

Foundry United Methodist Church  
**Journey to Racial Justice**

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**Racial Justice 101**  
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Shorter-Gooden Consulting

# Goals — For participants:

- To gain an understanding of racism and its various manifestations, including systemic racism and implicit racial bias.
- To differentiate between equality and equity.
- To deepen awareness of personal strengths and limitations/areas of growth with respect to advancing racial equity and justice.
- To strengthen the capacity to talk about race and racism directly and candidly.



# Community Agreements

- Be fully present. Live video, if able.
- Recognize we are all in process.
- Step up, step back.
- “Said” stays, “learned” leaves.
- Use Chatbox judiciously.
- Lean into discomfort.



# Check-In

My name is \_\_\_\_\_ and one thing that's on my heart/mind related to race/racism (OR one thing that I hope to learn this evening) is \_\_\_\_\_.



# Racism

Racism is a system of structuring opportunity and assigning value based on phenotypic properties (i.e., skin color and hair texture associated with “race” in the United States) and assumptions (and social conventions) about ancestry that:

- Unfairly *disadvantages* some individuals and communities
- Unfairly *advantages* other individuals and communities
- Ultimately undermines the full potential of the whole society through the waste of human resources.

-Camara Phyllis Jones

Centers race *AND* addresses sexism, classism, heterosexism, transphobia, ableism, religious bias, ageism, lookism ....



# Systemic Racism

“Systemic racism includes the policies and practices entrenched in established institutions, which result in the exclusion or promotion of designated groups. It differs from overt discrimination in that no individual intent is necessary.”

<http://www.ucalgary.ca/cared/formsfracism>

# Video – Systemic Racism Explained

(4.5”)

[https://www.youtube.com/watch?v=YrHIQIO\\_bdQ](https://www.youtube.com/watch?v=YrHIQIO_bdQ)



