NW Equity Summit
Reframed & Refocused

Partners in Diversity
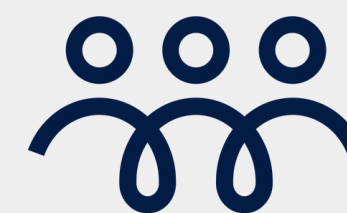*Thriving Through Belonging*

Name and confront myths and stereotypes that keep racism embedded into systems

Moving beyond inclusive language to transformative action

Share specific practices and lesson from multiple sector viewpoints

Offer tools for people to working both with and without organizational support

Dr. Ame Lambert ~Jawad Khan ~ Frank So

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Anti Blackness

Partners
in Diversity
Thriving Through Belonging

What is Anti Blackness / Anti Black Racism

- **A conditioned and visceral negative response to, and perception of, Blackness and Black people and culture, which includes deep assumptions of inferiority, sub humanness and a proclivity for violence**

- **Embedded in structures, narratives, and psyches**

- **Has been intentionally cultivated and reinforced until it is now just the norm**

- **Blackness is presented as the antithesis to whiteness and everyone else finds themselves either closer to whiteness or blackness**

- **Has wide ranging consequences**

- **Is present in every community (including Black communities)**

How does Anti Blackness Show Up

- **Presumed guilty or less than, starting from that deficit that requires a lot of hard work to overcome**
  - Who gets to have excuses made for them? Who gets to be a full, complex human being with context provided for their actions?
  - You must be in low income housing

- **Hiring, promotion and advancement, earnings**
  - Resume review, interview, support, feedback, mentorship and sponsorship

- **Not given full access to, or allowed full participation in, anything, on any level (the presidency, perception of not having a culture)**

- **Pigeonholing**
  - Can only do the 'Black' things and/or must know all 'Black' things
  - The 'Black' things not quite the same (Black movies, pretty for a Black girl)
  - Denying intersectionality (e.g. women)

How does Anti Blackness Show Up

Seemingly race neutral policies and practices that have replaced explicit racist policies and practices
- Differing sentencing guidelines, where is policed
- Redlining, urban renewal, eminent domain

The stories we tell, believe and enact
- Millionaire, football player, immigrant, having an attitude
- Police officer who shot Michael Brown said [after Michael Brown was shot, he) "had the most intensely aggressive face and looked "like a demon"
- Internalization/gets in us: Preference for lighter skin/association of lighter skin with better.
- Belief of negative stereotypes that leads to self hatred/low self efficacy or distancing from one's community/harming one's community
- Hyperbolic narrative of progress, attention and access to resources

What can we do about Anti Blackness?

Focus on the individual and interpersonal levels for non Black people

Understand the construction of race and the construction of whiteness

Race the power of an Illusion

Ibram Kendi: Stamped from the beginning

When Affirmative Action was white:Ira Katznelson

A short history of racism: George Fredrickson

People suing to be white

Understand how these perceptions are intentionally encoded into our everyday life

Ethnic Notions

Implicit Association Test

Explore how this shows up in your life

Expose yourself to people and opportunities that interrupt ingrained narratives

Practice micro-affirmations and interrupt bias and microaggressions

Sponsor and create access

Share power

What can we do about Anti Blackness?

Focus on system level for non Black people

Understand the history of the places you are in and the policies you are leading and enacting

What was the intent? What was the impact?

Start from the place that this is present and embedded in every decision and interaction and see what spaces that opens up (i.e. It is here: how is it here?)

Develop asset based and cultural wealth frames when engaging with Black communities

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For Black People

- Understand your context and history
- Understand the construction of race and whiteness, with blackness as its antithesis
- Create counter narratives
- Unlearn negative perceptions and lean into your racial identity development journey
- Tell our own stories and histories
- Stop trying to contort yourself to fit into systems that have no interest in making space for you and were not designed to do so (now what when the frame is shifted?)
- Take care of yourself (you are not imaging it) and find support and community
- You have to find ways to metabolize your negative emotions
- You have to find healing spaces and activities
- Allow for the complexity of humans and judge individuals on their merits, but in general, please support Black culture and people
- Thriving is the greatest act of resistance, people survived so you could do so

For Everyone

- Recognize the intentionality, redundancy, and reinforcement that has created our current reality over a very long period of time
- Equal and opposite: it will require that same level of intentionality, redundancy and reinforcement over a very long period of time to undo this and create new structures that 'take'
- We need a generational strategy and network
- The good ones actually need to be the good ones (many minoritized folks are between a rock and a hard place)
- This feels intractable because many of us still think some flavor of the month act, sign or being nicer to Black people will fix it. And few of us have the commitment, the depth, the grit, the resilience to stay with it. This is a fact not criticism.

