



RACIAL JUSTICE IS ESSENTIAL TO TRAUMA-INFORMED ADVOCACY



Virginia Sexual and Domestic Violence
ACTIONALLIANCE



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[@VActionAlliance](https://twitter.com/VActionAlliance) [#racialjustice](https://twitter.com/racialjustice)



Virginia Sexual and Domestic Violence
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WELCOME

We'll be talking about:

Trauma

Privilege and oppression (specifically racism and white privilege)

Current disparities

Examples from Action Alliance



OBJECTIVES

- Deepen understanding of how systemic and institutional racism in America creates disparities in experiences between survivors of color and survivors who are white;
- Discuss why a racial justice lens is integral to trauma-informed advocacy and prevention, and;
- Provide specific examples of how the Virginia Sexual and Domestic Violence Action Alliance has integrated a racial justice lens into aspects of our work.





**Survivors of color
live at the intersections of
racism, sexism, and other
oppressions.**

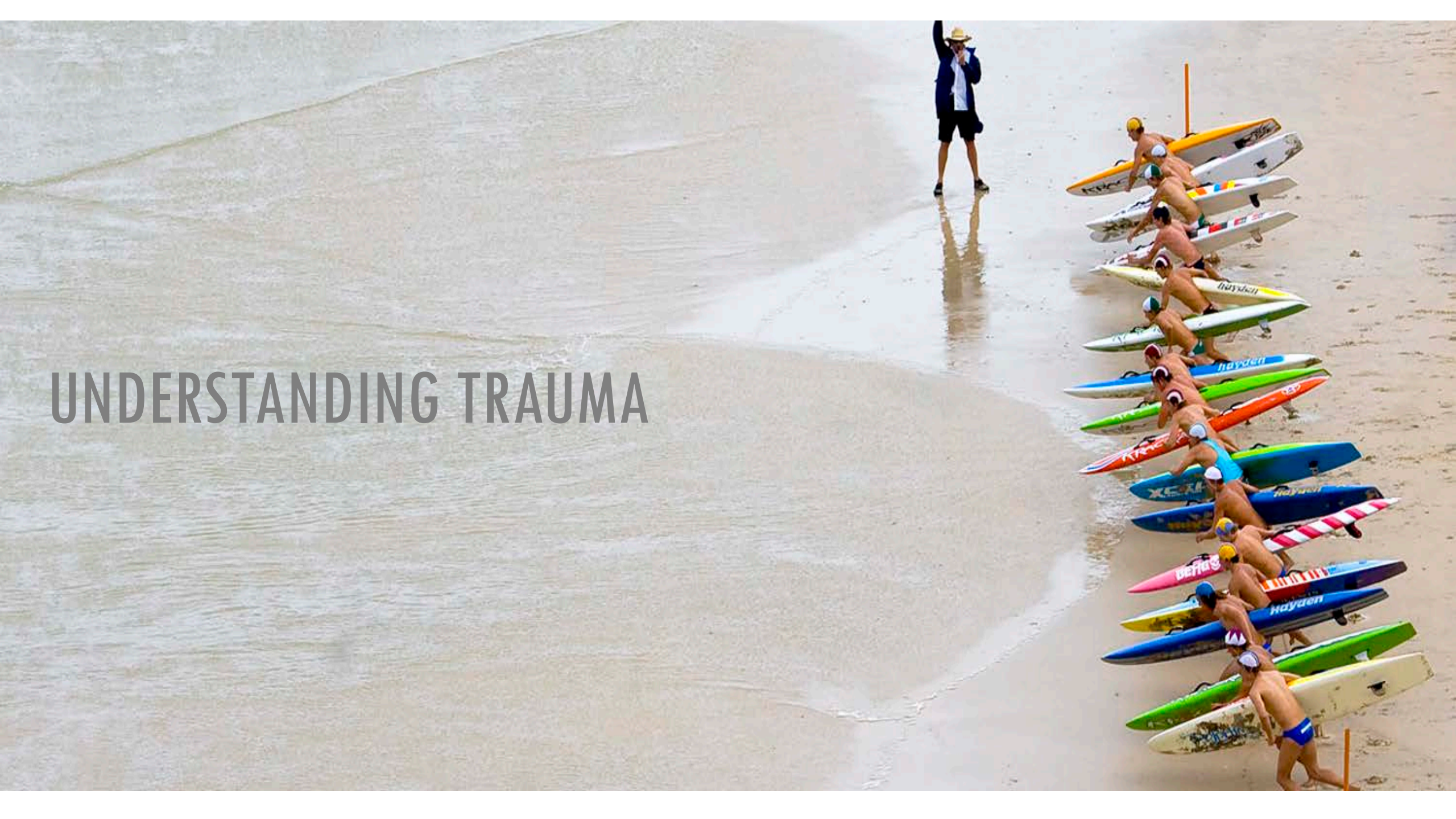
--INCITE! Women, Gender Non-Conforming,
and Trans people of Color Against Violence



www.incite-national.org



UNDERSTANDING TRAUMA



WHAT IS TRAUMA?

