

# **Learning How to be Anti-Racist**

**7/8/20**

*Slides and materials from the discussion held on 7/8/20*

# Hamilton the Musical

## *Problems*

- Ableism
- Accessibility
- Black Representation
- Bootstrap Theory (and the idea of the productive immigrant)
- Casting
- Female Representation
- Gay Stereotypes
- Idolization of Slaveholders
- (mostly) Silent on Slavery

# Bechdel Test

*(created for movies)*

- 1.** It has to have at least two [named] women in it
- 2.** Who talk to each other
- 3.** About something besides a man [for a total of 60 seconds or more]

# WHITE SUPREMACY

*Dismantling Racism Works web workbook*

The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions.



# WHITE SUPREMACY

*Dismantling Racism Works web workbook*

Is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worthless), immoral, bad, and inhuman and “undeserving.”

# WHITE SUPREMACY

*Dismantling Racism Works web workbook*

Also refers to a political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.

# What WHITE SUPREMACY does

*"Paying Attention to White Culture and Privilege: A Missing Link to Advancing Racial Equity,"  
by Gita Gulati-Partee and Maggie Potapchuk, The Foundation Review, Vol. 6: Issue 1 (2014).  
Sharon Martinas and the Challenging White Supremacy Workshop*

Defines what is “normal”, “professional”,  
“effective”, “good”, or what is “not good”, “at  
risk”, “unsustainable”

- Ex: Places an emphasis on the written word as a form of professional communication
- Ex: The belief that a certain tone of voice is required to be believable, professional, polite

## **Overt White Supremacy (Socially Unacceptable)**

Lynching  
Hate Crimes  
Blackface The N-word  
Swastikas Neo-Nazis Burning Crosses  
Racist Jokes Racial Slurs KKK

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Calling the Police on Black People White Silence Colorblindness  
White Parents Self-Segregating Neighborhoods & Schools  
Eurocentric Curriculum White Savior Complex Spiritual Bypassing  
Education Funding from Property Taxes Discriminatory Lending  
Mass Incarceration Respectability Politics Tone Policing  
Racist Mascots Not Believing Experiences of BIPOC Paternalism

## **Covert White Supremacy (Socially Acceptable)**

"Make America Great Again" Blaming the Victim Hiring Discrimination  
"You don't sound Black" "Don't Blame Me, I Never Owned Slaves" Bootstrap Theory  
School-to-Prison Pipeline Police Murdering BIPOC Virtuous Victim Narrative  
Higher Infant & Maternal Mortality Rate for BIPOC "But What About Me?" "All Lives Matter"  
BIPOC as Halloween Costumes Racial Profiling Denial of White Privilege  
Prioritizing White Voices as Experts Treating Kids of Color as Adults Inequitable Healthcare  
Assuming Good Intentions Are Enough Not Challenging Racist Jokes Cultural Appropriation  
Eurocentric Beauty Standards Anti-Immigration Policies Considering AAVE "Uneducated"  
Denial of Racism Tokenism English-Only Initiatives Self-Appointed White Ally  
Exceptionalism Fearing People of Color Police Brutality Fetishizing BIPOC Meritocracy Myth  
"You're So Articulate" Celebration of Columbus Day Claiming Reverse-Racism Paternalism  
Weaponized Whiteness Expecting BIPOC to Teach White People Believing We Are "Post-Racial"  
"But We're All One Big Human Family" / "There's Only One Human Race" Housing Discrimination

# ANTI-BLACKNESS

*From @mengwe*

More specific than “racism”.

The inability to recognize black humanity.

A term used to describe the disdain, disregard, and/or disgust for the existence of black people.

# ANTI-BLACKNESS

If “White Supremacy” is the idea that White is normal/ideal, then the opposite of White, and what is not normal/ideal, is Black.

One doesn't have to be White to buy into this idea nor strive to get closer to “supremacy”.

Anti-Blackness permeates most cultures and ethnicities.



# Examples of ANTI-BLACKNESS

*From @mengwe*

- Schools punishing Black students for wearing their natural hair
- Telling Black people they sound more educated if they don't use African American vernacular
- Being scared or intimidated by someone because they are Black
- Expecting a person's work to be inferior because they are Black
- Not dating someone because they are Black
- Engaging in colorism
- Ridiculing/Belittling Black culture
- Refusing to listen to Black experiences of oppression

# COLORISM

*From @mengwe*

Another type of discrimination that typically exists among people of the same race or ethnicity. It is the prejudice based on skin tone, usually marked with a preference for lighter-skinned people. It roots from the belief of white supremacy.



