

## Session 4

Is Change Necessary?  
If So, What Is My Role?



# JCC Arts and Culture Program

**Lev Rothenberg**

**Director of Arts and Education**



# Welcome and More....

## Rules of the Road:

- 2 parts to our evening - presentation & conversation
- Please mute for presentation
- Write down questions for later
- Everyone's voice is important
- Please raise your hand to speak
- Do Not use Chat

Thank You!



# What You Told Us....

I want to understand systemic racism and the African American experience.

I am uncertain what to say without sounding “racist”.

I need to learn how to be an Ally for African-Americans and other POC.



# A View of Systemic Racism

*Systemic racism doesn't go away,  
it just adapts.*

*Dr. Michael Twyman*



# What is systemic racism in America?

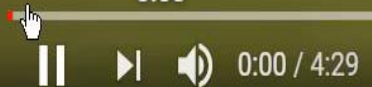


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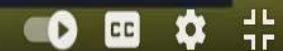
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Scroll for details

FACING RACE





# Re-Cap The AA Experience



## Where Are We Now?



# Re-Cap Housing & Wealth

- Redlining was racism by our Federal Government
- Redlined neighborhoods were mostly of POC
- Redlining destroyed communities

People of Color today are often denied opportunities to build wealth through housing

Redlined neighborhoods exist Today



# Re-Cap Education - IPS Story

1954 Brown vs. Board of Education = Separate is NOT Equal

1971 - IPS ordered to Desegregate schools

Black students bussed out. No white students bussed in

IPS paid transportation expenses

IPS enrollment dropped. 107,000 students before

33,000 students now.

**Are IPS students better off now?**



# Systemic Racism Includes

- Health Care
  - Criminal Justice
  - Employment
  - Businesses
  - Policing
- Elections
- Banking
- Transportation
- Home Ownership



# Consider Policing

Policing for BLM March  
Lincoln Memorial  
June 2, 2020





Capitol Steps  
Jan.6, 2021





# Do We Need to Change?

YES!

*“The heartbeat of racism is Denial.”*

*Ibram X. Kendi is a contributing writer at The Atlantic Magazine and the author of “How to be Antiracist”*

