

SYSTEMIC RACISM REVIEW COMMITTEE THE CITY AND BOROUGH OF JUNEAU, ALASKA

June 19, 2021 9:00 AM

Virtual

Joint Training of the Systemic Racism Review Committee & Juneau Human Rights

Commission. to watch via zoom: [https://juneau.zoom.us/j/99835373184?](https://juneau.zoom.us/j/99835373184?pwd=MitQTU5lRWk0QU54YXExdVZLcGZaZz09)

pwd=MitQTU5lRWk0QU54YXExdVZLcGZaZz09 Meeting ID: 998 3537 3184

Passcode: 058585

AGENDA

- I. CALL TO ORDER**
- II. LAND ACKNOWLEDGEMENT by Chair Worl**
- III. ROLL CALL**
- IV. APPROVAL OF AGENDA**
- V. AGENDA TOPICS**
 - A. Introductions of SRRC & JHRC Members 9:00am-9:15am**
Chairs will make introductory statements
 - B. Belonging Activity 9:15am-9:30am**
What do you hope to accomplish in your SRRC or JHRC role?
 - C. Norms for our Time Together 9:30am-9:40am**
"Our Way of Life" - Chairs will facilitate, alternating with each agreement
 - D. Overview of SRRC & JHRC Roles/Responsibilities 9:40am-10:00am**
City Attorney, Rob Palmer will lead discussion
 - E. The 4 Things Policies Due Related to Equity 10:00am-10:05am**
 - F. Developing a Shared Language 10:05am-10:40am**
Terminology Activity (breakout session 10 min)
Content Sharing & Discussion (full group 25 min)
 - G. BREAK (5 min) 10:40am-10:45am**
 - H. Reflection Questions & Discussion on Race: The Power of Illusion Segments 10:45am-11:30am**
Small Group Breakouts (30 min)
Full Group Reflections (15 min)
 - I. LUNCH BREAK (30 min) 11:30am-12:00pm**
 - J. Intro to Biases Everyone Has 12:00pm- 12:40pm**
Content Presentation (10 min)
Small Group Discussion - Racial, Disability & Gender Micro-aggressions (20 min)

Full Group Discussion (10 min)

K. Application of Learning 12:40pm-1:45pm

Review documents specific to the work of the SRRC & JHRC through an equity lens in your specific groups (50 min)

- *Mila Cosgrove will facilitate the SRRC group discussion*
- *Rob Palmer will facilitate the JHRC group discussion*

Full Group Share-out (15 min)

[each group will take a small break within their groups during this time]

L. Next Steps/Check Out 1:45pm-2:00pm

Next Steps/Update

Check-out Prompt: "What one word or phrase describes how you are leaving this workshop?"

VI. NEXT MEETING DATE

A. SRRC Next Meeting: June 22 at 12:00pm

B. JHRC Next Meeting: June 22 at 5:00pm

VII. SUPPLEMENTAL MATERIALS

A. Equity Workshop Activity-Definitions

B. Microaggressions Handout

C. Framing Questions for PBS Documentary

VIII. ADJOURNMENT

ADA accommodations available upon request: Please contact the Clerk's office 36 hours prior to any meeting so arrangements can be made for closed captioning or sign language interpreter services depending on the meeting format. The Clerk's office telephone number is 586-5278, TDD 586-5351, e-mail: city.clerk@juneau.org