# Examples of COLORISM

*From @mengwe*

- Telling children of color to stay out of the sun because "they'll get too dark"
- Refusing to cast darker-skinned people in important movie/television roles
- Refusing to date darker-skinned people
- Glorifying features like light skin, straight hair, or light eyes
- Using skin lightening and hair straightening products

The  
Model  
Minority  
(MYTH)

EXPLAINED

BY: JOCELYN CHUNG  
@JOCEKITTYLLAMA

## THE MODEL MINORITY MYTH:

ASIANS ARE SMART, POLITE,  
SUCCESSFUL, LAW-ABIDING,  
HARD-WORKING, SOCIO-ECONOMICALLY  
THRIVING MODEL CITIZENS, &  
ARE SHINING EXAMPLES OF  
OVERCOMING RACISM &  
DISCRIMINATION TO LIVE THE  
AMERICAN DREAM.

BY: JOCELYN CHUNG  
@JOCEKITTYLLAMA



SOUNDS GOOD... SO WHY IS THIS PROBLEMATIC?

STEREOTYPES CREATE A MONOLITHIC NARRATIVE THAT LEAVES NO ROOM FOR THE FULL RANGE OF DIASPORIC & DIVERSE EXPERIENCES. IT ERASES THE DIVERSITY OF OVER 24 ASIAN COUNTRIES & EVEN MORE ETHNIC GROUPS THAT COMPRISES "ASIAN AMERICA", AND THE HUGE DISPARITIES BETWEEN DIFFERENT ASIAN GROUPS.

BY: JOCELYN CHUNG  
@JOCEKITTYLLAMA

EXAMPLES

BURMESE AMERICANS  
VS.  
INDIAN AMERICANS

TAIWANESE IMMIGRANT  
≠  
VIETNAMESE REFUGEE

THE MODEL MINORITY MYTH  
ERASES THE RACISM,  
HISTORICAL DISCRIMINATION  
AGAINST, & EXPERIENCES OF  
ASIAN AMERICANS.

THE CHINESE  
EXCLUSION  
ACT OF 1882

MASS LYNCHINGS

OF ASIAN  
AMERICANS  
IN THE  
19<sup>TH</sup> CENTURY

JAPANESE  
INTERNMENT

1 IN 7 ASIAN  
IMMIGRANTS ARE  
UNDOCUMENTED

THE MURDER  
OF VINCENT  
CHIN IN 1982



THIS NARRATIVE IGNORES  
THE FACT THAT AFTER THE  
PASSAGE OF THE IMMIGRATION  
ACT OF 1965,

AMERICA SELECTIVELY  
RECRUITED & REWARDED  
HIGHLY EDUCATED ASIANS  
WITH VISAS, IMMIGRATION  
STATUS, & PATHWAYS TO  
CITIZENSHIP.

THE TERM "MODEL MINORITY"  
WAS FIRST USED TO DESCRIBE  
ASIAN AMERICANS BY WHITE  
AMERICA DURING THE HEIGHT  
OF THE CIVIL RIGHTS MOVEMENT.

**WHITE AMERICA** CITED THE  
SUCCESSSES OF ASIAN  
AMERICANS, **ARGUING WHY**  
WASN'T THE "PROBLEM MINORITY"  
(AFRICAN AMERICANS) MORE  
LIKE THE "MODEL MINORITY"? !!

↑ THIS ←



THE MODEL MINORITY MYTH  
IS ULTIMATELY A MEANS  
TO DENIGRATE BLACK AMERICANS,  
TO DENOUNCE THE EXISTENCE  
OF WHITE PRIVILEGE, TO THEN  
PERPETUATE ANTI-BLACKNESS,  
& DOWNPLAY THE IMPACT OF  
RACISM & DISCRIMINATION  
EXPERIENCED BY PEOPLE  
OF COLOR IN THE U.S.

BY: JOCELYN CHUNG  
@JOCEKITTYLLAMA



# TEXTBOOK EXAMPLE OF USING THE MODEL MINORITY MYTH:



**Candace Owens** 

@RealCandaceO

If white privilege exists— why are Asian-Americans the most successful group in America?

If we award people based on race, why are Asians the top-earners, with best credit and the highest educational achievements?

It's almost as if liberals are completely full of .

10:41 AM · 6/9/20  [Twitter for iPhone](#)

**36.3K** Retweets **114K** Likes

THE MODEL MINORITY MYTH HAS CONTINUALLY BEEN USED TO ARGUE THAT OTHER GROUPS (ESP. BLACK AMERICANS) SHOULD BE ABLE TO overcome & achieve.

THIS IS DANGEROUS!