Yet

Margaret Mead: *Never Doubt that a small group of thoughtful, committed citizens can change the world; Indeed it the only thing that ever has*

James Baldwin: *Not everything that is faced can be changed, but nothing can be changed until it is faced*

Albert Einstein: *We cannot solve problems with the same thinking used to create them (we must learn to see the world anew)*
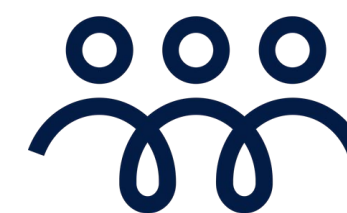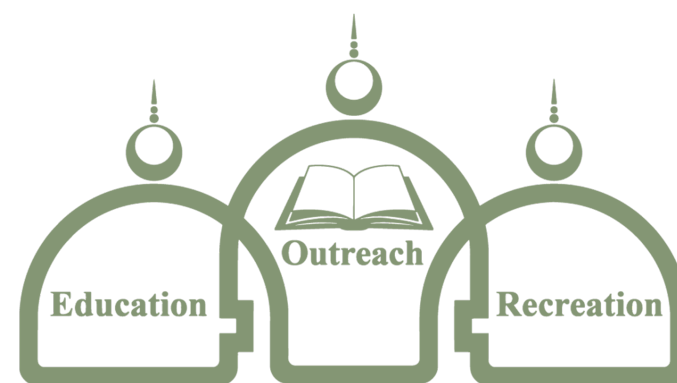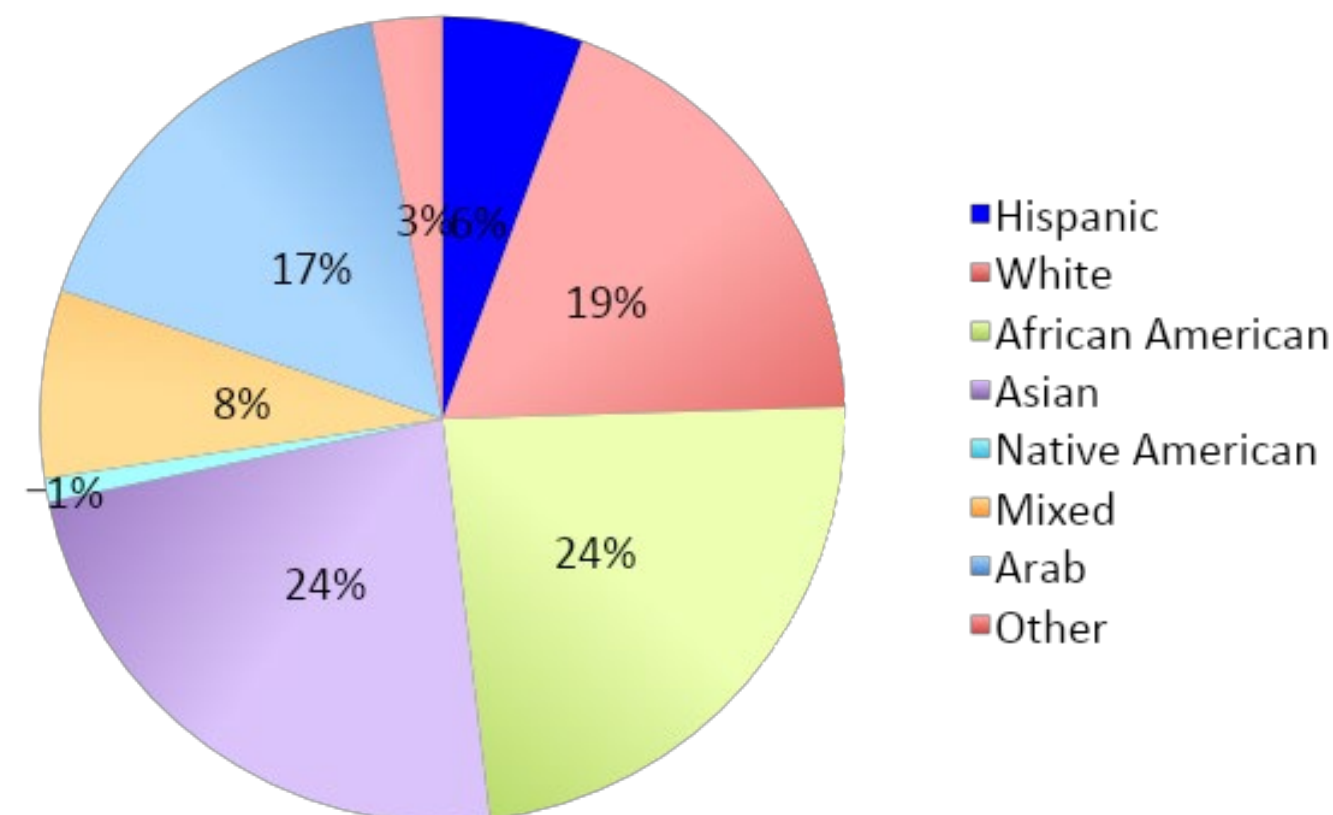
The term "Islamophobia" refers to fear or dread of Islam and by extension, Muslims as well as hostility toward Islam and Muslims that tends to dehumanize an entire faith, portraying it as fundamentally alien and attributing to its followers an inherent, essential set of negative traits, such as irrationality, barbarism, intolerance, and violence.