City and Borough of Juneau, AK

Systemic Racism Review Committee

Board Roster



Christine Woll

No Term

No Recruitment

Position Assembly Liaison

Office/Role Assemblymember

Category Assemblymember



Lillian M Worl

1st Term N/A - Jun 30, 2023

Appointing Authority Assembly

Position Voting Member/Beginning April

Office/Role Chair

Category General Public Seat



Dominic Branson

1st Term N/A - Jun 30, 2022

Appointing Authority Assembly

Position Voting Member/Beginning April

Category General Public Seat



Carla A Casulucan

1st Term N/A - Jun 30, 2022

Appointing Authority Assembly

Position Voting Member/Beginning April

Category General Public Seat



Grace Lee

1st Term N/A - Jun 30, 2023

Appointing Authority Assembly

Position Voting Member/Beginning April

Office/Role Vice-Chair

Category General Public Seat



Gail M Dabaluz

1st Term N/A - Jun 30, 2023

Appointing Authority Assembly

Position Voting Member/Beginning April

Category General Public Seat



Kelli R Patterson

1st Term N/A - Jun 30, 2024

Appointing Authority Assembly

Position Voting Member/Beginning April

Category General Public Seat



David I Russell-jensen

1st Term N/A - Jun 30, 2024

Appointing Authority Assembly

Position Voting Member/Beginning April

Category General Public Seat



City and Borough of Juneau, AK

Juneau Human Rights Commission

Board Roster



Britta Tonnessen

2nd Term Jun 01, 2018 - May 31, 2021

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 4



Ibn R Bailey

2nd Term Jun 01, 2020 - May 31, 2023

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 3



Haifa S Foroughi

3rd Term Jun 01, 2020 - May 31, 2023

Appointing Authority Assembly

Position Voting Member

Office/Role Chair

Category Public

Dais Seat 1



Angel Collins

1st Term Jun 29, 2020 - May 31, 2023

Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 5



Mary Wegner

1st Term Mar 22, 2021 - May 31, 2024

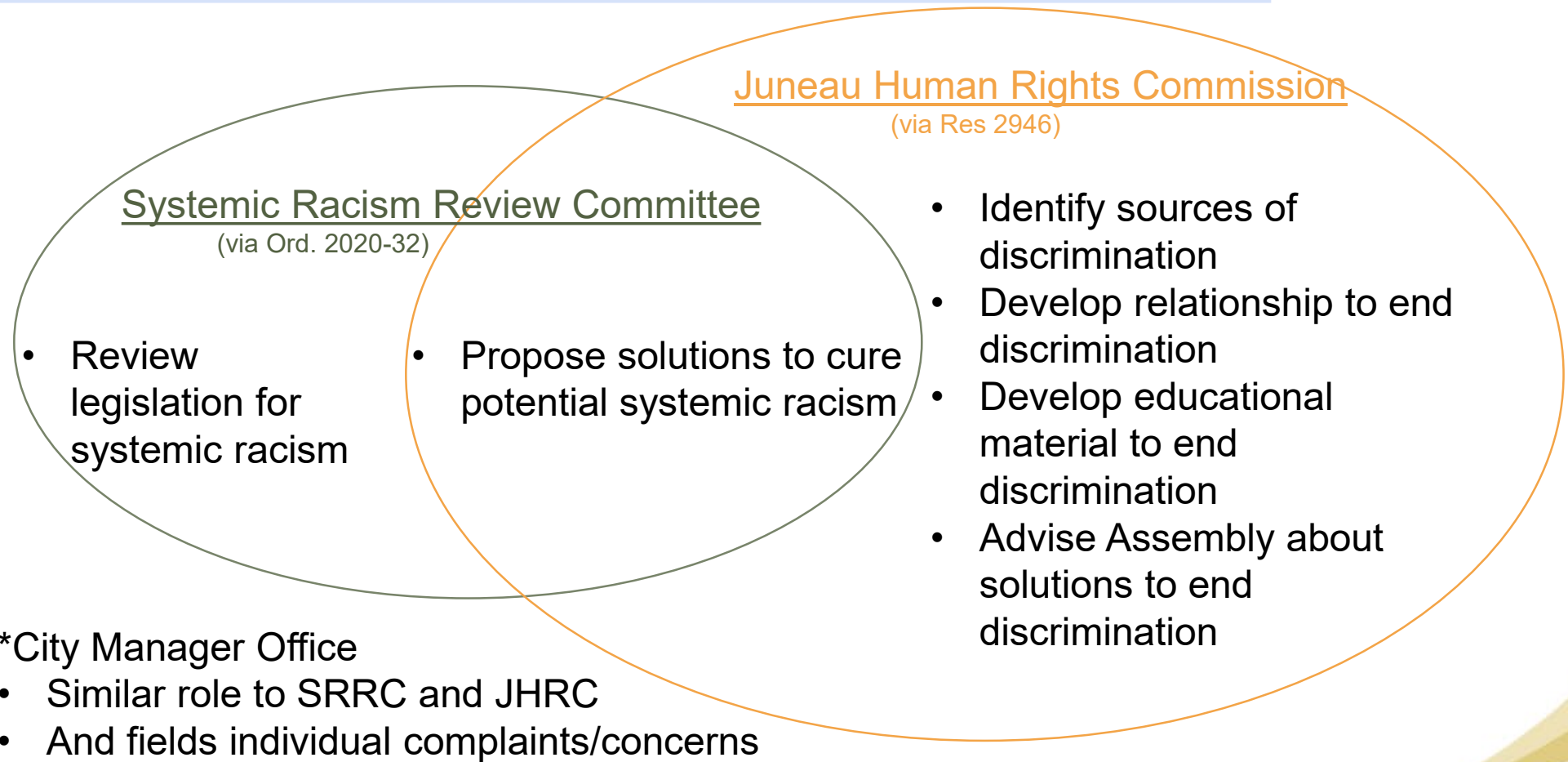
Appointing Authority Assembly

Position Voting Member

Category Public

Dais Seat 2

SRRC and JHRC Roles



Presented by: R. Edwardson
Presented: 06/29/2020
Drafted by: R. Palmer III

ORDINANCE OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2020-32(c)(am)

An Ordinance Establishing a Systemic Racism Review Committee.