ASIAN IMMIGRATION OR ASIAN REFUGEES



BEING STOLEN FROM YOUR HOMELAND, FORCIBLY SOLD INTO CHATTEL SLAVERY, AND 400 YEARS OF SUBSEQUENT DEHUMANIZATION, OPPRESSION, & SYSTEMIC RACISM.

BY: JOCELYN CHUNG  
@JOCEKITTYLLAMA

THIS HAS continually PIT THE  
ASIAN AMERICAN COMMUNITY AGAINST  
THE BLACK COMMUNITY

ERASES OUR COMMON EXPERIENCES  
WHILE SIMULTANEOUSLY WEAPONIZING  
OUR DIFFERENCES AGAINST EACH OTHER

ALL WHILE MAINTAINING THE  
RACIAL HIERARCHY IN AMERICA  
WHICH KEEPS WHITENESS AT  
THE TOP AND BLACKNESS AT  
THE BOTTOM.



# The Model Minority (MYTH)

## EXPLAINED

BY: JOCELYN CHUNG  
@JOCEKITTYLLAMA

THANK YOU FOR SUPPORTING MY WORK! MY HOPE IS THAT THIS RESOURCE MAY BE USED TO CONTINUE TO EDUCATE ON & UNDERSTAND THE MODEL MINORITY MYTH.

I ASK YOU ADD MY CREDIT & NAME WHENEVER THIS RESOURCE IS RE-SHARED TO HONOR MY WORK.

TO DONATE: VENMO @JOCELYN-CHUNG  
OR GIVE.CRU.ORG/0994497

JOCELYNCHUNG.CO  
@JOCEKITTYLLAMA

May truth spread like wildfire,  
- JOCELYN CHUNG



# ACTION ITEM #1

*(optional, depending on availability and schedule)*

*Attend Shine Class: Unpacking  
White Feelings (Live)*

Monique Melton

- Webinar, July 14th, 11am PST
- Free/pay what you can
- <https://www.shinebrightschool.com/courses/shine-class-unpacking-white-feelings>

# ACTION ITEM #2

Sign up for the SURJ webinar  
on the **Breathe Act**

- <https://tinyurl.com/ycc69ro6>
- July 21<sup>st</sup>, 5pm PST
- Read through the Tool Kit
- More info: [www.breatheact.org](http://www.breatheact.org)

# THE BREATHE ACT

M4BL

## BREATHE Act Unveiling | Social-Media Toolkit: Non-Black Allies – Individuals

### ABOUT

The Movement for Black Lives and allies nationwide are introducing a visionary bill—the BREATHE Act, which will divest our taxpayer dollars from brutal, discriminatory policing and invest in a new vision of safety and justice—a vision that allows all people to thrive and be represented and free.

This is an “all hands on deck” moment, and we need everyone to help make this happen. We need you—and we need you to bring in and bring along the communities you are part of.

The transformational moment we are living in is a once-in-a-century opportunity. It is the result of generations of visionary leadership, organizing, and significant risk-taking work led by Black people. This Black-led, multiracial, working-class uprising has already won profound victories, and we must continue to fight to defend Black lives. Monuments to white supremacy are falling, local police budgets are being slashed, what safety means is being transformed, and non-Black people are in the streets and expressing support in numbers like we've never seen before.

The federal government controls billions of dollars that incentivize brutal and ineffective law-enforcement programs, while simultaneously gutting programs that actually keep communities safe and healthy, and that promote actual justice. We need everyone to join us in demanding policymakers take a bolder course to decrease police abuse and increase investment in what our communities truly need.

It's going to take all of us to win this massive redistribution of resources to support what we all need to thrive. The Movement for Black Lives is providing the answer—now we all need to get to work and get our people to support it. We are inviting you to bring your organization into this fight.

In this toolkit, you'll find everything you'll need to help uplift our modern-day civil-rights bill: the BREATHE Act.

## What is the Breathe Act?

**The BREATHE Act** is a bill that introduces a bold new vision for community safety that ends mass incarceration and criminalization while channeling federal dollars into non-punitive, public safety-focused interventions as well as the educational, health, and other social investments that communities need.

### Here's what the bill does:

- **Divests** from the federal grants and agencies that are primarily funding law enforcement and the carceral state, to shrink the harmful impact of the criminal-legal system.
- **Builds a new approach to community safety** by offering state, tribal, and local governments grant dollars for making vital changes, and ensures that resources go toward non-carceral, public safety-focused interventions, including violence intervention, transformative justice, and participatory budgeting.



