

# Shine the Light On It – Learning From the American Born Black Experience of Systemic Racism

By  
Community Change, Inc.

Facilitators: Donna Bivens & Paul Marcus  
December 8, 2011

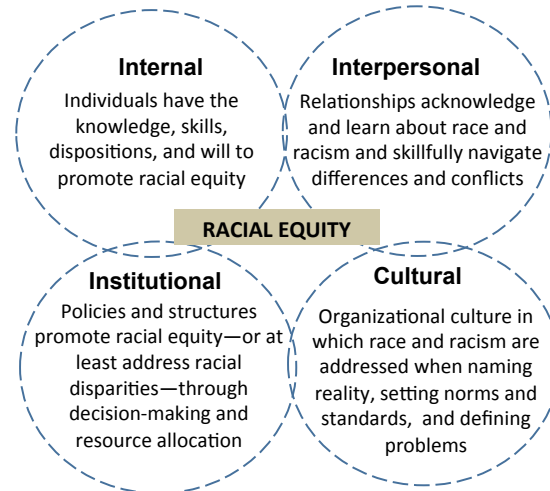
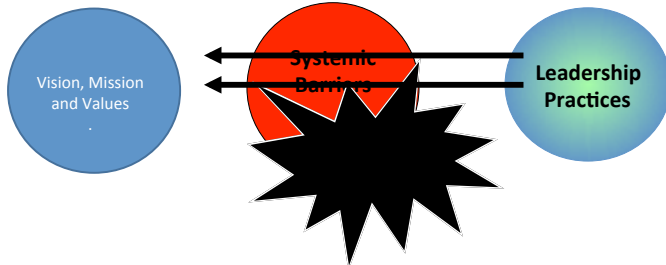
## Touchstones

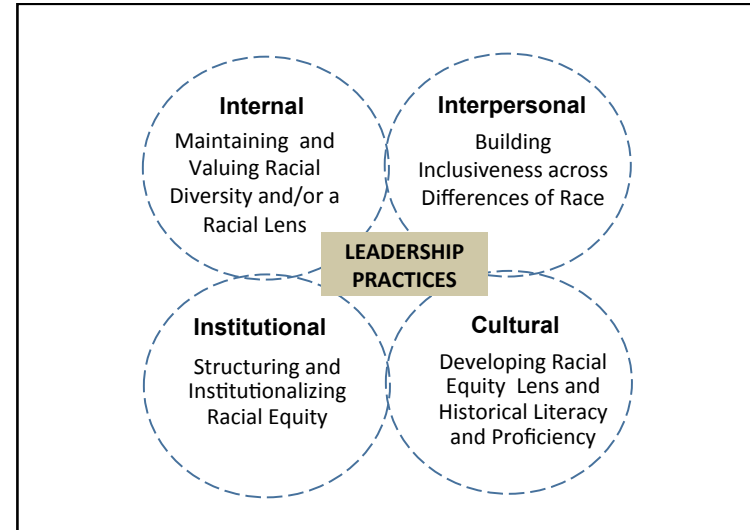
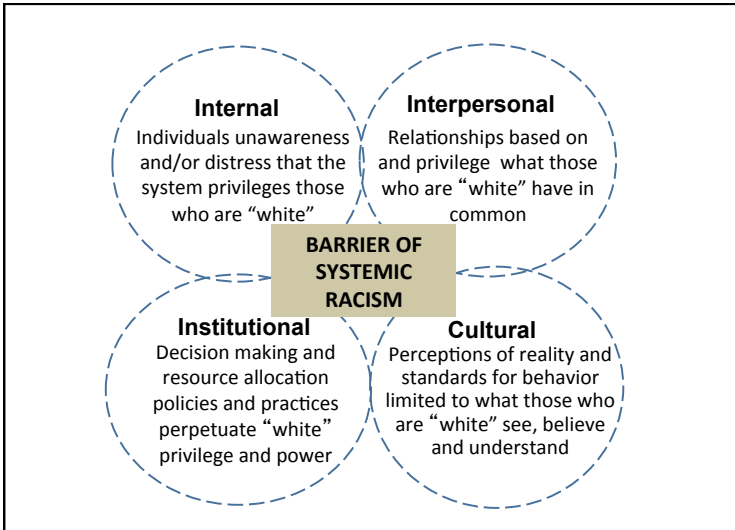
- Come to the work with all of our selves
- Presume welcome and extend welcome
- Believe it's possible to emerge refreshed, surprised, less burdened
- There is always invitation, never invasion; always opportunity, never demand
- No fixing, no saving, no advising, and no setting each other straight
- When the going gets rough, turn to wonder
- Speak for yourself
- Listen to the silence
- Observe confidentiality
- Turn to nature for insight and inspiration
- Let the beauty we love be what we do

What you want to create

What gets in the way

What to do about it





Racism:  
How do you define it?

