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RACIAL JUSTICE AND WHITE ASPIRING ALLY-SHIP IN THE DOMESTIC VIOLENCE MOVEMENT

Presenters

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Learning Objectives

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Unpack the definitions of racism, discrimination, and prejudice

Identify the unique barriers faced by victims who are People of Color

Understand our reluctance as White people to talk about race and racism

Define what it means to be a White aspiring ally

Determine concrete ways in which we as White aspiring allies can push the domestic violence movement toward racial justice and equity

Practice Self-Care, Care for Others

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- We will be talking about racism
- Emotional labor for People of Color
- Talk it out
- Remember to breathe!



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Talking about racism

- Raises our defenses
- Can be uncomfortable, but not unsafe
- Is not a personal attack
- Makes it hard to stay present
- Challenges our growing edge



Defense Mechanisms


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| | | |
|--|--|--|
| <p>I am a good person – therefore I am not racist! Racism impacts everyone</p> | <p>But what about – poverty, disabilities, LGBTQ... Distraction from the hard conversation about race</p> | <p>I don't see color – we are all human beings Disregards experiences of People of Color</p> |
| <p>I disagree with the terminology – therefore you are wrong Keep an open mind, strive to learn</p> | <p>I don't see racism in my community/workplace/faith group, etc. Racism is everywhere, even if we don't see it</p> | <p>Exceptionalism – I am the exception to the rule How does being white affect my lived experience?</p> |

Defense Mechanisms

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What does this have to do with domestic violence???



Where Does Race Come From?

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| Historically | Today |
|---|---|
| <ul style="list-style-type: none"> • Race is an evolving social idea • The term “white” first appeared in colonial law in the late 1600s <ul style="list-style-type: none"> ○ 1790: Census ○ 1825: degrees of blood classified as Indian ○ 1922: Supreme Court ruled that Japanese not legally white • Being white was based on the common understanding of the white man <ul style="list-style-type: none"> ○ people seen as white got to determine who was white | <ul style="list-style-type: none"> • Mainstream belief among scientists is that race is a social construct without biological meaning • Genetic differences are not fixed along racial lines • Just because race is a social construct does not mean that it isn't “real” or important |

<https://www.scientificamerican.com/article/race-is-a-social-construct-scientists-argue/>

Terminology

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- **Prejudice:** pre-judgment about another person based on the social groups to which the person belongs
 - Thoughts, feelings, stereotypes, attitudes, generalizations
 - Based on little or no experience
 - Projected on everyone from that group
- **Discrimination:** action based on prejudice
 - Ignoring, exclusion, threats, ridicule, slander, violence
 - Some forms are clear and recognizable
 - Sometimes more subtle – mild discomfort, unease – hard to detect
 - Causes us to act/react differently

DiAngelo, R. (2018). White Fragility: Why It's So Hard For White People to Talk About Racism. Boston: Beacon Press

What is Racism?

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- When a racial group's prejudice is backed by power (legal authority, institutional control) it is transformed into racism

Prejudice + Power = Racism

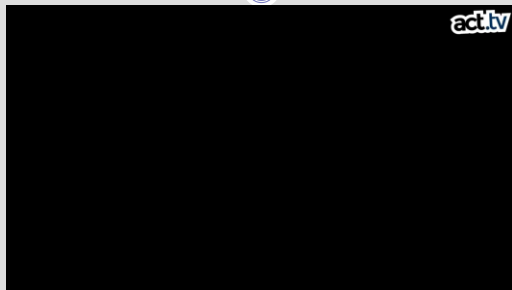
- Racism is a system that does not depend on individual intentions

~~Reverse racism~~

DiAngelo, R. (2018). White Fragility: Why It's So Hard For White People to Talk About Racism. Boston: Beacon Press


Racism as a System

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Racism – Impact on Barriers



Artist: Fred Matthews

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Redlining
Nuisance laws
Low-income neighborhoods
- 

Biased judges, prosecutors, probation and parole
Higher Arrest, conviction and sentencing rates
Post-prison consequences
- 

Higher maternal death rates
Bias among doctors, nurses, other professionals
Lack of treatment referrals

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Racism – Impact on Barriers



Artist: Fred Matthews

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Employment and unemployment rates
Education level
Lower earnings
- 


Increased discipline
Segregation/opportunities
School-to-prison pipeline
- 

Wealth disparities
Lower rates of home ownership and
Retirement savings

Underrepresentation in Leadership

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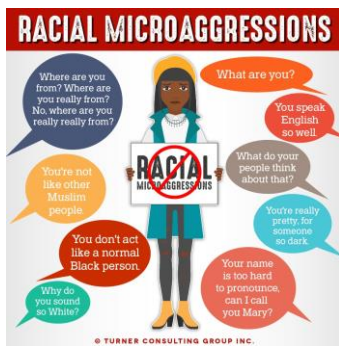
- People of Color under-represented in leadership positions
 - Government (National and State)
 - Funding Administrators
 - Criminal Justice System
 - Domestic Violence Programs



