

Becoming an Antiracist Board

Slide 1: Becoming an Antiracist Board

Slide 2: Today's Team

Slide 3: Zoom Features: Computers and Laptops

We value connection, so if possible please turn on video.

- bottom left corner: mute/unmute button
- to the right of that: start/stop video button
- to the right of that: participants button. From there you can find your name and click "Rename" if you'd like to do so. You might need to click "More," then find "Rename"
- In the middle of your Zoom toolbar: chat
- to the right of that: share screen
- to the right: reactions including Raise Hand
- bottom right corner: leave meeting
- upper right corner: view, change between Speaker and Gallery view

Slide 4: Cultivating Our Virtual Space with...

Accessibility, Interdependence, Abundance

Slide 5: Agenda

1. Welcome 2. Connector 3. Antiracist Practices 4. Application 5. Closing

Slide 6: Affinity Groups

Write your affinity group before your name ex. Black/African American, White, Asian, POC, Mixed, etc.

Slide 7: Activity

In your home growing up, how were you taught about your race?

- Each person will share about 2 minutes.

Slide 8: Agreements

- Focus on impact rather than intent
- Black/indigenous voices first & Non-Black POC voices next
- Interrogate your resistance

Slide 9: Debrief

What came up for you?

Slide 10: Antiracism Defined

“Antiracism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.” -Alberta Civil Liberties Center-

Slide 11: Quote

“The only way to undo racism is to consistently identify and describe it - and then dismantle it.”

Slide 12: The Characteristics of White Supremacy Culture

From Dismantling Racism: A Workbook for Social Change Groups, by Kenneth Jones and Tema Okun, ChangeWork, 2001

Slide 13: Soma Check

How are you feeling right now? How do you know?

Image Descriptions:

1. Man of color looks sad and slumped over underneath a raincloud.
2. Black person cheers with their arms extended in excitement.
3. Person of color with a moustache looks thoughtful.
4. Woman of color wearing glasses says “I’m lost” with question marks around her head.
5. Black superman says “Can’t wait!” with a smile.

Slide 14: The Characteristics of White Supremacy Culture cont.

Quantity over Quality - Things that are measured are prioritized, examined and discussed. People's emotional needs or attention to process are secondary to concrete outcomes.

Slide 15: The Characteristics of White Supremacy Culture cont.

Power Hoarding - The power to make or influence decisions is consolidated to a few.

Slide 16: The Characteristics of White Supremacy Culture cont.

Right to Comfort - Which makes it hard for us to seek out feedback. We surround ourselves in a bubble of folx just like us.

Slide 17: Let's Try an Exercise

Slide 18: Exercise

Choose one dominant trait: Quantity over Quality, Power Hoarding, or Right to Comfort

- What structures create this?
- What are the impacts on the Board?
- How does this contribute to a lack of racial justice on a Board

Slide 19: Debrief: What Came Up For You?

Slide 20: Characteristics of White Supremacy

White Supremacy image description: the Founding Fathers of the United States signing the Declaration of Independence

Everyday Racism image description: a group of all white colleagues sit around a table looking expectantly at the only person of color at the table - a Black man.

Antiracist Pivot image description: a statue of a racist figure is brought down with a sign saying "end white supremacy" in the background.

Slide 21: The Characteristics of White Supremacy Culture cont.

Table Description: A table is shown. The top row names 3 mindsets or belief systems: White Supremacy, Everyday Racism, and Antiracist Pivot. The rows beneath each system explain the characteristics of: what we believe, how these beliefs are reinforced and protected (the justification), and how we behave.

Slide 22: What We Believe

White Supremacy thrives on the belief of Racial Superiority: White-bodied people are better, deserve better, and have the right to do whatever is needed to claim what they are entitled.

Everyday Racism thrives on a belief of Race Neutrality: That race, identity and culture play no role in creating the conditions we experience today. It is all individual choices and behaviors.

Antiracist Pivots thrive on a belief in Race Clarity: Acknowledge that racial identities play a role in one's experience on a team, professional identity and interaction with systems.

Slide 23: How these Beliefs are Reinforced & Protected

White Supremacy is protected by BS Science. For example, alternative facts, painting a skewed picture, circular thinking.

Everyday Racism is protected by Gaslighting: Questioning the sense of reality or sanity of those who bring up race. For example, "If Black people were qualified for the job then where are they?" or "If they want this job, why do they keep leaving?"

Antiracist Pivot are reinforced by Seeking out mental gaps: Practice noticing what is considered normal, professional, or required. Identify who is usually comfortable or satisfied with how those things go. Center everyone's input.

Slide 24: How we Behave

White Supremacist behavior looks like: Actively promoting racist ideas and practices. For example, de-funded schools, pay differentials, all white leadership teams.

Everyday Racist behavior looks like: Vehement defensiveness. Ex. When confronted with the possibility of a racist thought or action, preservation of comfort through politeness.

Antiracist Pivots look like Admission of racist behavior, action or thoughts through confession, vulnerability, feedback and recognition of privilege.

Slide 25: Break & Journal

What's coming up for you? What resonates? What doesn't?

Slide 26: Next Exercise

Slide 27: What is the Board Response When...

Two board seats are opening up. There is agreement that you want to increase racial diversity as well as lived-experience. There is simultaneous pressure to find board members with money and an established network.

- If we applied race neutrality we might...
- If we sought out race clarity we might...
- If we were gaslighting we might...
- If we sought out mental blindspots we'd...
- If we were defensive we might...
- If we were vulnerable we might...

Slide 28: What is the Board Response When cont...

The leader is transitioning, and a search firm brings 6 highly qualified candidates. Two are people of color.

- If we applied race neutrality we might...
- If we sought out race clarity we might...
- If we were gaslighting we might...
- If we sought out mental blindspots we'd...
- If we were defensive we might...
- If we were vulnerable we might...

Slide 29: Debrief

What came up for you?

Slide 30: Choose a picture that reflects how you are now, as we close

1. Painting of Black people playing
2. Black woman at podium with fist up
3. Black woman arrested by police officers at protest
4. Black woman showing Black kids a book.

5. Animation of Black kid yawning
6. People protesting with masks on.

Slide 31: Thank You For Coming!

- Your feedback is gold! Please fill out the short survey by opening the link placed in the Zoom chat box.
- In this slide, there is a QR code that can be scanned to access <https://linktr.ee/btcc>. On this site, you'll find buttons to navigate to BTCC links including our website, Becoming an Antiracist Organization Fall Series, Instagram, Facebook, LinkedIn, Twitter, and a page to sign up for our newsletter.
- Look out for our follow up email with the session materials.