Discussing Racial Equity in Spaces of Resistance

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September 24, 2020
OCCRL researchers study policies, programs, and practices designed to enhance outcomes for diverse youth and adults who seek to transition to and through college to employment.

Strengthening Pathways for All Students Through Research and Leadership

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Session Outline

• National and State Context
• Defining racial equity
• Critical Race Theory as a framework for understanding racial inequity in educational systems
• OCCRL Staff Facilitator Social Identities and Experiences
  • Pre-visit
  • Visit
  • Post-visit
• Reflecting on your own experiences at your campus
• Examples of Anti-Racism Initiatives in Community Colleges
White supremacy is 'most lethal threat' to the US, DHS draft assessment says

Say Her Name: How The Fight For Racial Justice Can Be More Inclusive Of Black Women

Trump Tells Agencies To End Trainings On 'White Privilege' And 'Critical Race Theory'
A Sundown Town Sees Its First Black Lives Matter Protest

Most people I met in Anna, Illinois, wish the racist lore behind the city's name would go away. Some say Anna's first Black Lives Matter protest is a step toward real change. But what is next?

by Logan Jaffe, June 12, 4 a.m. CDT

Think Sundown Towns Are a Thing of the Past? Think Again

Driving around the country researching my family's Great Migration history, I realized how many places were still unsafe for Black people after dark.

by Morgan Jenkins, Jul 29

Where White People Are Scarier Than Monsters: The Hidden Black History of Lovecraft Country

by Michael Harriot

Today 9:00AM • Filed to: LOVECRAFT COUNTRY
What is Racial Equity?

“the equitable systems in which racially diverse perspectives are equally embedded in power structures, policy making processes, and the cultural fabric of organizations at federal, state, organizational, divisional, departmental, and programmatic levels.”

(Museus, Ledesma, & Parker, 2015, p. 13)
Critical Race Theory

- Experiential Knowledge
  - Racial Realism
  - Critique of Liberalism/Colorblindness
  - Racial Justice
- Story & Counterstory
  - Whiteness as Property
  - Intersectionality
  - Interest Convergence

Adopted from
Dr. Kevin Lawrence
#CRTed Teach-In
9/10/20
Critical Race Theory in Education

Three Propositions

• “Race continues to be a significant factor in determining inequity in the United States.
• U. S. society is based on property rights.
• The intersection of race and property creates an analytic tool through which we can understand social (and consequently, school) inequity.”

(Ladson-Billings & Tate, 1995, p. 48)
Racial Battle Fatigue

**Psychological Stress Responses**

*EXAMPLES:* Frustration, defensiveness, apathy, irritability, sudden changes in mood, shock, anger, disappointment, resentment, anxiety, worry, disbelief, disappointment, helplessness, hopelessness, and fear.

**Physiological Stress Responses**

*EXAMPLES:* Headaches, grinding teeth, clenched jaws, chest pain, shortness of breath, pounding heart, high blood pressure, muscle aches, indigestion, gastric distress, constipation or diarrhea, increased perspiration, intestinal problems, hives, rashes, sleep disturbance, fatigue, insomnia, and frequent illness.

**Emotional/Behavioral Stress Responses**

*EXAMPLES:* Stereotype threat, “John Henryism” or prolonged, high-effort coping with difficult psychological stressors, increased commitment to spirituality, overeating or loss of appetite, impatience, quickness to argue, procrastination, increased use of alcohol or drugs, increased smoking, withdrawal or isolation from others, neglect of responsibility, poor school or job performance, and changes in close family relationships.

Figure 1. Cause and stress responses to racial battle fatigue.

*(Smith, Hung, & Franklin, 2011, p. 68)*
OCCRL Staff Experiences

Pre-Visit

• Positionality
• Preparing for the audience’s level of readiness and openness to conversations about race
OCCRL Staff Experiences

Visit

- What do “spaces of resistance” look like?
- Getting folks to talk about race and understand the relevance to their work regardless of their institution’s demographics
- Audience perceptions of “professionalism”
- Maintaining composure
- Supporting participants in outlining actionable steps to advance racial equity
OCCRL Staff Experiences

Post-Visit

• Debriefing
• Self-care (see Racial Battle Fatigue)
• Maintaining systems of support
Participant Perspectives

• If you have had these conversations on your campus facilitated either internally or externally, how did people respond?
• Did the conversations result in tangible actions taken by your institution or department?
• Have you encountered resistance to conversations about race?
Moving Forward

• What does it mean to be anti-racist at the individual level?
• How has your institution reacted to the Black Lives Matter movement and calls for racial justice?
• How has your institution reacted to the COVID-19 pandemic to address structural and systemic inequity?
• How would you characterize your racial campus climate and has it been explored at the institutional level?
• As community colleges, what racial justice initiatives and conversations are happening in your communities?
  • How might you advance partnerships with local organizers in other sectors to influence broader, systemic change in your district?
Anti-Racism Initiatives in Higher Education

- California Community College Equity Leadership Alliance
- Advancing Racial Justice & Equitable Outcomes in Community Colleges Institutes
- Peoria Summit on Racial Justice and Equity at Illinois Central College
- Equity & Justice Leadership Academy at Harold Washington College
- The Chancellor’s 21-Day Anti-Racism Challenge at UC San Diego
References


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