET'S LOOK AT THE POSITIVES"
- STILL SUPPORTS HARMFUL WHITE PEOPLE IN THEIR LIVES TO MAINTAIN THEIR SOCIAL STATUS/COMFORT
- LISTENS TO CERTAIN BLACK PEOPLE, BUT STILL DO NOT CENTER TRANS AND CIS BLACK WOMEN
- OVERCOMPENSATING IN ALLSHIP
- SPEAKING ON BEHALF OF COMMUNITIES
- THINKING THEY KNOW WHAT'S BEST FOR A BLACK PERSON OR COMMUNITY
- VIEWS BLACKNESS AS A MONOLITH
- MAY BE COMPLACENT IN ISSUES THAT CAUSE DISCOMFORT
- DOES NOT CHALLENGE INSTITUTIONS/PROBLEMATIC WHITE PEOPLE
- "OMG YOU ARE MY OPRAH OR MICHELLE OBAMA"
- USES POLITICAL CORRECTNESS/ ACADEMIA TERMINOLOGY
- INTELLECTUALIZES OUR LIVED EXPERIENCES SO THAT IT HAS MORE "CREDIBILITY"
- PLAYS UP THEIR MARGINALIZED IDENTITIES TO EXCUSE THEIR RACISM
- SEEKS APPROVAL AND SELF ADVANCEMENT
- "YOU CAN ALWAYS COME TO ME" BUT DOES NOT HAVE THE TOOLS TO EFFECTIVELY SUPPORT BLACK PEOPLE

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contradictions for white people in racial justice work

