

In the Chat:

**Please put your name, role/school, and share 1 word
that shows how you feel through salsa!**

Mild (not excited, nervous, anxious) – Spicy (excited!)

White Privilege

Understanding Power and
Privilege in Education

thousands of voices. a single dream. unified.

YOUTH ADVOCACY

INTEGRATED YOUTH SERVICES

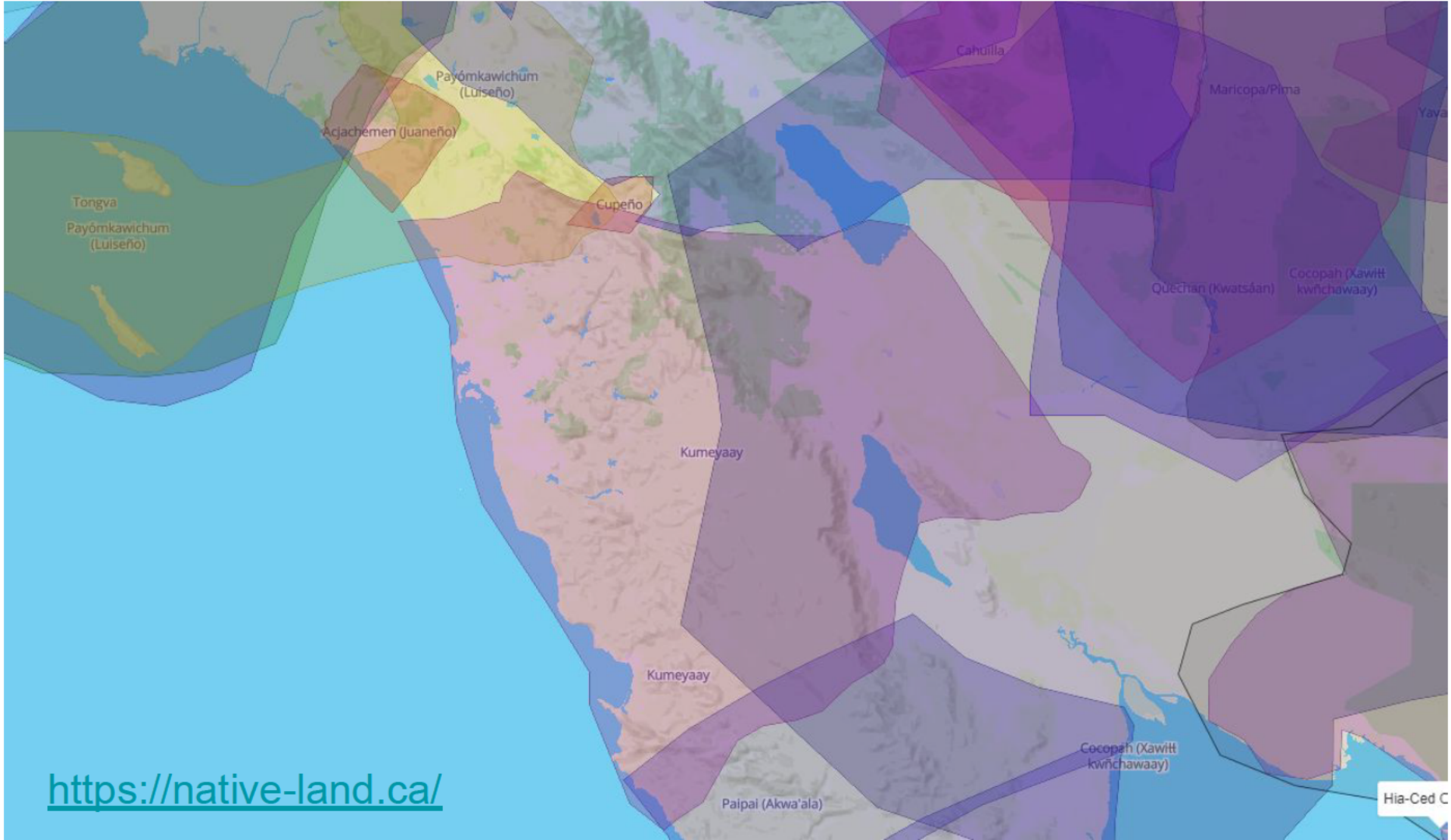
**Having a notebook
and pen handy will
be helpful during
some of our
reflections.**

Max
(he/him/his)
[REDACTED]@sandi.net

Daina Weber
(she/her/hers)
[REDACTED]@sandi.net

Land
Acknowledgement

We acknowledge that we meet on stolen land, taken from Indigenous peoples. I am speaking to you from Kumeyaay land. We must acknowledge the hidden history of violence against Indigenous peoples in an effort to move towards justice.