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- Islam is monolithic and static
- Muslims are inherently violent or extremist
- Muslim women are oppressed and lack agency
- Islam is incompatible with American or Western values
- *Reel Bad Arabs*

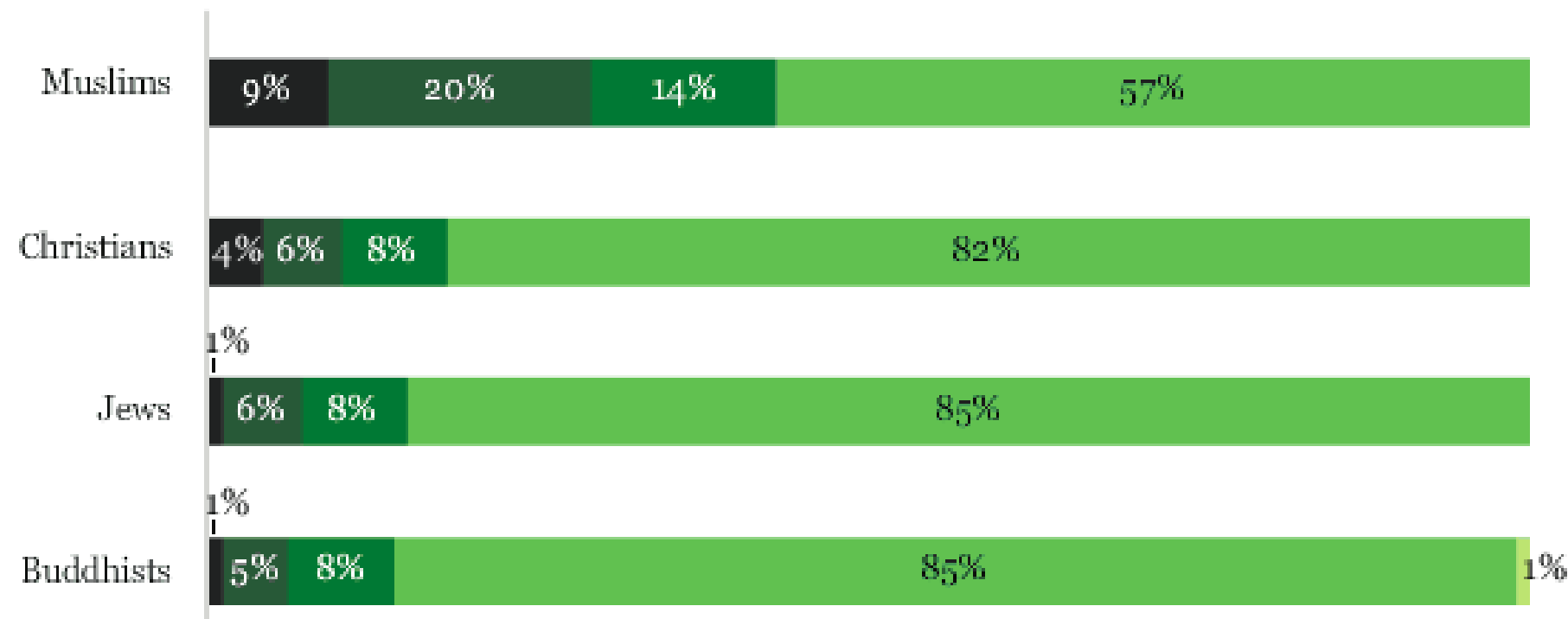Muslims Are Most Ethnically Diverse Faith Community in America

Pie chart legend:
- Hispanic
- White
- African American
- Asian
- Native American
- Mixed
- Arab
- Other

Values shown: 3%, 6%, 19%, 24%, 24%, 1%, 8%, 17%

Islamophobia Consequences

Prejudice
Stereotyping

Defamation
Slander Attack by
Media

Discrimination
Alienation

Profiling Breach of
Civil liberties

Hate Crimes: Verbal
& Physical Abuse
Vandalism & Arson
of Mosques & shops
Murder

Bias Hiding in Everyday Norms

- Microaggressions target Muslim identity and practices:
- "Where are you really from?"
- "You speak English so well."
- "Aren't you hot in that?"
- Assumptions about terrorism, oppression, or backwardness.