WHEREAS, discrimination based on race in institutional policies leads to systemic racism;
and

WHEREAS, systemic racism creates disparities in the social and civic fabric of a community through legislation related to all aspects of society, including but not limited to education, criminal justice, employment, elections, housing, and political power; and

WHEREAS, systemic racism is as overt and covert as individual racism and it has similar emotional, economic, physical, and liberty consequences though it may be harder for individuals to see even when revealed in disparities and data; and

WHEREAS, systemic racism is similar to disparate impact discrimination, which is generally defined as a facially neutral act, practice, or policy that has a significant discriminatory impact on a protected group; and

WHEREAS, the Assembly would benefit from having a systemic racism review of legislation before a resolution or an ordinance is up for public hearing; and

WHEREAS, the Assembly encourages racially diverse individuals to apply and encourages racial minority groups to nominate individuals to help advise the Assembly.

THEREFORE BE IT ENACTED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Classification. This ordinance is a non-code ordinance.

Section 2. Systemic Racism Review Committee Established.

(a) **Establishment.** There is established a Systemic Racism Review Committee consisting of seven individuals.

(1) The Assembly shall appoint members of the Committee to staggered three-year terms. Members of the Committee shall serve at the pleasure of the Assembly. Terms shall commence on July 1. Appointments to fill vacancies shall be for the

unexpired term. In the event a seat has six months or less remaining to the unexpired term, the Assembly, at its discretion, may choose to appoint the member to the remainder of the current term as well as to the full term immediately following the expiration date of the unexpired term. No member who has served for three consecutive terms or nine years shall again be eligible for appointment until one full year has intervened, provided, however, that this restriction shall not apply if there are no other qualified applicants at the time reappointment is considered by the Assembly.

- (2) Members shall be selected to provide the most balanced representation possible. Members shall have experience identifying unlawful discrimination—including based on race, color, or national origin—experience identifying social justice inequity, or intimate knowledge of local cultures and practices, including tribal culture and practices.

(b) **Duties.** The Committee is charged with:

- (1) Developing criteria to advise whether legislation likely includes a systemic racism policy or implication. The Committee must present the proposed legislative review criteria to the Assembly before substantively reviewing any legislation.
- (2) Reviewing all ordinances after introduction and before public hearing to advise whether the ordinance likely includes a systemic racism policy or implication.
- (3) Reviewing all resolutions to advise whether the resolution likely perpetuates systemic racism.
- (4) Presenting options for curing the potential systemic racism or implications.
- (5) Presenting the Committee's analysis and conclusions timely to the Assembly in a short statement for each item of legislation.

(c) **Procedure.** The Committee's procedure shall be governed by the Advisory Board Rules of Procedure, as such may be amended from time to time. Nothing in this Ordinance shall be read to preclude the Assembly from acting upon emergency ordinances and resolutions.

(d) **Officers, Meetings, and Quorum.** In accordance with the Advisory Board Rules of Procedure, the Committee shall select its own officers, and shall hold regular meetings on a schedule established by the Committee, as well as such special meetings as required to conduct business. The presence of four members constitutes a quorum and any action of the Committee requires four or more affirmative votes to be approved.

- (e) **Staff Assistance.** Staff support to the Committee shall be provided by the City Manager, or designee, as available and appropriate.
- (f) **Legislation Procedure.** The Committee should meet and send the legislative report to the Manager at least six days before the Assembly meeting (i.e. Wednesday for a Monday meeting). However, legislation may be scheduled for public hearing and the Assembly may adopt legislation that has not been reviewed by the Committee. If the Assembly adopts legislation before the Committee has reviewed it, the Committee should review the adopted legislation as soon as possible.

Section 3. Sunset Clause. The Committee created by Section 2 shall cease to exist and the provisions of Section 2 shall automatically terminate three years from the effective date of this ordinance unless the Assembly extends the committee to exist until disbanded by the Assembly. In a joint meeting prior to December 31, 2021, the Committee and the Assembly shall review the Committee's work product to date and the provisions of this ordinance to determine if any changes are necessary.