- An incident or event that is threatening or is *perceived as* threatening and overwhelms a person's normal coping skills.

Trauma can take many forms:

- Emotional, physical, sexual abuse
- Neglect
- Abandonment
- Natural disaster
- Assault
- Catastrophic injury or illness
- Historical trauma

- Historical trauma is cumulative and collective.



Trauma May Be Woven Into DNA of Native Americans

Trauma is big news these days. Mainstream media is full of stories about the dramatic improvements allowing science to see more clearly how trauma affects our bodies, minds and even our genes. Much of the coverage hails the scientific connection between trauma and illness as a breakthrough for modern medicine. The next breakthrough will be how trauma affects our offspring.

The science of epigenetics, literally "above the gene," proposes that we pass along more than DNA in our genes; it suggests that our genes can carry memories of trauma experienced by our ancestors and can influence how we react to trauma and stress. The Academy of Pediatrics reports that the way genes work in our bodies determines neuroendocrine structure and is strongly influenced by experience. [Neuroendocrine cells help the nervous and endocrine (hormonal) system work together to produce substances such as adrenaline (the hormone associated with the fight or flight response.) Trauma experienced by earlier generations can influence the structure of our genes, making them more likely to "switch on" negative responses to stress and trauma.

In light of this emerging science and how it works with the way we react to trauma, the AAP stated in its publication, [Adverse Childhood Experiences and the Lifelong Consequences of](#)

Source: <http://indiancountrytodaymedianetwork.com>



"We Shall Remain"

www.thestylehorsecollective.com



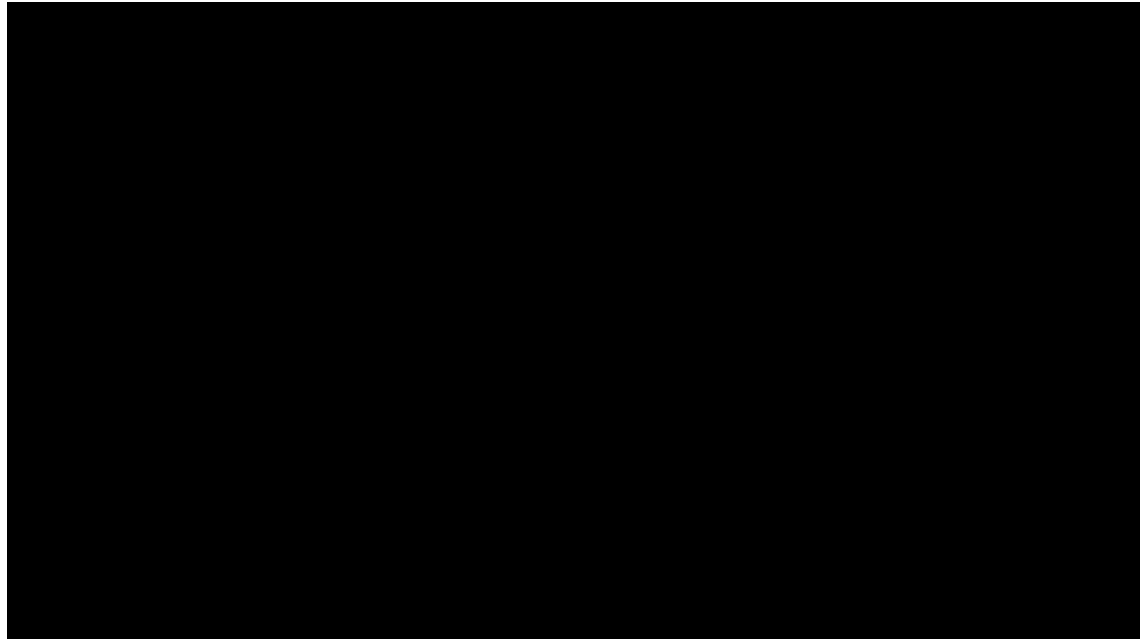
ADVERSE CHILDHOOD EXPERIENCES STUDY (ACES)

What are ACES?