# Inequality

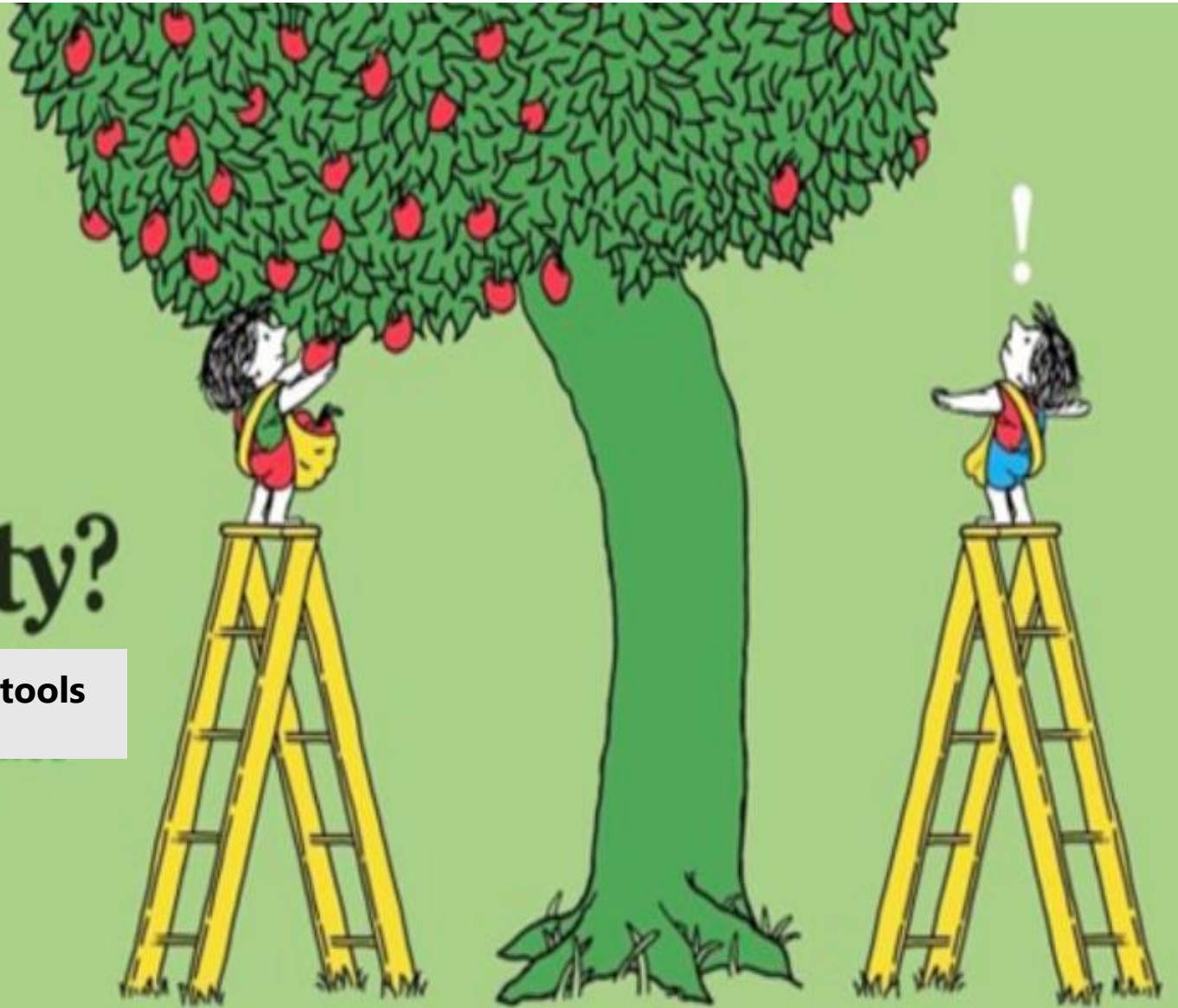
Unequal access to opportunities





# Equality?

Evenly distributed tools  
& assistance