<https://native-land.ca/>

Norms & Agreements

- Share the air-take space & leave space
- Be brave - speak your truth and listen to others truths
- Be mindful and fully present
- Expect to experience discomfort
- Allow others to learn what you know
- Respect confidentiality - take the stories, leave the names
- Take care of yourself
- Be explicit about race and racism (avoid and point out coded language)
- Effective dialogue requires active listening
 - Please utilize chat only when it is needed or called upon
- Value and leverage our interconnectedness

Norms & Agreements

- ????

Today's Objectives

- Examining White Privilege
- Exploring Aspects of Privilege and White Culture
- White Privilege in the Classroom

Chat

What is White Privilege?

What thoughts or feelings
come to your mind?

White Privilege

“having greater access to power and resources than people of color [in the same situation] do.”

White privilege is both unconsciously enjoyed and consciously perpetuated. It is both on the surface and deeply embedded into American life. It is a weightless knapsack—and a weapon.

“It’s good stuff you get that you didn’t earn that you get just because you look white”
(Dr. Tricia Gallagher-Geurtsen)

Video



Reflection
Break Out

What made you uncomfortable
or excited?

What struck you or stood out?



You are Racist

In the Chat:

1. Try to use 1 word to answer the question: How would this make you feel?

Think to yourself:

2. What would you want to say to someone who tells you this?



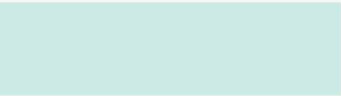
You are upholding racist ideas,
structures, and policies

In the Chat:

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Think to yourself:

2. What would you want to say to someone who tells you this?



Your action or inaction can be racist or antiracist at any time depending on what you choose or choose not to do

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ANTIRACIST

ONE WHO IS
SUPPORTING AN
ANTIRACIST
POLICY THROUGH
THEIR ACTIONS
OR EXPRESSING
AN ANTIRACIST
IDEA

VS

RACIST

ONE WHO IS
SUPPORTING A
RACIST POLICY
THROUGH THEIR
ACTIONS OR
INACTION OR
EXPRESSING A
RACIST IDEA

White Fragility

- Emotions (racial stress) that are stirred when making white people consider racial realities
- Guilt, anger, apathy, frustration, closed-mindedness, defensiveness
- Prevents us from having racial dialogue
- We haven't had to build racial stamina from rarely having conversations about race
- Turns race into the "R" word
- "It is a powerful means of white racial control and the protection of white advantage" (DiAngelo)

White Fragility

“If we are going to begin the hard, anti-racist work of systemically eradicating racism from institutions and the everyday practices of white people, then we need white people to know just how powerful they are, how destructive racism is, and how managing inequality is not racial progress. White fragility legitimizes white people’s belief that they are powerless as they continue to benefit from and consume unearned privileges, positions and power. This belief is not paving a path to anti-racism. Although I support DiAngelo’s work as a starting place for white folx seeking understanding of racism, the idea of white fragility without further context is harmful to the work of anti-racism...In the field of education, anti-racism often looks like school districts managing inequality and racism instead of eliminating them.”

- Bettina L. Love, [“There is Nothing Fragile About Racism”](#)

Reflection
Break Out

What made you uncomfortable
or excited?

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White Privilege and Culture

Guiding Question:

How do you think white privilege and culture is established and maintained?