**Racism: Our Definition**

Racism = Racial Prejudice  
+  
Systemic Power

## Racial Prejudice

An opinion formed before the facts are known; a preconceived idea (the root is: prejudice). When the basis for the prejudice is race, the unfavorable attitude or action may be attributed to racial differences.

**While prejudice is simply the unfavorable attitudes or actions against other races, racism exists when such attitudes or actions are supported by the power of law, institutional structures & culture**

## “ism”

- An ideology
- A mindset
- The way we structure society

## Race

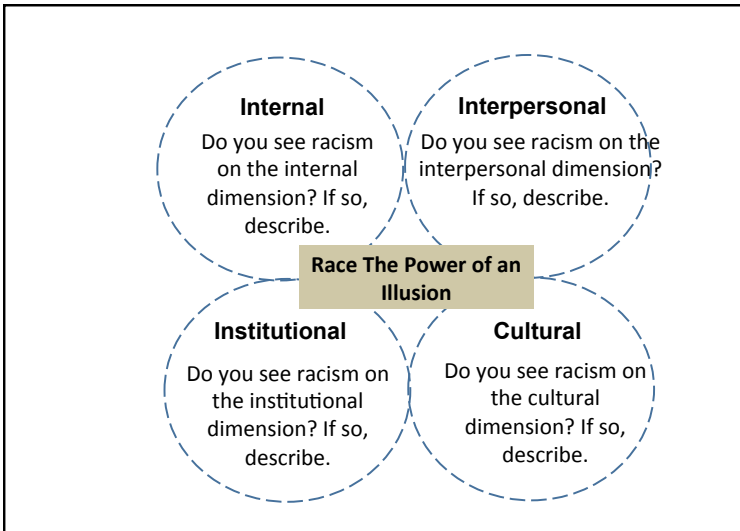
How do you define Race?

- ~~Skin Color/Physical Appearance~~ —
- ~~Ethnicity/Culture/Religion~~ —
- ~~Biological~~ —
- Social Construct

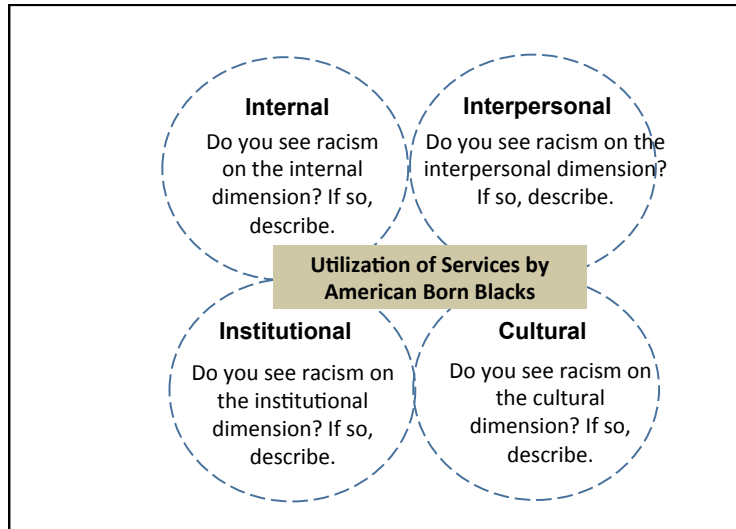
Systemic Power:

In its relationship to the above definition of racism, power means:

Having “legitimized” access and control



- Group Discussion of Analysis and Film**
- What jibes with what you already knew?
  - What’s new?
  - What questions or insights does this raise about your work? About the serving “American born Blacks?”



### Group Discussion

- What connection do you see between systemic racism on the four dimensions and the focus group data?
- Looking at the leadership practices for working on systemic racism, what are some concrete steps can be taken on each dimension.
- Report to be collected: Share one step for each dimension on a post-it (please write legibly and label the dimension)