Adverse Childhood Experiences (ACEs) is the term given to describe all types of abuse, neglect, and other traumatic experiences that occur to individuals under the age of 18. The landmark Kaiser ACE Study examined the relationships between these experiences during childhood and reduced health and well-being later in life.



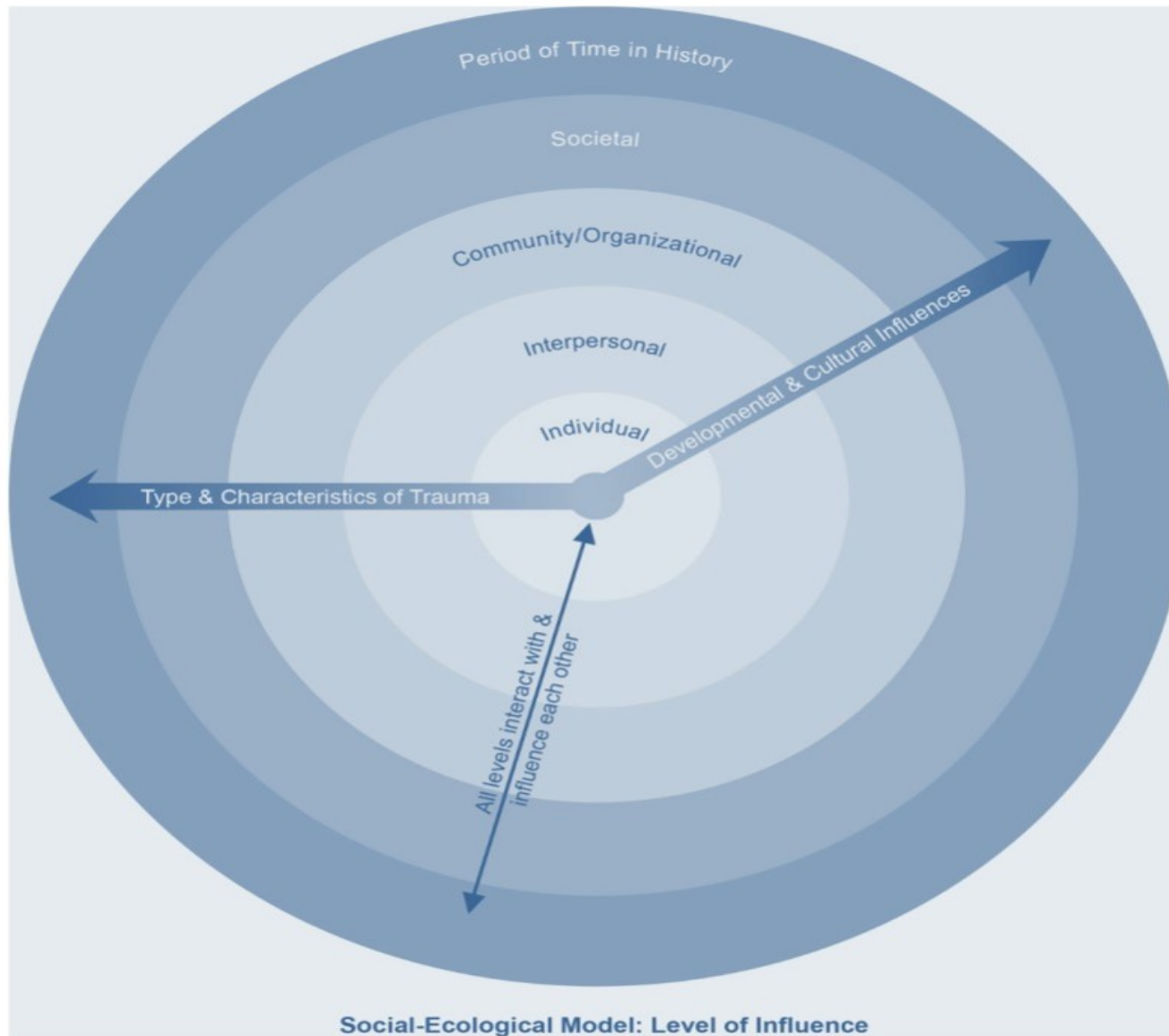
CHILDHOOD TRAUMA AFFECTS HEALTH ACROSS A LIFETIME



Nadine Burke Harris TED Talk
**How childhood trauma affects health
across a lifetime**

HOW WE DEFINE THE PROBLEM
DETERMINES HOW WE WORK ON THE PROBLEM.





