

OFFICE OF MAYOR SLY JAMES PRESENTS

SOCIALIZATION & BIAS

6 – 8 p.m.

Tues., Oct. 16

Mohart Multipurpose Center
3200 Wayne Ave.
Kansas City, MO 64109

KANSAS CITY
**RACE &
EQUITY**
INITIATIVE



UNDERSTANDING THE SYSTEMS THAT DIVIDE US



COMMUNITY ALLIANCE FOR RACIAL EQUITY



OFFICE OF MAYOR SLY JAMES PRESENTS

SOCIALIZATION & BIAS

OCTOBER 16, 2018

Presented by

PAKOU HER

Tseng Development Group
& Community Alliance for Racial Equity

MOLLY FLEMING

Showing up for Racial Justice



SO, WHAT'S THE DEAL?

How did we get here?

What will we do tonight?

What does this mean for you?



TRAINING GUIDE

- I. Racism: It's systemic, people!**
- II. Racial ID Development & Socialization**
- III. Internalized Racist Oppression (IRO) & Internalized Racist Superiority (IRS): How we all play the game**
- IV. Disrupting IRO & IRS: Giving up the game**



RELATIONSHIP AGREEMENT: WE WILL, WE WON'T

We *will* EXPLORE and ENGAGE.

We *will* REFLECT and APPLY.

We *won't* BLAME and SHAME.

We *won't* AVOID and DERAIL.



DEFINING RACISM

What is it?



DEFINING RACISM

- **We all need a common language to talk effectively about racism**
- **Racism \neq individual bigotry or prejudice**
- **Racism $>$ individual bigotry or prejudice**
- **Racial prejudice becomes racism when combined with the power of systems and institutions**

RACISM: A DEFINITION

race prejudice

+

[misuse of] systemic/institutional power

=

RACISM



RACISM: THE HEAD TRIP PLAYED ON PEOPLE OF COLOR AND WHITES

- **Racism shapes us on the deepest level of our psyche.**
- **We did not ask for it, but it is an outcome of living in a race-based system.**
- **We are socialized to internalize racism and exhibit correlating behaviors.**
- **Our task is to identify these behaviors, disrupt them, and create new ways of being.**

DEFINING INTERNALIZED RACIST OPPRESSION & INTERNALIZED RACIST SUPERIORITY

Internalized Racist Oppression

A complex, multi-generational socialization process that teaches People of Color to believe, accept and live out negative societal definitions of self and to fit into and live out inferior societal roles.

These behaviors support and help maintain the race construct.

Internalized Racist Superiority

A complex, multi-generational socialization process that teaches White people to believe, accept and live out superior societal definitions of self and to fit into and live out superior societal roles.

These behaviors define and normalize the race construct and its outcome – white supremacy culture.



IRO & IRS: 4 MANIFESTATIONS

- 1. Self-esteem / Self-concept**
- 2. Intra-group relationships**
- 3. Inter-group relationships**
- 4. Functioning in white institutions/white society**



IRO & IRS: 4 MANIFESTATIONS

1. Self-esteem / Self-concept

How *individual* People of Color and Whites understand themselves in the context of racism and identity development



IRO & IRS: 4 MANIFESTATIONS

2. Intra-group relationships

How individual People of Color and Whites relate to other members of their same (respective) racial identity group in the context of racism and identity development



IRO & IRS: 4 MANIFESTATIONS

3. Inter-group relationships

(Respectively) how different groups of People of Color relate to one another, and how the White collective relates to different groups of People of Color in the context of racism and identity development



IRO & IRS: 4 MANIFESTATIONS

4. Functioning in white institutions/white society

How different groups of People of Color and the White collective function in white institutions/white society in the context of racism and identity development.



IDENTIFYING IRO/IRS IN YOUR LIFE

What examples can you identify in your life that illustrate any or all of the IRO or IRS manifestations?

How does IRO or IRS impact how you experience and engage in your community?



INTERRUPTING IRO & IRS: 3 APPROACHES

APPROACH #1

- **Work to change individual hearts and minds**
- **Build relationships immediately and intimately**
- **Foster personal and interpersonal consciousness and growth**



INTERRUPTING IRO & IRS: 3 APPROACHES

APPROACH #2

- **Focus on transforming institutions**
- **Aim to leverage institutional power to catalyze change**
- **Creating and altering institutional policies and practices**



INTERRUPTING IRO & IRS: 3 APPROACHES

APPROACH #3

- **Going global**
- **Organizing for big, broad, systemic change**
- **Working to shift cultural norms**



KEEP IN TOUCH

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KEEP IN TOUCH



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Find them in the lobby!



THANK YOU



COME BACK

OFFICE OF MAYOR SLY JAMES PRESENTS
**SYSTEMS, INSTITUTIONS
& COMMUNITIES**

5:30 – 8 p.m.
Wed., Jan. 16

Gem Theater
1615 18th St.
Kansas City, MO 64108



UNDERSTANDING THE SYSTEMS THAT DIVIDE US