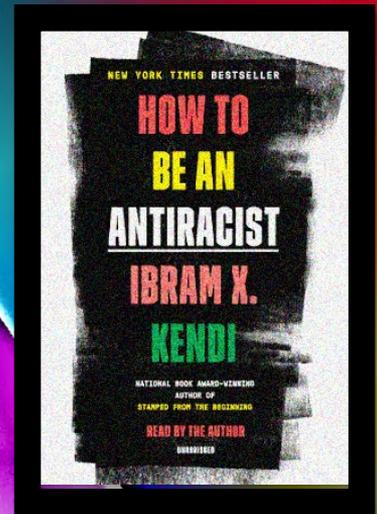


Walking the Talk:
Commitment to AntiRacist Work Every Day

Nandi S. Crosby, Ph.D.





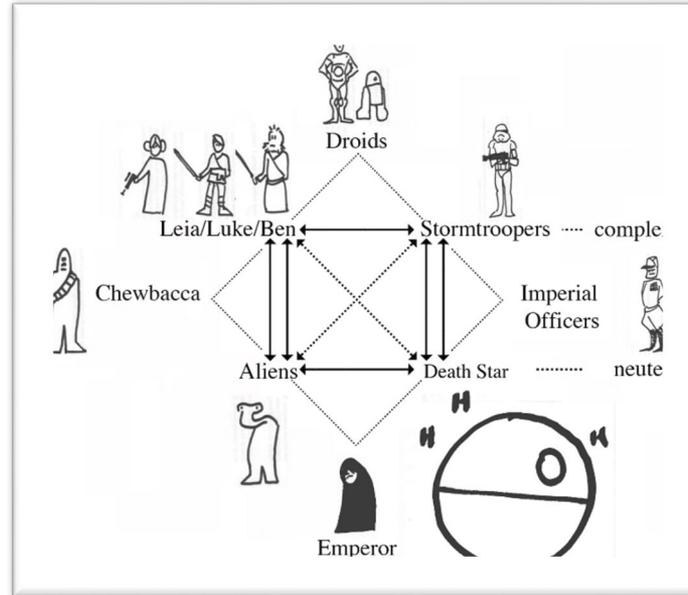
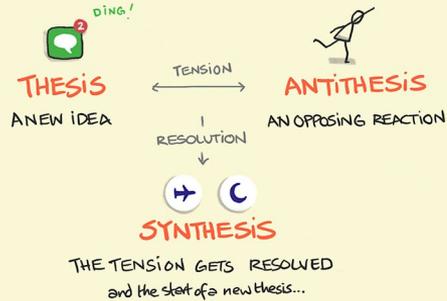
"No one becomes 'not racist,' despite a tendency by Americans to identify themselves that way. We can only strive to be 'antiracist' on a daily basis, to continually rededicate ourselves to the lifelong task of overcoming our country's racist heritage."

Ibram X. Kendi

Dialectic: What a great time to be alive!

THESIS, ANTITHESIS, SYNTHESIS

A PROGRESSION OF IDEAS

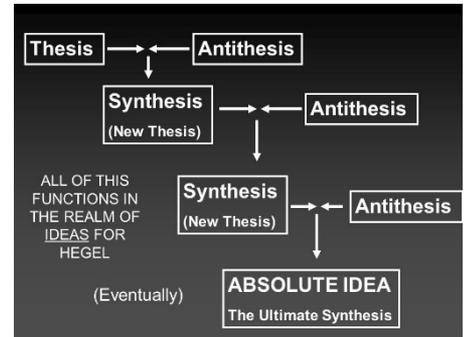
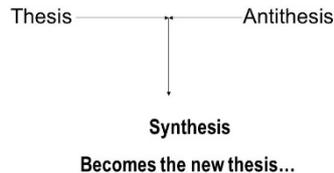


thesis ~ antithesis ~ synthesis

- Thesis
 - the original statement of an idea
- Antithesis
 - an argument to challenge a previous thesis
 - often draws on new data
- Synthesis
 - a new argument from existing sources
 - typically, resolves the *apparent* contradiction between a thesis and an antithesis

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Dialectic



What is your intent in engaging someone who says or does something racially offensive, uninformed, or outright racist?

- A. To be right?
- B. To teach?
- C. To learn?
- D. To change someone's mind?
- E. To shut them up/down?
- F. So others can hear/see you?
- G. To support people of color?
- H. Something else? (type in chat box)



If you're serious about walking the walk—.

- *Stop playing it safe.*
- *Immerse yourself in diverse environments—authentically and consistently.*
- *Be humble.*
- *Read. Read. Read. Watch documentaries. Travel. Study history.*
- *Surround yourself with people who know more than you.*

Tips for engaging

- Commit to learning at least one thing.
- Ask questions. Stay open to the answers.
- Have reasonable expectations about the outcome.
- Acknowledge your standpoint.
- Stay on topic.
- Consistently check your emotions.
- Resist using your relationships with friends, lovers, or any other person of color as proof that you're not racist. Talk about your relationships like this instead:
- Avoid hyperbolic language. Be truthful.
- Resist overused examples (cops pulling over/getting shot/going to prison)
- Avoid personal attacks.
- Don't be a distraction to the cause.
- Assume you're being recorded.



The Whiteness Project—Let's Practice

How would you respond to the following individuals based on your position at Feather River College—and beyond (e.g., on your job, in your classroom, looking to your elected officials, dating, visiting your grandparent, hanging with a teammate, while BBQ'ing with your neighbors, etc.)?

1. Jason
2. Ronald
3. Claudia
4. Andrea

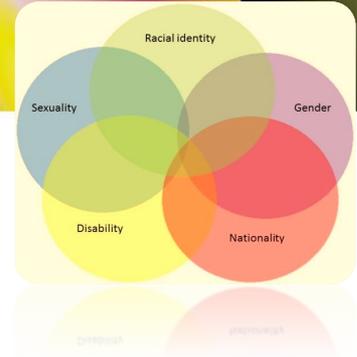
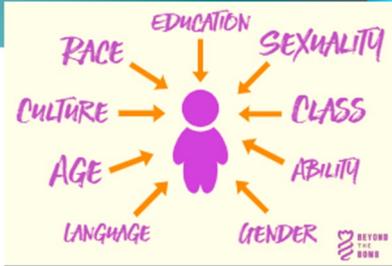


A few things I learned the hard way.

- *You can't change people, but you can leave an impression.*
- *Most people are talking about themselves when you're talking about society, and vice versa.*
- *Much of the time, it's not about you. Sometimes, it's about you.*
- *You're responsible for and in control of your own emotions.*
- *I don't know as much as I thought I did.*
- *You won't always believe what you believe right now; neither will they.*
- *People don't always hear exactly what you say.*
- *Words matter.*
- *A misstep doesn't mean I'm a bad person.*
 - [Robin DiAngelo](#)



Intersectionality



What? Intersectionality is the interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage

Why? Intersectional perspectives provide a better understanding of inequalities and the implications of the multidimensional impact of race, class, and gender on social status within society.



Clip from human

- *Talking about Race*
- *How to Create Anti-racist Virtual Classrooms:
Strategies for Teachers and Families*
- *Anti Racism: Educate Yourself*
- *Antiracism Resources*
- *Antiracism Toolkit*

May you be safe, happy, and healthy.