Source: Center for Substance Abuse Treatment.
"Trauma informed care in behavioral health services". SAMHSA



SYSTEMIC RACISM: GETTING ON THE SAME PAGE

EXPRESSIONS OF RACISM

Individual

- Attitudes
- Behaviors
- Socialization
- Self-interest

Institutional

- Legal
- Economics
- Health
- Educational
- Political
- Housing

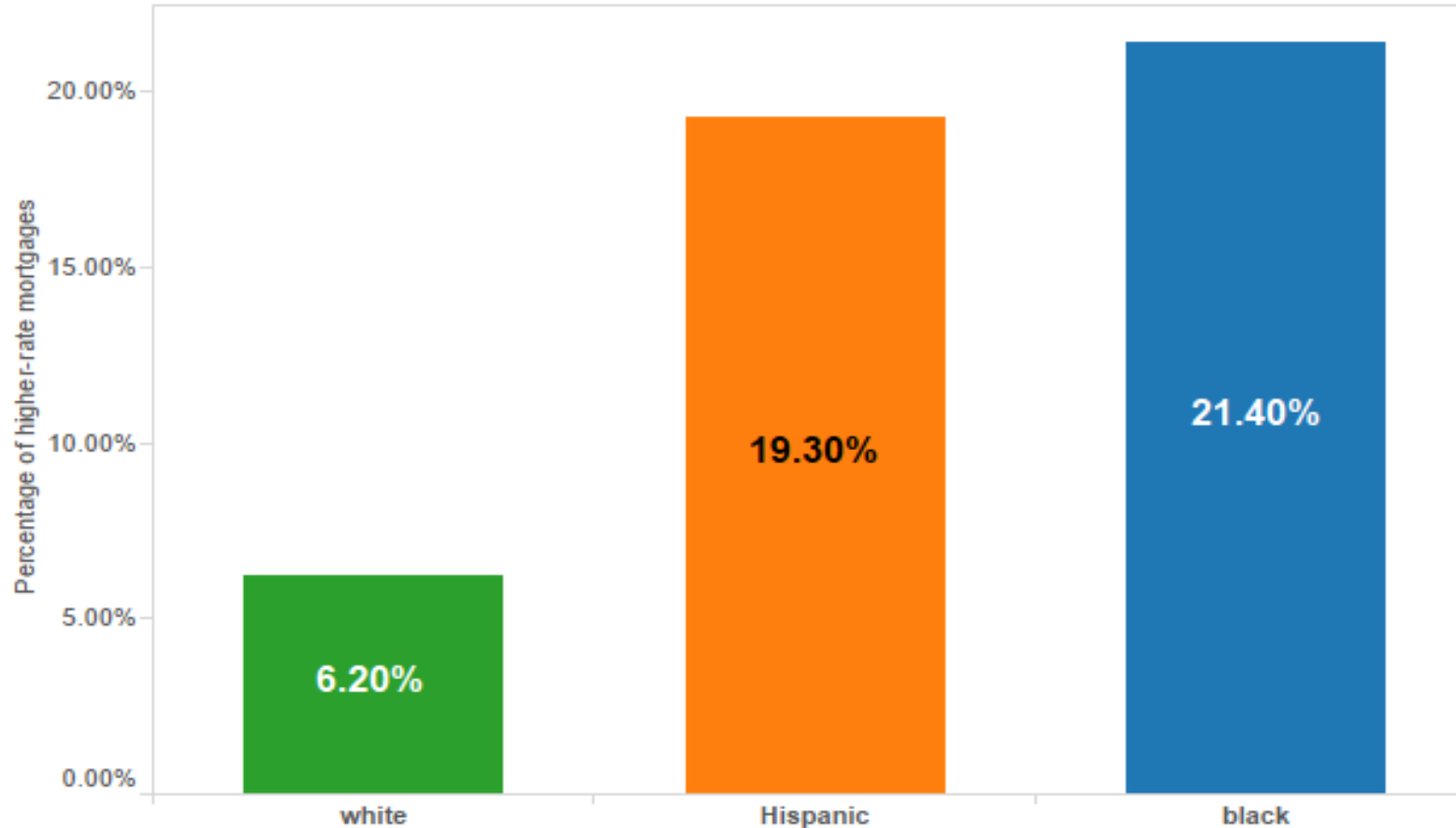
Cultural

- Aesthetics
- Religion
- Music
- Values
- Philosophy
- Beliefs

SYSTEMIC

PERCENTAGE OF HIGHER-RATE MORTGAGES GIVEN TO BORROWERS WITH GOOD CREDIT, BY RACE

2004-2008



Data includes only borrowers with a FICO score of 660 or higher. Figures from the Center for Responsible Lending via the Economic Policy Institute. (Chart: John Light/Moyers & Company)

Figure 9. Racial disparities in marijuana use in past month and marijuana possession arrests, 2010

Usage rates



Blacks used marijuana at 1.3 times the rate of whites.