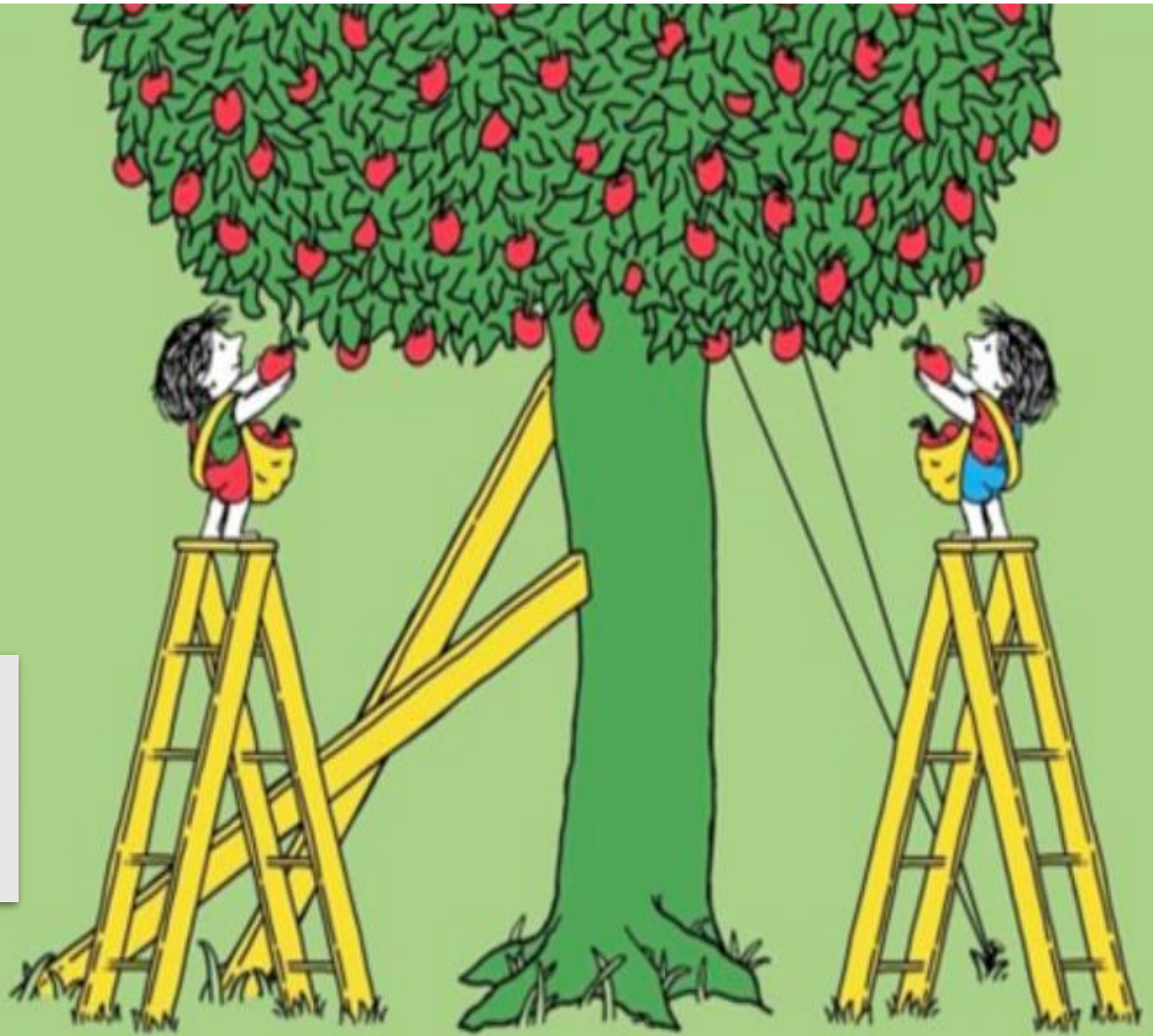
# Equity

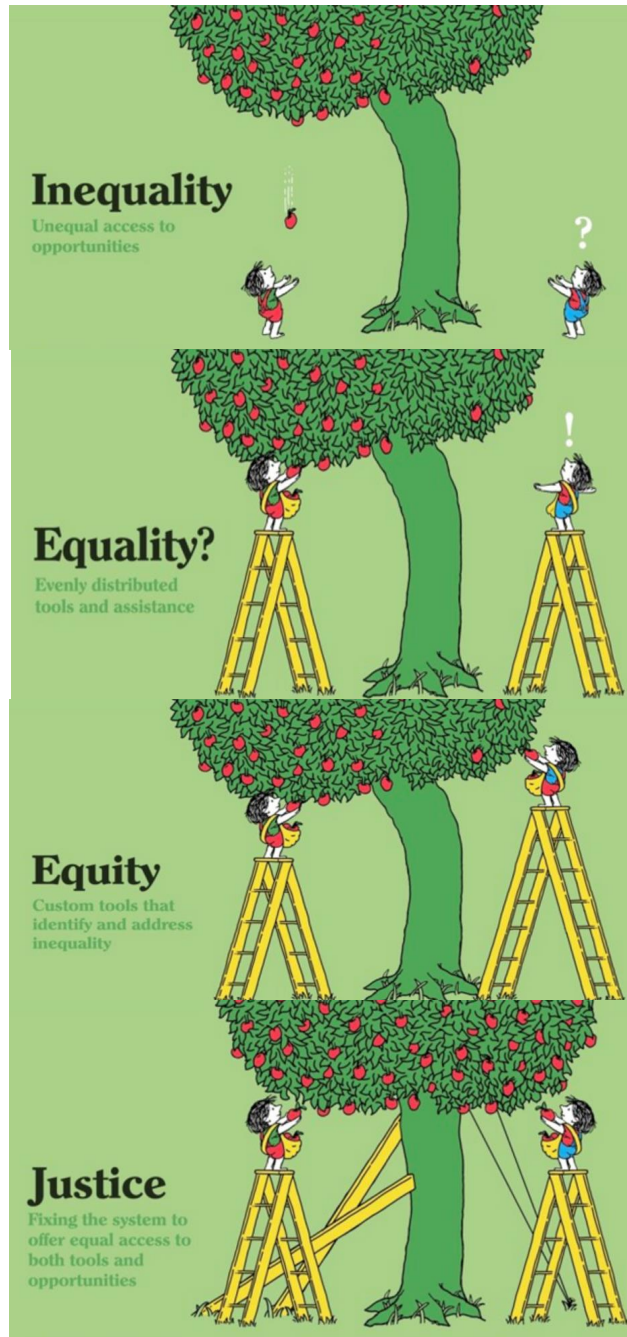
Custom tools that  
identify and address  
inequality