White Privilege and Culture

- Since white people in America hold most of the political, institutional, and economic power, they receive advantages that nonwhite groups do not.
- White culture and white racialized identity refer to the way that white people, their customs, culture, and beliefs operate as the standard by which all other groups are compared

White Privilege and Culture

- White privilege and the normalization of white racial identity throughout America's history have created a culture where non white persons are seen as inferior or abnormal
- This white culture operates as a social mechanism
 - Grants advantages to white people - they can navigate society both by feeling normal and being viewed as normal
- Persons who identify as white rarely have to think about their racial identity because they live within a culture where whiteness has been normalized

White Privilege and Culture

- White people can possess other marginalized parts of their identity but their race is not one of those - Intersectionality.
- Being white does not mean you haven't experienced hardships or oppression. But it does mean you have not faced hardships or oppression based on the color of your skin.

Discussion

How do you think white privilege and culture is established and maintained?



White Privilege

My ability to THRIVE, not just survive in this country is being preserved at every level of power without me having to do anything at all. I don't even have to vote.

From 2016-2017

- Ten richest Americans: 100 percent white
- US Congress: 90% white (now 78%)
- US Governors: 96% white
- Top military advisers: 100% white
- President and vice president: 100% white
- US House Freedom Caucus: 99% white
- US presidential cabinet: 91% white
- People
- Teachers: 82% white (63% SDUSD)
- Full-time college professors: 84% white
- People who decide:
 - Which TV shows we see: 93% white
 - Which books we read: 90% white
 - Which news is covered: 85% white
 - Which music is produced: 95% white
 - Directed top 100 grossing films: 95%

Some Examples of White Privilege

- I can expect my children or children I know to get a good education.
 - (Schools with more white students have better teachers than schools with more Students of Color.)
- I know that my child or children won't get suspended if they don't deserve it.
 - (Black students are 3 times more likely to be suspended than White students for the same infractions.)
- If I am in a crosswalk, cars will stop and let me cross the street.
 - (Drivers are less likely to stop for Blacks in a crosswalk than Whites.)
- I can expect to be treated well while shopping.
 - (2/3 of Black Americans say they are treated less well while shopping than Whites.)
- When I go to the doctor I don't worry I will be treated differently because of my skin color.
 - (67% of doctors have a bias against Blacks people.)
- I have not and I do not know anyone who has been harassed by the police.
 - (More than half of Black Americans know someone (including themselves) who has been harassed by the police.)

Despite it being a social construct, race has profound significance and shapes every aspect of our lives. It influences:

- Which schools we attend
- How much money we earn
- How healthy we will be
- How long we can expect to live
- What careers we will have
- Who our friends and partners will be
- Whether we will survive at birth
- Where we are most likely to live
- Whether police are more likely to kill us or not
- How likely we are to be incarcerated
- How likely we are to be suspended
- How well we will perform to school standards

Discussion Break Out

Where do you see white privilege and culture being upheld, enforced, or expected in our schools?

What can
you commit to
do?

- Confront and examine your white privilege
- Acknowledge when you feel white fragility happening for you and slow down so you can listen, learn, and act
- Be active - Join (and give!) to the community
- Teach others to see their privilege
- Read and educate yourself
- Use your privilege!
- Examine norms and policies in your school and classroom
- Learn the history of other ethnic groups than your own

Quote

“The default of the current system is the reproduction of racial inequality; our institutions were designed to reproduce racial inequality and they do so with efficiency. Our schools are particularly effective at this task. To continue reproducing racial inequality, the system only needs white people to be really nice and carry on, smile at people of color, be friendly across race, and go to lunch together on occasion. I am not saying that you shouldn't be nice. I suppose it's better than being mean. But niceness is not courageous. Niceness will not get racism on the table and it will not keep it on the table when everyone wants it of. In fact, bringing racism to white people's attention is often seen as NOT nice, and being perceived as not nice triggers white fragility” (153).

- Robin DiAngelo “White Fragility”

Quote

“What do we want? What is the thing we are after?...We want to be Americans, full-fledged Americans, with all the rights of other American citizens. But is that all? Do we want simply to be Americans? Once in a while through all of us there flashes some clairvoyance, some clear idea, of what America really is. We who are dark can see America in a way that white Americans cannot. And seeing our country thus, are we satisfied with its present goals and ideals?”

- W.E.B. Du Bois “Criteria of Negro Art”

Reflection Action Step

What is one piece from today that you will take into your work?



READINGS