Arrest rates



Blacks were arrested for marijuana possession at 3.7 times the rate of whites.

Source: Edwards, E. Bunting, W. Garcia, L. (2013). The War on Marijuana in Black and White. New York, NY: American Civil Liberties Union. Available at: <https://www.aclu.org/files/assets/1114413-mj-report-rfs-rel1.pdf> (p. 47); U.S. Department of Health and Human Services (2011). Results from the 2010 Survey on Drug Use and Health: Detailed Tables. Available at: <http://www.samhsa.gov/data/nsduh/2k10NSDUH/tabs/Sect1peTabs1to46.htm> (Tbl. 1.28B).





ARCHIVED INFORMATION

Expansive Survey of America's Public Schools Reveals Troubling Racial Disparities

Lack of Access to Pre-School, Greater Suspensions Cited

MARCH 21, 2014

Contact: Press Office, (202) 401-1576, press@ed.gov

The U.S. Department of Education's Office for Civil Rights (OCR) released today the first comprehensive look at civil rights data from every public school in the country in nearly 15 years.


The Civil Rights Data Collection (CRDC) from the 2011-12 school year was announced by U.S. Department of Education Secretary Arne Duncan and U.S. Attorney General Eric Holder at J.O. Wilson Elementary School in Washington, D.C.

This is the first time since 2000 that the Department has compiled data from all 97,000 of the nation's public schools and its 16,500 school districts—representing 49 million students. And for the first time ever, state-, district- and school-level information is accessible to the public in a searchable online database at crdc.ed.gov.

"This data collection shines a clear, unbiased light on places that are delivering on the promise of an equal education for every child and places where the largest gaps remain. In all, it is clear that the United States has a great distance to go to meet our goal of providing opportunities for every student to succeed," U.S. Secretary of Education Arne Duncan said. "As the President's education

More Resources

 [CRDC website](#)

 [ED's Office for Civil Rights](#)





Kelly Ellis @justkelly_ok · 20h

This is how a convicted rapist was portrayed by @washingtonpost. Include his swimming creds, avoid the word "rape"



All-American swimmer found guilty of sexually assaulting unconscious woman on Stanford campus
Prosecutors called Brock Turner a "predator" and the "face of campus sexual..."

WASHINGTONPOST.COM | BY MICHAEL MILLER

5.8K 3.1K



Kelly Ellis @justkelly_ok



Follow

For contrast, here's @washingtonpost coverage of other rapes. All three headlines use the word, use mugshots.

The screenshot shows three news articles from The Washington Post mobile app. The main article is titled "Man is sentenced to three life terms for Prince William County rape" and features a mugshot of a man. To the right, there are two smaller articles: "Montgomery County beer-pong rape case ends in 150-year sentence" with a mugshot, and "DNA match helps catch suspect in Frederick rape" with a mugshot. Below the articles, the app shows "RETWEETS 3,887" and "LIKES 1,891".

1:05 PM - 6 Jun 2016

Source: www.vox.com/2016/6/6/11871228/brock-turner-rape-race



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SEXISM IS WHEN A JUDGE GETS TO LEGALLY
PRIORITIZE THE SAFETY OF A RAPIST
OVER THE SAFETY OF EVERY SINGLE WOMAN HE'LL
COME ACROSS IN HIS LIFE.

RACISM IS WHEN PRISON IS FULL OF
BLACK MALES CHARGED WITH
NON-VIOLENT OFFENSES, BUT CONSIDERED
TOO "SEVERE" FOR A WHITE RAPIST
CONVICTED OF THREE FELONIES.

PRIVILEGE ALLOWS YOU TO READ
THAT AND STILL ROLL
YOUR EYES AND DENY EITHER EXIST.

—
TAWNY ENGLEMAN

H

Police: Michael Brown Struggled With Officer Before Shooting

Brian Kelly (Twitter: @brpkelly)

August 10, 2014 11:31 AM

[Share](#) 71 [Tweet](#) 22 [Share](#) 11 [View Comments](#)



Theater Shooting Suspect Was Brilliant Science Student

July 21, 2012 10:27 AM

[Share](#) 4 [Tweet](#) 2 [Share](#) 6 [View Comments](#)



James Holmes (credit: CBS)



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BLACK VICTIM

Trayvon Martin was suspended three times from school

NBC News ran this headline during ongoing coverage of the Trayvon Martin killing.

