

Racial Equity Team Workshop — July 2020

Preface the conversation acknowledging that despite each of our team members' differing backgrounds, religious beliefs, and political positions, etc., whiteness is something we've all walked through this life with and inherently benefitted from.

McIntosh makes a note illustrating this very point:

"Understand that every participant has an intricate "politics of location" (Adrienne Rich) within the systems of social power. For example, all people in a workshop or class will have a lifetime of experiences of both advantage and disadvantage, empowerment and disempowerment, overwhelming or subtle, within many different systems of power. Recognize that all people are both located in systems and also uniquely individual."

Goals for the workshop:

- Understand the systems of oppression more deeply.
- Gain clarity on the different ways we each benefit from white privilege (and why this might be uncomfortable to sit with).
- Create our personal "action plans" that are sustainable in our respective lives.

Assigned reading for the team (one older/scholarly, one contemporary essay):

- [*Unpacking the Invisible Knapsack*](#) by Peggy McIntosh (1989)
 - [White Privilege Checklist](#): out of this list of 20 advantages, how many do you personally check off? Are there any that Peggy didn't think of that apply to you?
- [Who Gets to Be Afraid in America?](#) by Ibram X. Kendi (May 2020): about the murder of Amhaud Arbery
- [Mandatory 4 minute Video](#) on life of privilege explained in a \$100 race.

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Optional (but encouraged) podcast listening for the team:

- [The 1619 podcast](#) (NYT audio series):
- [When Civility is Used As A Cudgel Against People of Color](#) (NPR article or 6-minute listen)

Optional (but encouraged) movies to watch for the team:

- [13th Documentary \(full-length\)](#) on YouTube or available on Netflix (about mass incarceration in the U.S.)

- [King in the Wilderness](#) on YouTube (chronicles the final chapters of Dr. Martin Luther King Jr.'s life)

How to become a better ally: The "[Justice in June](#)" resource for further education.

Guided Discussion Questions on *Unpacking the Invisible Knapsack*:

1. Which of the "daily effects of white privilege" in McIntosh's list sticks out to you, and why?
2. Does acknowledging our privilege matter? What does it do for us?
3. What do you think McIntosh means when she writes that admitting white privilege means giving up "the myth of meritocracy"?
4. Please feel free to share your reflections around:
 - a. What are one or more ways in which you've had unearned disadvantage in your life?
 - b. What are one or more ways in which you've had unearned advantage in your life?

Guided Discussion Questions on *Who Gets to Be Afraid in America?*:

1. What were your initial thoughts/emotions upon reading this essay?
2. "They don't need to figure out *who* I am. All they see is *what* I am. A black male. And what I am pronounces who I am. A criminal. The embodiment of danger. The producer of fear."
Can you think of a time when you have feared someone, namely for their appearance?
3. What're ways we can do better as individuals and communities to not perpetuate this fear?