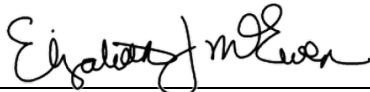
Section 4. Effective Date. This ordinance shall be effective 30 days after its adoption.

Adopted this 24th day of August, 2020.



Beth A. Weldon, Mayor

Attest:



Elizabeth J. McEwen, Municipal Clerk

Presented by: HRC
Presented: 05/24/2021
Drafted by: R. Palmer III

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2946

A Resolution Reestablishing the Juneau Human Rights Commission for the Purpose of Amending the Number of Commission Members, and Repealing Resolution No. 2738.

WHEREAS, the Assembly of the City and Borough of Juneau established the Human Rights Commission in 1992, by Resolution No. 1615(am), to address the issue of discrimination and harassment within the City and Borough of Juneau; and

WHEREAS, the Assembly re-established the Commission by Resolution 2209 in 2003, in 2008 with Resolution 2436, and again in 2016 with Resolution 2738; and

WHEREAS, the Assembly's purpose in establishing the Human Rights Commission, as stated in Resolution Nos. 1615(am), 2209, 2436, and 2738 remains unchanged: the Assembly finds discrimination against an inhabitant of the municipality because of any characteristic unrelated to merit is a matter of public concern, threatening the peace, order, health, safety, and general welfare of the municipality and its inhabitants; and

WHEREAS, it continues to be the policy of the municipality to eliminate and prevent discrimination and harassment; and

WHEREAS, it is the Assembly's intent to re-establish the Commission without change, except that the Assembly Human Resources Commission passed a motion on April 26, 2021, recommending the Commission's membership increase from five members to seven members.

NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

Section 1. Human Rights Commission re-established.

(a) There is established a human rights commission consisting of seven persons, which shall be known as the City and Borough of Juneau Human Rights Commission.

- (1) The Assembly shall appoint members of the Commission to staggered three-year terms. Members shall be selected to provide the most balanced representation possible. A member of the Commission shall be eligible for reappointment.
- (b) The Commission is charged to:
 - (1) Develop educational and informational programs designed to bring about the prevention and elimination of all forms of discrimination, including hate crimes.
 - (2) Promote harmonious intergroup relations within the City and Borough of Juneau by making connections and enlisting the cooperation of racial, religious and nationality groups, business, community, labor and governmental organizations, fraternal and benevolent associations, education and other groups concerned with human rights.
 - (3) Examine sources of tension, practices of discrimination, hate crimes, and acts of prejudice in the City and Borough of Juneau.
 - (4) Advise the Assembly concerning solutions to specific problems of prejudice or discrimination, including hate crimes.
 - (5) Recommend to the Assembly, action, policies, and legislation to be considered by state and local governments.

Section 2. Procedure. The Commission's procedure shall be governed by the Advisory Board Rules of Procedure, as such may be amended from time to time.

Section 3. Officers, Meetings, Quorum. In accordance with the Advisory Board Rules of Procedure, the Commission shall select its own officers, and shall hold regular meetings on a schedule established by the Commission, as well as such special meetings as required to conduct business. The presence of four members constitutes a quorum and any action of the Commission requires four or more affirmative votes to be approved.

Section 4. Staff Assistance. Staff support to the Commission shall be provided by the City Manager as available and appropriate.

Section 5. Repeal of Resolution. Resolution No. 2738, adopted on January 11, 2016, is repealed.

Section 6. Effective Date. This resolution shall be effective immediately after its adoption.

Adopted this 24th day of May, 2021.



Beth A. Weldon, Mayor

Attest:



Elizabeth J. McEwen, Municipal Clerk

Systemic Racism Review Committee

Legislative Review Summary

Draft Version 2 06/15/2021

Serial Number/Title:

Introduced:_____ Public Hearing Date:_____SRRC Review Date:_____

Presented By: _____ Drafted By:_____

Department/Division: _____ Lead Staff Contact: _____

Purpose of Legislation (background/summary of intent):

Connection to existing legislation:

Connection to adopted planning documents:

Step One: What is the impact of the proposed legislation?:

- a. Does the proposed legislation negatively impact or unduly advantage a particular racial/ethnic group or otherwise perpetuate systemic racism?

If No, review is completed. If yes, go on to the next two questions:

YES	NO

- b. Does the legislation work to address and/or eliminate structural racism
If Yes, review is completed. If No, or Undetermined, continue through the remaining steps.

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Step Two: Who is affected by the Proposed Legislation?

- a. Who are the impacted group(s)?