# Justice

**Fixing the system to offer equal access to both tools and opportunities**





## Inequality

Unequal access to opportunities

## Equality

Evenly distributed tools & assistance

## Equity

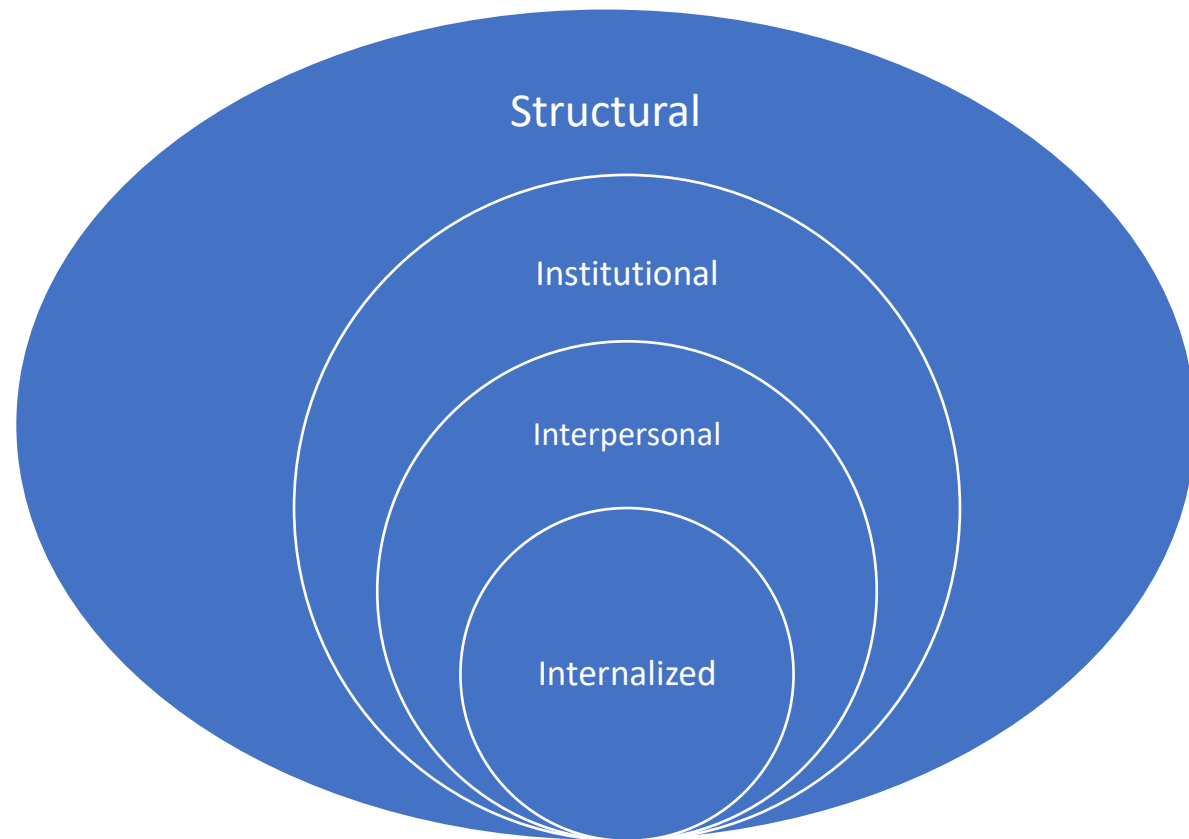
Custom tools that identify & address inequality

## Justice

Fixing the system to offer equal access to both tools & opportunities

# Spheres of Racism

(Adapted from [racialequitytools.org](http://racialequitytools.org))



# Implicit Bias

The attitudes and/or stereotypes that affect our understanding, actions, and decisions in an implicit manner.

