

October 21, 2020

Understanding Racism

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

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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

intersectionality
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

Becoming an Antiracist Educator 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.

Facilitators include:



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

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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 soese@vcu.edu
www.vcu.edu



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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 does not show or feel discrimination or prejudice against people of other races; or who does not 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



“

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

—Angela Davis

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Thanks!

Let's stay connected.

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