☐ White ☐ Black or African American ☐ American Indian or Alaska Native
☐ Asian ☐ Native Hawaiian or Pacific Islander ☐Two or more races ☐Other

- b. Are there impacts on specific geographic areas?

Race Considerations - Total Community is 69.7% White Only - 30.3% Minority												Economic Considerations	
Census Tract/Block Groups				Census Tract/Block Groups				Census Tract/Block Groups				Elementary School Boundaries	
Minority Pop.				Minority Pop.				Minority Pop.					
CT 1: Auke Bay/Out the Road				CT 3: Mendenhall Valley Airport/ East Valley				CT 5: Downtown				Gastineau Title 1	
BG1: Out the road 11.9%				BG1: N. of Jennifer 42.5%				BG 1: Highlands 20.6%				Harborview Title 1	
BG2: Lena area 15.5%				BG 2: Glacier Valley 39.8%				BG2: DT/Starr Hill 24.8%				Glacier Valley Title 1	
BG3: Montanna Creek 14.5%				BG 3: Airport 40.8%				BG 3: Flats/Village 30.8%				Mendenhall River	
BG4: Fritz Cove area 10.1%				BG 4: Radcliffe 24.6%								Riverbend Title 1	
CT 2: Mendenhall Valley withn the Loop				CT 4: Salmon Creek/Lemon Creek				CT 5: Douglas Island				Auke Bay	
BG1: Mendenhall Taki 27.8%				BG 1: DZ/Freds 60.9%				BG 1: North Douglas 15.9%				Lower Income Housing Areas	
BG2: Upper Riverside 23.1%				BG 2: Davis 45.0%				BG 2: West Juneau 28.0%				Chinook/Coho	
BG 3: Portage/McGinn 33.7%				BG 3: Belardi Costco 63.8%				BG 3: Crow Hill/ DT D 27.6%				Cedar Park Area	
BG 4: Long Run 19.6%				BG 4: Twin Lakes 25.9%								Gruening Park Area	
BG 5:Glacierwood/Vir 41.2%												Switzer Area	
												Kodzhoff Area	
												Douglas Hwy Corridor	

- c. Is there a benefit to a specific census block district/neighborhood/school zone?
If Yes, does it come at the detriment of another?

Details:

YES	NO

- d. Is there a benefit to an individual, group of individuals, or business/organization?
If yes, does that come at a detriment of others?

Details:

Step Three: Does the legislation perpetuate systemic racism? If so, how?

- What are potential unintended consequences?
- What benefits may results?
- What is the long term impact of the proposed legislation?

Details:

- d. What quantitative and qualitative evidence of inequality exists?

Details:

- What steps has the department or legislation sponsor taken to notify those impacted of the proposed changes?
- Have key stakeholders who could be potentially impacted by the proposed legislation been engaged?

Details:

- Has public input been received?
- If public comment has been received, what is the substance of that comment?

Details:

Step Four: What solutions could remedy the legislation's implications in perpetuating systemic racism? Check all that apply:

	Recommend additional public input be gathered (Neighborhood/census block meetings, assembly/ committee meetings)
	Recommend that the legislation move forward with accountability measures (sunset provisions, 6 mo./annual review of impacts/implications for system racism.) to monitor impact.
	Propose revised language to strengthen the legislation or the legislation or regulations cross-referenced within the proposed legislation.
	Recommend the proposed legislation not move forward.
	Other: (explain)

	Are the community conditions and/or agency racial inequities clearly documented? If not, what is the plan for assessing the community conditions?
	What are the overall goals and outcomes? What are the specific strategies for decreasing racial inequity? How do the specific strategies work to decrease racial inequity?
	How will the strategies be adjusted regularly to keep pace with changing community needs and racial demographics?
	Are there goals and measures for eliminating racial inequity? If so, what are they?

Step Five: Further Feedback to the Assembly on systemic racism implications

If a systemic racism implication is identified, the SRRC will provide a written report to the Assembly that includes consideration of the provisions below:

What are the indicators and progress benchmarks?
 Program strategies?
 Policy Strategies?
 Partnership Strategies?

Presented by: The Manager
Presented: 09/14/2020
Drafted by: R. Palmer III

RESOLUTION OF THE CITY AND BOROUGH OF JUNEAU, ALASKA

Serial No. 2899

A Resolution Recognizing and Embracing the Diversity and Cultural Values of Our Community and Holding it Accountable.