- Pervasive and everywhere, and we all have them
- Do not necessarily align with our conscious beliefs
- Typically favor groups with power and privilege.
- Implicit biases are hard to know we have but are malleable



# Why Do We Have Implicit Bias?



<https://www.marketingweek.com/seven-cognitive-shortcuts-dictate-what-people-buy/>

Cognitive shortcuts or schemas.

Reflective of societal biases. Imprint of the culture on our minds.



# What We Know about Implicit Bias (Banaji & Greenwald, 2013)

- All of us have biases – sometimes *explicit*, more often *implicit*
  - Most Whites in US have implicit negative biases towards Blacks
- *Implicit biases* are better predictor of behavior than *explicit biases* – *Our unconscious is often running the show!*
- We are most vulnerable to inflicting implicit bias in *ambiguous* situations or when we are *stressed or fatigued*
- Continuum of impact: “Implicit” doesn’t mean that the impact is small.





# Myths About Bias



<https://techcrunch.com/2014/11/22/debunking-the-7-myths-of-marketing-in-the-enterprise/>

- Bias is only conscious and intentional.
- Only some people have bias.
- Bias is only interpersonal.
- **If I have biases, I am a bad person.**



# Racism can be:

“Old-fashioned”	“Modern”
<i>Explicit</i> racist attitudes	<i>Implicit</i> racist attitudes – unconscious bias
<i>Overt</i> discrimination	<i>Subtle</i> discrimination, e.g. microaggressions
Committed by people/institutions who <i>intend</i> it	Committed by people/institutions who don’t consciously intend it and don’t see it
Often acknowledged by those who perpetrate	Difficult for those who perpetrate to acknowledge and own
<i>Intent</i> and <i>Impact</i> often align	<i>Intent</i> and <i>Impact</i> do <u>not</u> align
Perpetuates inequities	Perpetuates inequities



# Strategies to Interrupt Implicit Bias

- *Find out what they are*
  - <https://implicit.harvard.edu/implicit/takeatest.html>
- *Develop your mindset*
  - Be humble. Acknowledge bias!
  - Be mindful!
- *Create structures to mitigate bias*
  - Include diverse voices in decision-making
  - Selection & hiring: use pre-determined criteria, structured interviews, rubrics to evaluate candidates
  - Filter all decisions through “equity lens”
  - Track metrics



# Racial Privilege Assessment

1. I am rarely asked to speak for all the people of my race.
2. I see multiple positive images of people of my racial group on television and in movies.
3. I don't have to deal with stereotypes that my racial group is unintelligent.
4. I don't worry about being stopped or questioned by the police because of my race.
5. I can go shopping at a high-end store and not worry about being followed or harassed by the store staff.
6. When I excel or when I fail, I rarely feel that I am reflecting on my racial group.
7. The history that I learned in school paid a lot of attention to the perspectives and accomplishments of people of my race.
8. I can take a job with an affirmative action employer without having my co-workers suspect I got my job because of my race.
9. I don't think about race and racism everyday.



# Reflection & Discussion

- What feelings come up for you in responding to the Racial Privilege Assessment?
- To what extent have you reflected on, examined, and explored your racial privilege?
- What are the implications of your racial privilege for how you “show up”? For your implicit biases? For what you miss or don’t see with respect to race/racism?

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# What You Can Do (addressed particularly to White allies!) (adapted from P. Kivel, 2006)

- Assume racism is everywhere, every day.
- Notice who is center of attention and who is center of power.
- Notice how racism is denied, minimiz'd, justified.
- Learn history of Whiteness.
- Learn connections between racism, economic issues, sexism & other forms of injustice.
- Don't confuse the battle with the war.
- Take a stand against racial injustice. Educate others. Change systems. Take risks.



# Michelle Obama's Reflections

**"The hardest work that you can do..."** (1' 48")

<https://grain.co/highlight/GV2blpljwfQJ341HhYFHkOMBuv5qVtLX>



# Reflection & Discussion

- What is one thing that you want to learn more about in order to advance your understanding?
- What is ONE thing that you can do to create a more racially just world? At home? At work? At church?