WHITE SUSPECT

Oregon school shooting suspect fascinated with guns but was a devoted Mormon, his friends say

This Fox News headline quoted friends shocked that 15-year-old Jared Michael Padgett had entered his high school heavily armed and killed a classmate, injured a teacher and took his own life.



BLACK VICTIM

Deputy killed Marine out of fear for children's safety, officials say

An unarmed father of two was killed by a police officer while entering a vehicle that contained his own children, the [Los Angeles Times served up this claim](#) from officials.

WHITE SUSPECT

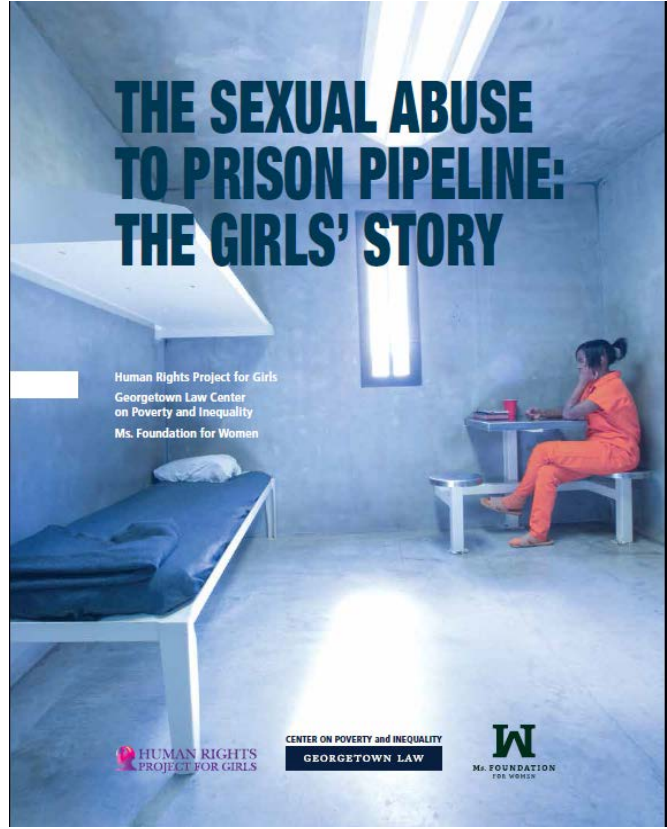
Santa Barbara shooting: Suspect was 'soft-spoken, polite, a gentleman', ex-principal says

In the wake of the mass shooting in Santa Barbara, California, earlier this year, the [Whittier Daily News offered a headline](#) showing one man's disbelief that Elliot Rodger could have committed such a crime.