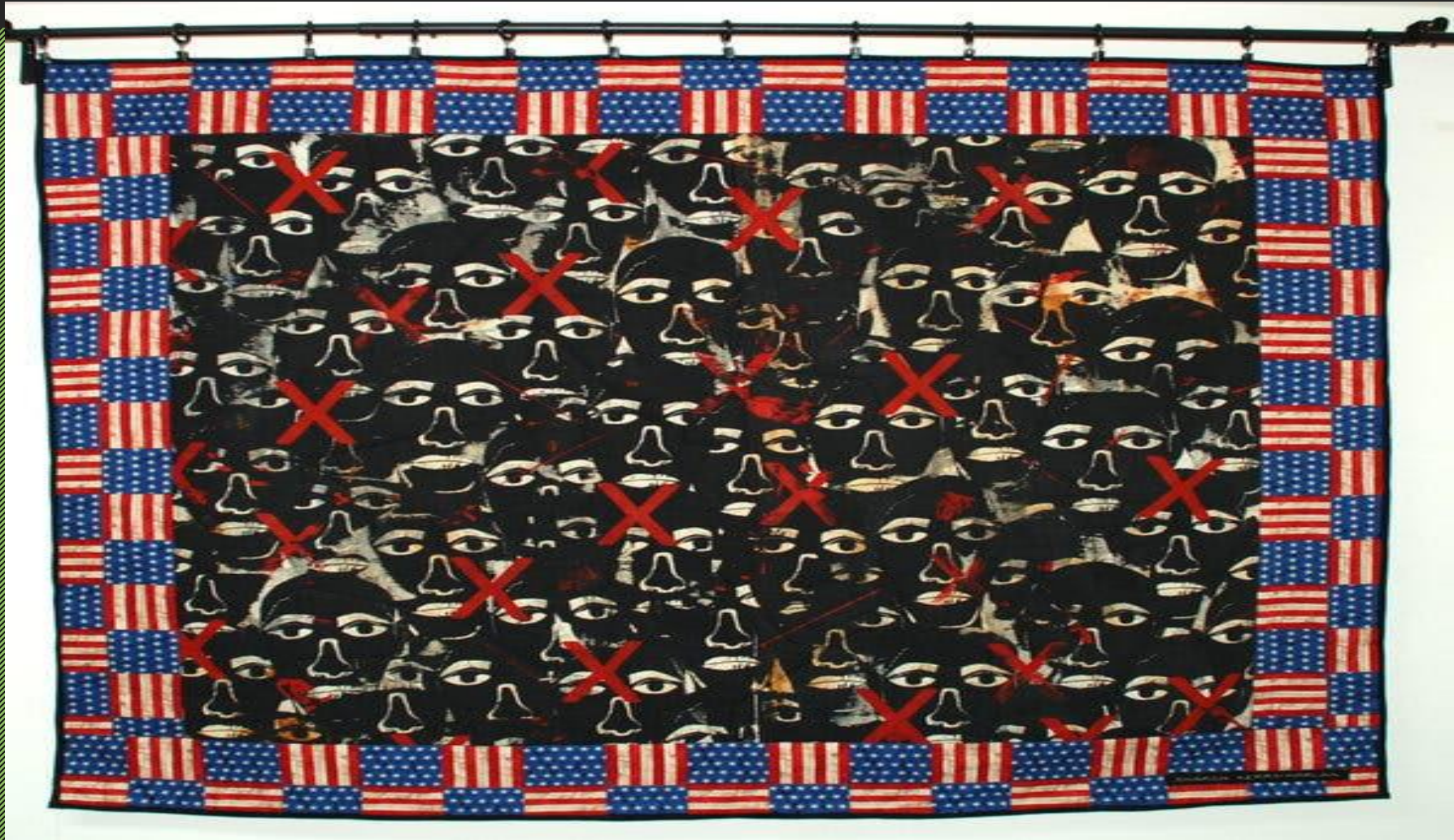


# Why POC Feel Defensive

- Racism spans 400 years
- Many years of backlash to progress and equity
- Now in another period of backlash
- African Americans experienced generations of trauma
- Racism “crops up” daily



# Art to Express Outrage













# What Is My Role?

Communication is key to understanding *our* role in racism.

In our communication we often display our *assumptions*.

Justin Simien wrote the book, “*Dear White People*”

Here are some examples of assumptions

What *White* People Say . . .

What *Black* People Hear



# What Are the Assumptions?

## From a White History Teacher

"You're black, what do you think?"

=

"You have the same thoughts, experiences, and feelings as every member of your race, right? Please represent them!"

## From a White Associate or Colleague

"This is going to sound kind of racist, but . . ."

=

"This is absolutely going to be racist, but you can't get mad, okay? "

## From a White Person You Just Met Who Is Trying to Make Conversation

"You know what movie I love?  
*Precious.* "

=

"Since you're black, I'm assuming you can relate to being poor, overweight, and a victim of repeated child abuse. "



## From a White Person Older Than You

"Wow! You're so incredibly well spoken!"

=

"My God, a negro that has command over basic English? How novel!"

## From a White Store Clerk

"You know those are really expensive . . ."

=

"I'm assuming you have no money and am nervous you're going to rob me."

## From a White "Friend"

"Yeah, but you're not *black* black."

=

Since all of your positive qualities are not ones I know to be affiliated with your race, I refuse to acknowledge the fact that you're black."

## From a White New Co Worker

"Wow, so how did you get this job?"

=

"You got this job unfairly because of Affirmative Action, right?"



# Let's Think About This . . .

***“Wow! You’re so incredibly well spoken!”***

What are the assumptions of a White Person saying this?

What are the assumptions of a Black Person hearing this?



# Another Example - Real Life

A white family with black children has just moved into suburbia and enrolled their children in a new middle school. The school reflects the neighborhood population which is mostly white and affluent. Student government elections are underway. The parents enter the school and see in the hallways large banners that say . . . ***VOTE for KKK!***

The parents approach the principal complaining that the banners are very offensive. The principal replies those are the initials of the student running for Student Council president, and it's a "catchy" sign. He knows the student's family, and this is just a good kid trying to win the election. The principal is sorry the parents are offended, and this ended the discussion.



# Discussion

- Why do think the principal responded the way he did?
- What are his assumptions?
- How does this affect the students?
- Ways to improve this situation?
- Other comments/questions?



# Dr. Martin Luther King, Jr.

"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects *one* directly, affects *all* indirectly."

*MLK Letter from a Birmingham Jail*



# What We Can Do

- Next Series will examine Implicit Bias
- How it creeps in unknowingly
- How we can be better allies

Wednesdays March 10, March 24 and March 31 at 7 - 8:30 PM

*Thank you for your Participation. We look forward to seeing you again!*