WHEREAS, the City and Borough of Juneau Assembly finds discrimination against a person of the municipality a matter of public concern, threatening the peace, order, health, safety, and general welfare of the community; and

WHEREAS, the City and Borough of Juneau Assembly affirms the Supreme Court of Alaska statement released in June of 2020 addressed to fellow Alaskans that states, “that the ideals on which our society is founded are far from the reality of many people’s lives.... We recognize that too often African-American, Alaskan Natives, and other people of color are not treated with the same dignity and respect as white members of our communities.”; and

WHEREAS, the City and Borough of Juneau recognizes that social injustice and systemic racism are an outcome of institutional policies that legalize discrimination and create inequalities in education, health care, economic and political spheres, including but not limited to representation opportunities in decision-making structures; and

WHEREAS, the City and Borough of Juneau recognizes within our own community that systemic racism and discrimination requires systematic change; and

WHEREAS, local protests and calls for action in our community create the moral imperative to act, and view all aspects of our political and social institutions through the lens of justice; and

WHEREAS, local protests and calls for action in our community require instituting procedures to check for and remove from our systems and structures measures that disadvantage diverse groups in our community; and

WHEREAS, efforts to institutionalize anti-racism and anti-discrimination measures throughout the City and Borough of Juneau is a fundamental aspect of change that benefits every segment of our community’s structures and processes; and

WHEREAS, systematic, organized efforts to fight systemic racism and discrimination throughout the City and Borough of Juneau is an evolving and dynamic work requiring extensive discourse and planning; and

WHEREAS, the Juneau Human Rights Commission has prioritized four fundamental areas of human rights focus for our community: racial justice, economic justice, education justice, and health care justice; and

WHEREAS, the Assembly appreciates the efforts and commitment of the Juneau Human Rights Commission to prioritize continuing anti-racism and anti-discrimination conversations so that long-term priorities can be realized, hard won efforts can be upheld, and past efforts inform the present and impact the future.

NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE CITY AND BOROUGH OF JUNEAU, ALASKA:

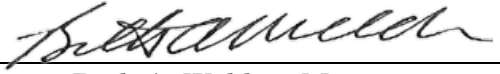
Section 1. Upon adopting this resolution, the Assembly:

- A.** Proclaims its commitment to social justice, anti-racism and anti-discrimination measures to bring about change and healing; and
- B.** Commits to scheduling regular town hall meetings to consult with the community to review and update the equal rights anti-discriminatory policy pursuant to CBJ Code 41.05 to reflect the commitments made through this resolution; and
- C.** Commits to internal audits, examinations and corrections of discriminatory factors in its administrative structures, to identify whether citizens and employees—including but not limited to, Alaskan Native, African American/Black, Hispanic, Asian American, and Pacific Islander—are afforded opportunities to make good faith claims of discrimination free from fear of retaliation; and
- D.** Commits to extending invitations for CBJ committee vacancies to historically under-represented populations including Alaskan Native, African American/Black, Hispanic, Asian American, and Pacific Islanders to ensure key voices are brought in as architects of change as it is only through such inclusive participation that new directions can emerge; and
- E.** Commits to creating an anti-racism and anti-discriminatory line item in the budget that demonstrates CBJ's commitment to the immersive nature of this evolving and dynamic work requiring extensive discourse and planning; and
- F.** Encourages employers to consider the civic and moral imperative nature of the work of the Juneau Human Rights Commission and support leave for commission members; and

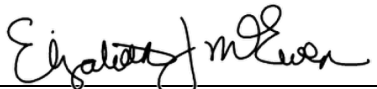
- G.** Ensures that short and long-term systemic anti-racism and anti-discrimination measures and accountability systems are included in the CBJ strategic and comprehensive plans.

Section 2. Effective Date. This resolution shall be effective immediately after its adoption.

Adopted this 21st day of September, 2020.


Beth A. Weldon, Mayor

Attest:


Elizabeth J. McEwen, Municipal Clerk

MATCH THE TERM TO ITS DEFINITION:

RACE INTERNALIZED RACISM RACISM INTERPERSONAL RACISM
STRUCTURAL RACISM INSTITUTIONAL RACISM

1. Refers to a socio-political construction created to concentrate power with White people and legitimize dominance over people of color.

2. The conscious or unconscious acceptance of the dominant society's views, stereotypes or biases of one's own ethnic group. It involves using racist terms against other members of the same racial/ethnic group and placing higher value on members who appear or act more like the dominant group.

3. Refers to the beliefs, attitudes and actions of individuals that consciously or unconsciously support or perpetuate racism. It occurs between individuals. Once we bring our implicit bias and prejudice into our interactions with others, racism is categorized as _____ racism.