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Microaggressions

Brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color

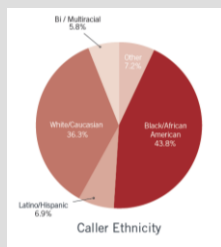


Homicide Rates

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- In 2016, black females were murdered by males at a rate more than twice as high as white females
- Study of female homicides from NVDRS during 2003–2014: young women, particularly racial/ethnic minority women, were disproportionately affected
- Over half of female homicides for which circumstances were known were IPV-related

- 2017: Calls to the National DV Hotline from Georgia



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Some Numbers

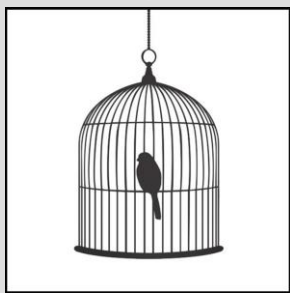
CJCC: New Individuals served in shelter

October 1, 2016-September 30, 2017

- 2010 U.S. Census:
 - GA Population: over 9.68 million people
 - ✦ 55.9% Non-Hispanic White
 - ✦ 30.5% Black or African American
- 2017 - New Individuals in Shelter
 - 5988
 - ✦ 31.2 Non-Hispanic White
 - ✦ 52.7 Black or African American

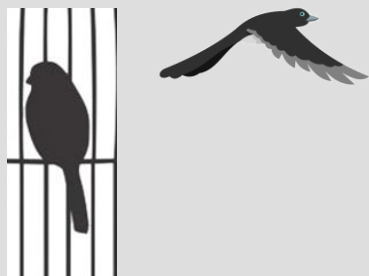
The Birdcage

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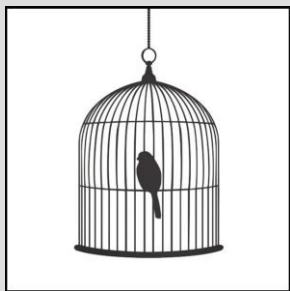
The Birdcage

22



The Birdcage

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Community Conversations in the Black and African American Community



- Survivors of color don't think mainstream organizations are "for them"
- Difference in child rearing values
- Breakdown of the black family, extended family
- Privacy
- Not engaging with the African American Community
- Lack of creative services (art, drama, etc.)
- Being culturally relatable
- Lack of transparency, trust
- Use of relevant terminology (victim, domestic violence)

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Community Conversations - Recommendations



- Have things that look and talk like us
- Help communities take ownership of the issue
- Work to build cultural buy-in and connection – block parties, community engagement initiatives
- Be willing to address all types of violence within a community – not just DV
- Engage the faith community/leadership
- Utilize social media platforms and strategic marketing - consider language used

Questions...

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White Aspiring Ally-ship

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LET'S TALK ABOUT SOLUTIONS!



What is a White Aspiring* Ally?

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Ally: "Is someone from a **dominant or mainstream** group who acknowledges certain **unearned privileges** they hold, who recognizes that their unearned privilege puts them in a position of power and **shares their privilege responsibly** to support access, understanding, and opportunity **alongside** underrepresented groups."

~ WOCN Inc.

***Aspiring** = lifelong work, not a title we give ourselves

Parallels Between Racism and Domestic Violence

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Racism

- People of Color (POC) have a responsibility to "fix" their own problems
- I'm not racist, so this is not my problem
- Racism is not ok, but POC are too angry, aggressive, argumentative...
- POC think everything is about race/racism

Domestic Violence

- Why doesn't the victim just leave? Call 911? Get help?
- I'm not an abuser, so this is not my problem
- DV is not ok, but victims recant, lie, manipulate...
- Victims think they can't trust anyone, that their abuser is all-powerful

Changing our Perspectives

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Programmatic Solutions

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- **Hiring Practices**
 - Job postings
 - Requirements
 - Interviewing
- **Supervision**
 - Power dynamics
 - Microaggressions
 - Career development
- **Services**
 - Specific to Black/African American survivors
 - Creative
 - Faith-based
- **Community**
 - Educate – connection between DV and racial justice

From Ally to Ownership

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- Racism is harmful to ALL
- Pushing toward our own liberation
- Create the world we want to live in



Caged Bird

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*The caged bird sings
with a fearful trill
of things unknown
but longed for still
and his tune is heard
on the distant hill
for the caged bird
sings of freedom*

Questions...

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Discussion



- What thoughts or feelings came up for me during the webinar?
- What is my growing edge?
- What will I do to continue my personal growth and learning?
 - As a white aspiring ally
- What steps can we take as an agency to become more culturally inclusive and welcoming to People of Color?
- What can we do to engage with Communities of Color in our service area?
- What can we as an agency do to continue conversations around race/racism?

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Thank You!

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