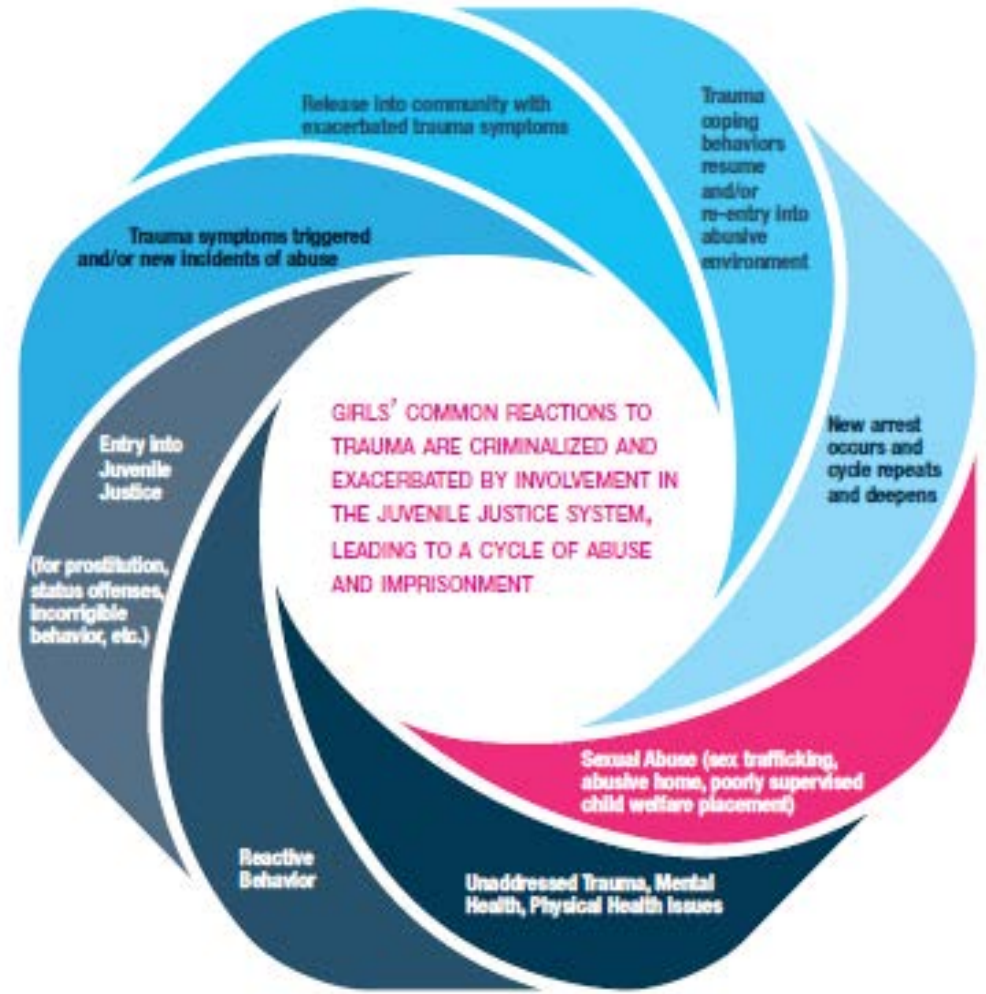




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GIRLS' PATHS OF SEXUAL ABUSE INTO THE JUVENILE JUSTICE SYSTEM



22%

Race / ethnicity or immigration status

PARTICIPANTS WHO CONTACTED THE POLICE

Fear of Calling Police Because of Their Response

2 in 5 (43%) felt police had **discriminated against them**. Of that 43%, the following responses indicated discrimination due to:

53%

Not being a "perfect" victim (income, reputation, disability, sexual identity)

46%

Gender (men side with men and won't believe me)

24%

Lack of understanding by police about partner abuse and sexual assault

22%

Race / ethnicity or immigration status

20%

Politics, offender connections

IN THEIR WORDS

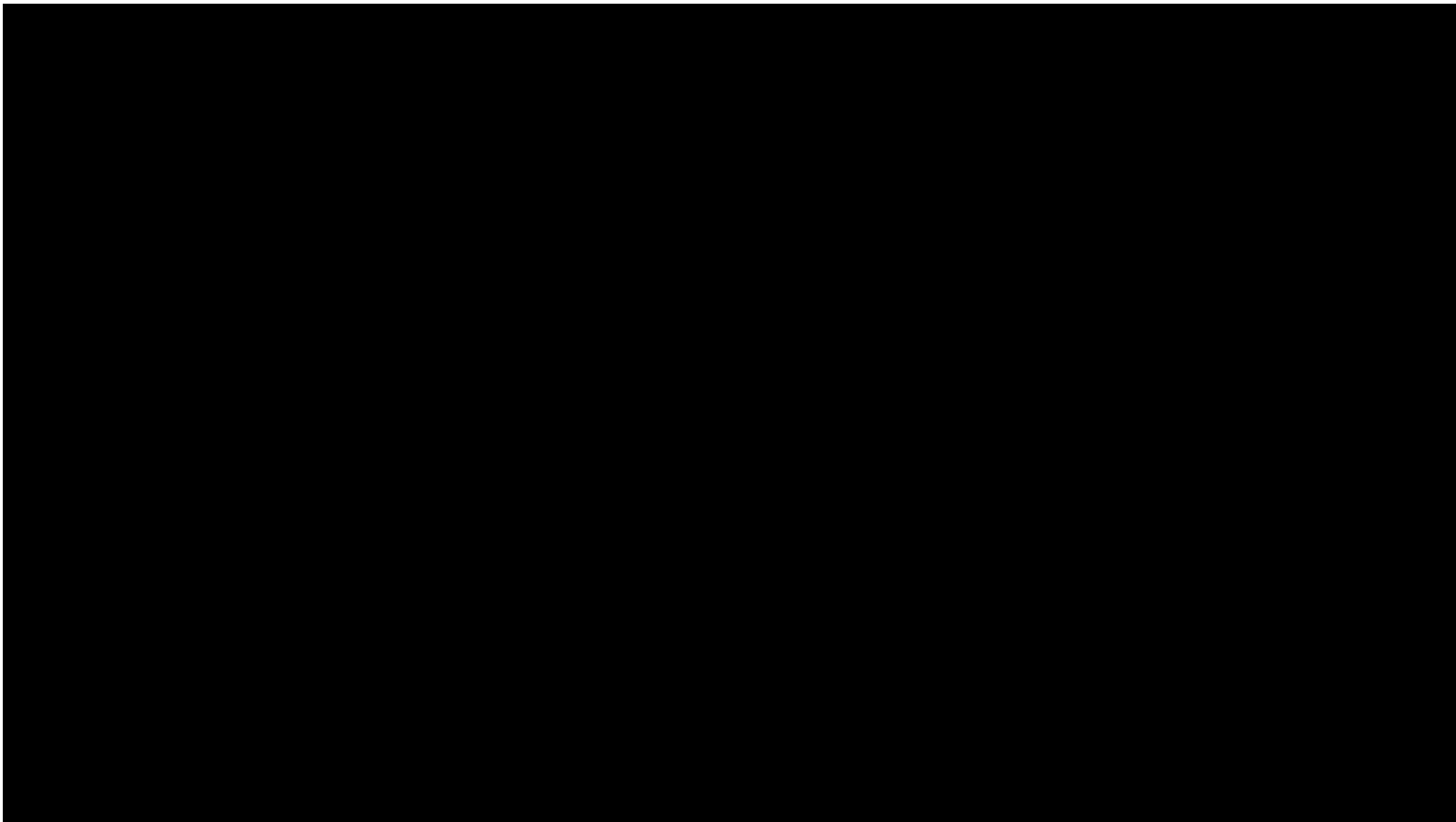
"I live in a poor building; they stood there criticizing my apartment and talked down to me. **I know if I lived in a nice neighborhood, they wouldn't have said the things they did.**"