4. _____ is defined as prejudice plus power. Combining the concepts of prejudice and power points out the mechanisms by which _____ leads to different consequences for different groups. The relationship and behavior of these interdependent elements has allowed _____ to re-create itself generation after generation, such that systems that perpetuate racial inequity no longer need to explicitly promote racial differences in opportunities, outcomes and consequences to maintain those benefits.

5. Refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to benefit Whites and oppress people of color.

6. _____ racism is the complex system by which racism is developed, maintained and protected. Public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways, to perpetuate racial group inequity. This type of racism is the most profound and pervasive form. All other forms of racism emerge from it.

Racial Microaggressions in Every Day Life

Theme	Microaggression	Message
Alien in own land: When Asian Americans and Latin Americans are assumed to be foreign-born.	“Where are you from?” “Where were you born?” “You speak good English” A person asking an Asian American to teach them words in their native language.	You are not American. You are a foreigner.
Ascription of intelligence: Assigning intelligence to a person of color on the basis of their race.	“You are a credit to your race.” “You are so articulate.” Asking an Asian person to help with math or science problem.	People of color are generally not as intelligent as Whites. It is unusual for someone of your race to be intelligent. All Asians are intelligent and good in math/science.
Color blindness: Statements that indicate that a White person does not want to acknowledge race	“When I look at you, I don’t see color.” “America is a melting pot” “There is only one race, the human race.”	Denying a person of color’s racial/ethnic experience Assimilate/acculturate to the dominant culture. Denying the individual as a racial/cultural being.
Criminality assumption of criminal status: A person of color is presumed to be dangerous, criminal, or deviant on the basis of their race.	A White man or woman clutching their purse or checking their wallet as a Black or Latino approaches or passes. A store owner following a customer of color around the store A White person waits to ride the next elevator when a person of color is on it	You are a criminal. You are going to steal /You are poor/You do not belong. You are dangerous.
Denial of individual racism: A statement made when Whites deny their racial biases.	“I’m not a racist. I have several Black friends.” “As a woman, I know what you go through as a racial minority.”	I am immune to racism because I have friends of color. Your racial oppression is no different than my gender oppression. I can’t be a racist. I’m like you.
Myth of meritocracy: Statements which assert that race does not play a role in life success.	“I believe the most qualified person should get the job.” “Everyone can succeed in this society, if they work hard enough.”	People of color are given extra unfair benefits because of their race. People of color are lazy and/or incompetent and need to work harder.
Pathologizing cultural values/communication styles: The notion that the values and communication styles of the dominant/White cultural are ideal.	Asking a Black person: “Why do you have to be so loud/animated? Just calm down.” To an Asian or Latino person: Why are you so quiet? We want to know what you think. Be more verbal.” “Speak up.”	Assimilate to dominant culture.
Second-Class citizen: Occurs when a White person is given preferential treatment as a consumer over a person of color.	Person of color mistaken for a service worker Having a taxi cab pass a person of color and pick up a White passenger Being ignored at a store counter as attention is given to the White customer behind you. “You people...”	People of color are servants to Whites. They couldn’t possibly occupy high-status positions. You are likely to cause trouble and/or travel to a dangerous neighborhood. Whites are more valued customers than people of color. You don’t belong. You are a lesser being.

Environmental microaggressions: Macro-level microaggressions, which are more apparent on systemic and environmental levels.	A college or university with buildings that are all names after White heterosexual upper class males. Television shows and movies that feature predominantly White people, without representation of people of color. Overcrowding of public schools in communities of color. Overabundance of liquor stores in communities of color.	You don't belong/You won't succeed here. There is only so far you can go. You are an outsider/You don't exist. People of color don't/shouldn't value education. People of color are deviant.
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Sue, D. W., Capodilupo, C.M., Torino, G. C., Bucceri, J. M., Holder, A.M.B., Nadal, K., & Esquin, M. (2007). Racial microaggressions in ever day life: Implicaions for clinical practice. *American Psychologist*, 62, 271-286

