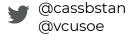
Understanding Racism

A Presentation for the Minority Student Achievement Advisory Committee (MSAAC) Loudoun County Public Schools

Dr. Cassandra Barksdale Stanley stanleyc3@vcu.edu





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ally antiracist biracial black black lives matter colonization cultural appropriation cultural competence discrimination disparities diversity equity equality ethnicity explicit bias implicit bias inclusion institutional racism

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<u>intersectionality</u> justice marginalized microaggression multiracial oppression people of color power prejudice privilege racism racist stereotypes systemic racism structural racism trigger white fragility whiteness

Developing an Antiracist Mindset

October 27 or 29, 2020 | 4:30 PM via Zoom

Deconstructing Implicit Bias

November 17 or 19, 2020 | 4:30 PM via Zoom

Deepening our Understanding of Systemic Racism

December 15 or 17, 2020 | 4:30 PM via Zoom

Determining the Impact of Power and Privilege

January 26 or 28, 2020 | 4:30 PM via Zoom

Dismantling Racial Disproportionality

February 23 or 25, 2021 | 4:30 PM via Zoom

Designing Antiracist Student Supports

March 23 or 25, 2021 | 4:30 PM via Zoom

Developing Sustainable Antiracist Environments

April 27 or 29, 2021 | 4:30 PM via Zoom

Doing the Work: Allies, Accomplices, and Co-conspirators

May 25 or 27, 2021 | 4:30 PM via Zoom



series -

Register Today!

Join us for a critically reflective self-evaluation and transformational virtual learning process to deepen our understanding of race, racism and systemic racial inequities.



Package A: \$600 — Nine 2-hour Sessions + 1 Bonus Debriefing Session, Pre/Post Personal Assessment and facilitated small group breakout sessions.

(Tuesday dates)

Package B: \$400 — Nine 90-minute Sessions including Pre/Post Personal Assessment (Thursday dates)

Kick Off Session: Antiracism 101 — October 1, 2020 | 4:30 p.m. via Zoom

Developing an Antiracist Mindset

October 27 or 29, 2020 | 4:30 p.m. via Zoom November 17 or

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Visit https://bit.ly/antiracistseries for details on the entire 9-part series.

Register at https://bit.ly/antiracistseries

Hosted by the Office of Strategic Engagement



Contact us at soeose@vcu.edu.
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f in



RACE

A grouping of humans based on shared physical or social characteristics.

RACISM

A system of advantages based on skin color; oppression that perpetuates inequities.



RACIST

A person who shows or feels discrimination or prejudice against people of other races; or who believes that a particular race is superior to another.

NOT RACIST

A person who <u>does not</u> show or feel discrimination or prejudice against people of other races; or who <u>does not</u> believe that a particular race is superior to another.



ANTIRACIST

One who **actively** engages in practices to dismantle systems that perpetuate inequities for students of color.



Racist

- Endorses the idea of racial hierarchy
- Believes problems are rooted in groups of people
- Allows racial inequalities to persevere

Antiracist

- Endorses the idea of racial equality
- Believes problem are rooted in power and policies
- Confronts racial inequalities



Antiracism in Action

ANALYZE ---- IDENTIFY ---- CHANGE

- Curriculum
- Discipline
- Access to academic programs
- Human Resource Practices



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In a racist society it is not enough to be non-racist. We must be anti-racist.

-Angela Davis





Thanks!

Let's stay connected.



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