- Meaningfully invests in our communities through grant programs that address root problems, with a strong focus on education, health and families, housing and infrastructure, environmental justice, and economic justice.
- Builds real accountability by emphasizing participatory processes throughout the bill—specifically, by strengthening voting rights, making much-needed changes to our elections, creating a framework for reparations, and creating new structures that hold police officers and police departments accountable for the harms they have caused.
- A more complete bill summary and overview can be [found here](#).
- If this is a new or challenging approach for you, we've created a list of resources to support your learning. To dig in or support others, [check out these resources](#).

## How to support the **\*\*BREATHE Act & the Movement for Black Lives**

We are asking allied organizations to take the following actions to support the Movement for Black Lives as the BREATHE Act launches.

1. Publicly support the Movement for Black Lives and the BREATHE Act by posting on your social-media channels.
2. Learn more about becoming an organizational co-sponsor of the bill: <https://bit.ly/support-breathe-act>

Showing Up for Racial Justice is available to support you in editing any of these materials for your base, especially if your membership is majority white. Please email [Julia@showup4rj.org](mailto:Julia@showup4rj.org) with your requests.

**\*\*The BREATHE Act is a project of the Movement for Black Lives C4 political and advocacy arm, the Electoral Justice Project. Please be mindful of organizational legal status as you post. Individual accounts can post freely.**

# HASHTAGS TO USE

#BREATHEAct

#DefendBlackLives

#DefundPolice

#BlackLivesMatter

# LINKS

Website: [BREATHEAct.org](https://www.breatheact.org)

Learn more about becoming a community co-sponsor of the bill:

<https://bit.ly/support-breathe-act>

# CALL TO ACTION

Learn more about becoming a community co-sponsor of the bill.

Spread the message: The BREATHE Act is here in defense of Black lives.

# GRAPHICS



[Click here for general graphics](#)

[Click here for graphics based on affinity group](#)

## SAMPLE POSTS | TWITTER

### UNVEILING DAY | AFTER PRESS CONFERENCE

*These can be posted after the press conference on unveiling day.*

We've seen the videos. We've marched at protests. We've signed petitions. Join me in acting in solidarity with @Mvmnt4BlkLives Electoral Justice Project for this new, historic legislation. #BREATHEAct

[BREATHEAct.org](https://BREATHEAct.org)

We must act in solidarity with the @Mvmnt4BlkLives Electoral Justice Project. Action begins now. I'm asking you to become a community cosponsor of the #BREATHEAct, new historic legislation. <https://bit.ly/support-breathe-act>

@Mvmnt4blkives Electoral Justice Project has made its demands clear in the #BREATHEAct & we are asking non-Black people to act in solidarity as community co-sponsors. Join me in defending Black lives:

<https://bit.ly/support-breathe-act>

Breonna Taylor. Tony McDade. Ayanna Stanley-Jones. Elijah McClain. Natasha McKenna. Philando Castile. And countless more. Their lives mattered. As a community co-sponsor of the #BREATHEAct, I'm advocating for the change I want to see. <https://bit.ly/support-breathe-act>

For decades, the federal government has funded mass criminalization while underfunding the social services that actually keep people safe. We're in solidarity with the Electoral Justice Project of @Mvmnt4BlkLives to demand a new approach. [BREATHEAct.org](https://BREATHEAct.org) #BREATHEAct

The current moment requires a solution that fundamentally shifts how we spend money as a society. The #BREATHEAct is the visionary bill that would divest from policing and invest in a new vision of public safety.

[BREATHEAct.org](https://BREATHEAct.org)

## WHITE PEOPLE

We must refuse the lie that our communities are safer with more police. It's time to take action in solidarity with the Electoral Justice Project of @Mvmnt4BlkLives. Join me in adding your voice to the thousands that support the #BREATHEact! <https://bit.ly/support-breathe-act>

## QUEER & TRANS PEOPLE

Queer & trans ppl are constant targets of discriminatory policing. In solidarity with @Mvmnt4BlkLives Electoral Justice Project, we demand divestment from racist, transphobic/homophobic police to invest in real safety. Join me in signing on today! <https://bit.ly/support-breathe-act>

## SOUTHERNERS

Southerners know that "as goes the South, so goes the nation." Anti-Black policing has to end in the South and across the country! I'm in solidarity with the @Mvmnt4BlkLives Electoral Justice Project #BREATHEAct and signing on to defend Black lives: [BREATHEAct.org](https://BREATHEAct.org)

## SMALL TOWNS

The thousands of actions taken in small towns and rural areas have helped shift the needle on what is possible. Let's show how many of us are in solidarity with the @Mvmnt4BlkLives Electoral Justice Project #BREATHEAct by becoming community co-sponsors. [BREATHEAct.org](https://BREATHEAct.org)

## ENVIRONMENTALISTS/CLIMATE MOVEMENT

Climate chaos is fueled by the racial capitalism upheld by police. Divesting from police/reinvesting in communities is a key step toward climate justice. We are in solidarity with the Electoral Justice Project of the @Mvmnt4BlkLives. Join us! #BREATHEAct [BREATHEAct.org](https://BREATHEAct.org)

## UNION MEMBERS/WORKERS

We know there is strength in the collective. We are union members/workers in solidarity with the Electoral Justice Project of the Movement for Black Lives. Join me today in becoming a community co-sponsor! [BREATHEAct.org](https://BREATHEAct.org)  
@Mvmnt4BlkLives #BREATHEAct.