Impact on Belonging and Performance

- Disengagement and burnout from navigating constant bias.
- Negative effects on mental health and self-perception.
- Muslim youth question whether they can be both Muslim and American.
- Organizations lose out on talent and diverse perspectives.

Embedding Equity into Practice

- Actions for Building Inclusive Spaces:
- Acknowledge Islamic holidays and dietary needs.
- Create inclusive prayer and reflection spaces.
- Address microaggressions and implicit bias.
- Support Muslim voices in leadership and decision-making.
  Practice cultural humility—listen, learn, unlearn
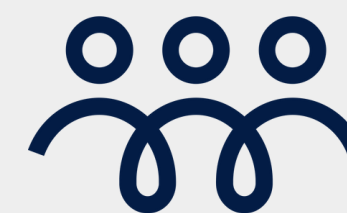
Who Are Immigrants?

Documented (list is more exhaustive)

Non-Immigrant Visa Holders: H1, F1, etc. Foreign nationals to the United States for work purposes, investment a/o tourism.

Refugee- a person who is unable or unwilling to return to his or her home country because of persecution or a well-founded fear of persecution due to race, membership in a particular social group, political opinion, religion, or national origin.

TPS- temporary immigration status granted to foreign nationals of countries experiencing armed conflict, environmental disaster, or other extraordinary conditions that prevent their safe return.

Undocumented (list is more exhaustive)

Asylum Seeker- someone seeking international protection from dangers in his or her home country, but whose claim for refugee status hasn't been determined legally.

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Common Myths About Immigrants

15 Myths Debunked   - Carnegie Corporation of New York

MYTH #1: "Immigrants will take American jobs, lower wages, and especially hurt the poor."

FACT: Immigrants don't take American jobs, lower wages, or push the poor out of the labor market.

MYTH #2: "It is easy to immigrate here legally. Why don't illegal immigrants just get in line?"

FACT: It's very difficult to immigrate legally to the United States. Immigration law is second only to the income tax code in legal complexity.

MYTH #3: "Immigrants abuse the welfare state."

FACT: Immigrants use significantly less welfare than native-born Americans.

Facts About Immigrants

Source: American Immigration Council

Undocumented immigrants are essential contributors to the economy.
In 2023, undocumented immigrant households paid $89.8 billion in federal, state, and local taxes and held $299 billion in spending power. In total, immigrant (both legal and undocumented) households paid nearly $16.80 in every $100 tax dollars collected by federal, state, and local governments, funding a wide range of social services that benefit all Americans.

Immigrants help ease key labor shortages, and are driving innovation and business creation.
Almost 1 in 4 entrepreneurs in the country are immigrants. About 46 percent of the Fortune 500 companies were founded by immigrants or their children. Elsewhere, immigrants are helping ease the labor shortage in the healthcare industry, where nearly 16 percent of nurses and about 28 percent of health aides were immigrants in 2023. *AG, Construction, Service*

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Consequences of Xenophobic/ Aporophobic Racist, Anti - Immigrant Policies

- **Mass deportation would separate millions of U.S. citizen children from their family.**
  - Some 4.1 million U.S. citizen children live with an undocumented parent.

- **Economic consequences from tax base, contribution to local businesses and economy.**

- **Fear of deportations by ICE has multiplier effects on the workplace**:
  - Employees not showing up to work;
  - Employee productivity and morale decrease;
  - Employees who may have family members who are not documented showing emotional distress at work, needing to take more time off, a/o relocating.
  - Employees who are not immediately affected feeling secondary stress.

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Education

Combat Ignorance with Facts (Debunk the noise!)

Cultural Sensitivity — Learning & Discussions; Showcase Culture

Affinity Groups — Find Safe Places/Giving Inputs to Recruitment & Retention
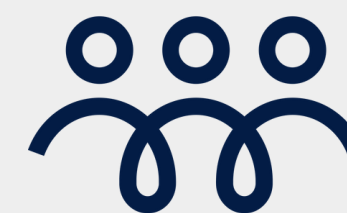
Workplace Policies

Ensure your organization has a clear and comprehensive policy on racial discrimination and harassment, aligned with relevant laws like Title VII of the Civil Rights Act.

Protect reporting as confidential.

Is this coming from Leadership?

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