Disability Microaggressions in Every Day Life

Theme	Microaggression	Message
Denial of personal identity: Occurs when any aspect of a person's identity other than disability is ignored or denied.	"I can't believe you are married."	There is no part of your life that is normal or like mine. The only thing I see when I look at you is your disability.
Denial of disability experience: Occurs when disability related experiences are minimized or denied.	"Come on now, we all have some disability."	Your thoughts and feelings are probably not real and are certainly not important to me.
Denial of privacy: Occurs when personal information is required about a disability.	Someone asks what happened to you.	You are not allowed to maintain disability information privately.
Helplessness: Occurs when people frantically try to help PWDs	Someone helps you onto a bus or train, even when you need no help. Someone feels incapable of rescuing you from your disability.	You can't do anything by yourself because you have a disability. Having a disability is a catastrophe. I would rather be dead than be you.
Secondary gain: Occurs when a person expects to feel good or be praised for doing something for a PWD.	"We're going to raise enough money tonight to get Johnny that new wheelchair."	I feel good and get recognition for being nice to you.
Spread effect: Occurs when other expectations about a person are assumed to be due to one specific disability.	"Those deaf people are retarded." "Your other senses must be better than mine."	Your disability invalidates you in all areas of life. You must be special in some way. You're not normal. You have "spidey sense."
Infantillization: Occurs when a PWD is treated like a child.	"Let me do that for you."	You are not really capable. I know better than you how to do this.
Patronization: Occurs when a PWD is praised for almost anything.	"You people are so inspiring."	You are so special for living with that.
Second-class citizen: Occurs when a PWD's right to equality is denied because they are considered to be bothersome, expensive, and a waste of time, effort, and resources.	People work hard not to make eye contact or to physically avoid a PWD. A person in a wheelchair waits 15 minutes outside a restaurant for access through the kitchen. She then complains to the manager. At a staff meeting, the question is raised about improving accessibility to the restaurant, and the official plan is that changes will be made when more PWDs come to eat.	Those people expect too much and are so difficult to work with. They have no patience. Your rights to equality are not important to me.
Desexualization: Occurs when their sexuality and sexual being is denied.	"I would never date someone who uses a wheelchair."	PWD are not my equal, not attractive, and not worthy of being with me.

Gender Microaggressions in Every Day Life

Theme	Microaggression	Message
Sexual objectification: Occurs when a woman is treated as a sexual object.	“[At private school] we had to wear these skirts and every time we passed by, there would be a bunch of guys cracking jokes, and you know, whistling.” “Some stranger guy tried to pick me up on the subway, and that completely creeped me out....I was trying to shoot him down, but he thought I was, like, playing hard to get or something.”	Women’s value is in their bodies; they are meant to entertain men.
Second-class citizen: Occurs when a woman is overlooked and/or when men are given preferential treatment.	“I mean, my job, I don’t necessarily move heavy boxes or anything like that, but a lot of the times, like, the men...they won’t... they purposely just won’t go ask the girl to do it.” When playing sports, men telling women that they don’t want to play with them.	Women are not physically capable.
Assumptions of traditional gender roles: Occurs when an individual assumes that a woman should maintain traditional gender roles.	“People expect you to be more polite, more dainty, just because, you know, you are a woman....Guys they are around in public, they curse, they burp, they do this, they do that, but if a woman were to do that, people would be like, ‘Oh my god, what is she doing? Who does she think she is?’ What is acceptable for a man to do in public is totally different than what a woman is expected to do in public.” Women being expected to cook and clean in the house, while men are not.	Women should be feminine. Women should be domesticated.
Use of sexist language: Occurs when language is used to degrade a woman.	“They’re bimbos, they’re stupid, they don’t have brains, women in general.” “You know, if a guy has, like, a lot of girls, and they, like, have sex with all the other girls, they’re not called sluts or anything like that... ‘You’re a player,’ or like, ‘Oh! You’re the man!’ Like, they’re cool. And then if a girl does it, it’s all pretty different. Its like, ‘Oh! You’re a slut. You’re sleeping with how many guys?’”	Women are intellectually inferior. There are different standards for men and women when it comes to sex.
Environmental invalidations: Macro level aggressions that occur on systemic and environmental level.	A male coworker hanging “pin-up pictures” of women on his wall in the workplace. The notion that women do not get paid the same as men for the same type of work. The fact that are so few women in leadership in the corporate world.	Men have a right to sexualize women. Women are inferior to men. Business is a man’s world.

SRRC & HRC Workshop
June 19, 2021

Framing Questions for *Race: The Power of an Illusion* Discussion
(30 min. small group discussion)

Segment 1: The Difference Between Us

1. "We live in a racialized society." (10:15) - What does this mean?
2. "American racial classification is totally cultural." (Steven Jay Gould, Paleontologist, 23:43) - What does this mean?

Segment 2: The Story We Tell

3. What was the role of science in the development of the social construct of race?
4. What did "ordinary, lower wealth Europeans" gain from racism?

Segment 3: The House We Live In

5. What was the role of the courts (SCOTUS decisions) on issues of race and the legal status of being White or non-White?
6. The American "Melting Pot" - Who could/could not "melt" into the pot and why?