## VETERANS

As a veteran, I know the militarization of the police is dangerous & immoral. Let's end the war on Black people in our lifetime! We rise in solidarity with @Mvmnt4BlkLives Electoral Justice Project to defund police and reinvest in communities. #BREATHEAct [BREATHEAct.org](https://www.breatheact.org)

## DISABLED PEOPLE

People with disabilities are consistent targets of violent policing. We need housing, healthcare, and education—and are rising in solidarity with the Electoral Justice Project of the Movement for Black Lives. We need the #BREATHEAct NOW! @Mvmnt4BlkLives [BREATHEAct.org](https://www.breatheact.org)

## SURVIVORS

Survivors of sexual/domestic violence rarely find safety in police; many of us have experienced violence at their hands. Defund the police and reinvest in real safety! We are in solidarity with the Electoral Justice Project of @Mvmnt4BlkLives: #BREATHEAct [BREATHEAct.org](https://www.breatheact.org)

## REDNECKS

"Redneck" comes from the largest national labor uprising in WV in 1921, which ended in state violence against workers trying to unionize. The police don't protect me or my people! I support the Electoral Justice Project of @Mvmnt4BlkLives. #BREATHEAct [BREATHEAct.org](https://www.breatheact.org)

## LATINX

¡Las vidas Negras importan! We know that our communities suffer at the hands of police, and today we can join in solidarity with the Electoral Justice Project @Mvmnt4BlkLives to fight for us all. We need the #BREATHEAct! Join me in signing on: [BREATHEAct.org](https://www.breatheact.org)



# FACEBOOK

## UNVEILING DAY | ANNOUNCING PRESS CONFERENCE

[Repost announcement posts from Movement 4 Black Lives Facebook](#)

## UNVEILING DAY | AFTER PRESS CONFERENCE

*These can be posted after the press conference on unveiling day.*

For decades, the federal government has funded mass criminalization through grant programs that incentivize arrests, construction of prisons, hiring of police officers, and the militarization of police. This funding has fueled the war on drugs and led to violent over-policing of Black people, while simultaneously underfunding the social services and basic infrastructure that communities need—and that actually keep people safe.

It's time for a new approach, and the BREATHE Act is the visionary 21st-century civil-rights legislation we need.

[BREATHEAct.org](https://www.breatheact.org)

## SAMPLE POSTS | IG

### UNVEILING DAY | ANNOUNCING PRESS CONFERENCE

[Repost announcement posts from Movement 4 Black Lives Instagram](#)

### UNVEILING DAY | AFTER PRESS CONFERENCE

*These can be posted after the press conference on unveiling day with a graphic for the grid.*

Despite constant exploitation and perpetual oppression, Black people have bravely and brilliantly been the driving force pushing the U.S. toward the ideals it articulates but has never achieved. Today, the call from the streets is clear: We must divest from policing and invest in creating new models of safety.

It's time for a new approach, and the BREATHE Act is the visionary 21st-century civil-rights legislation we need. We are proud to join the Electoral Justice Project of the @Mvmnt4blkives in supporting the BREATHE Act. Take action in the link in our bio.

[BREATHEAct.org](https://BREATHEAct.org)

# ACTION ITEM #3

Take 60 seconds to review BLMLA requests:

## 60 SECONDS FOR JUSTICE: Quick Things You Can Do Right Now

1. **SIGN AND SHARE** the petition for Justice for #BJStatler, killed by Inglewood police in March 2019. <https://bit.ly/3gxxg5ZA>
2. **CALL** Governor Newsom and tell him to “Sign AB 1460 to make Ethnic Studies a California State University requirement.” [916-445-2841](tel:916-445-2841)
3. **DONATE** to the college fund of Harold Cleveland Branch, son of #MichelleShirley who was killed by Torrance police in 2016. <https://www.gofundme.com/f/michelle-shirley039s-sons-college-fund>



# **ACTION ITEM #4**

Continue reading your  
selected book.