"**I am a black female so I felt like they automatically saw me as dumb, poor and ignorant...** I didn't have any marks besides a swollen lip, so I felt like they didn't take it as an immediate threat."

"**I felt the police were buddy-buddy with my partner and ignored what I had to say** and the reality of the situation. I was scared and they ignored me."




"I am a black female so I felt like they automatically saw me as dumb, poor and ignorant... I didn't have any marks besides a swollen lip, so I felt like they didn't take it as an immediate threat."



The Enduring Myth of Black Criminality
Ta-Nehisi Coates on Criminal Justice



A landscape photograph showing a wide, grassy field in the foreground, leading to a dense forest of tall evergreen trees in the background. The sky is overcast with soft, grey clouds. The lighting suggests a late afternoon or early morning setting, with a warm, golden glow. The text is overlaid in the center of the image.

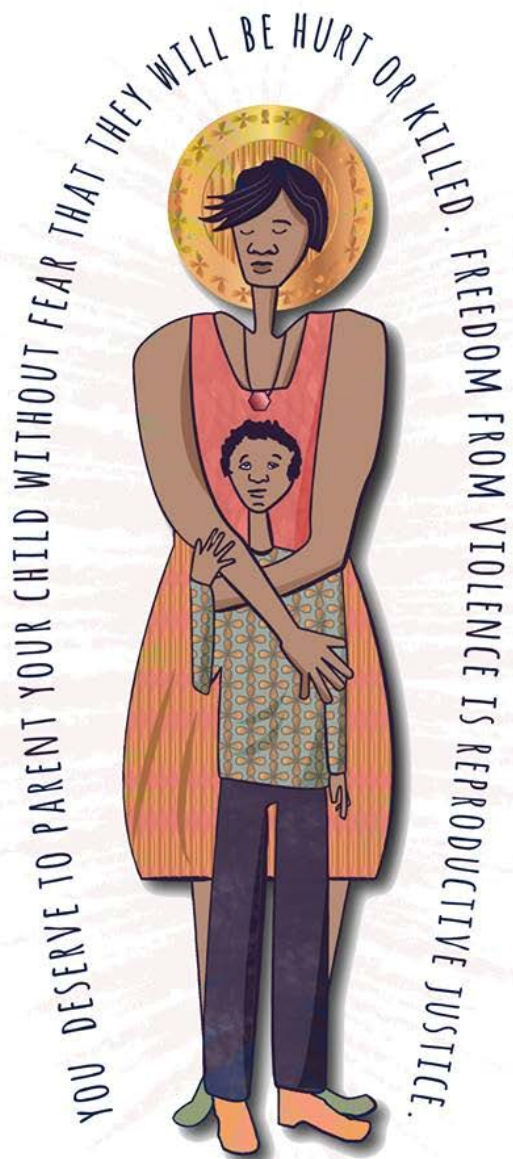
“Once you know some things,
you can't unknow them.
It's a burden that can never
be given away.”

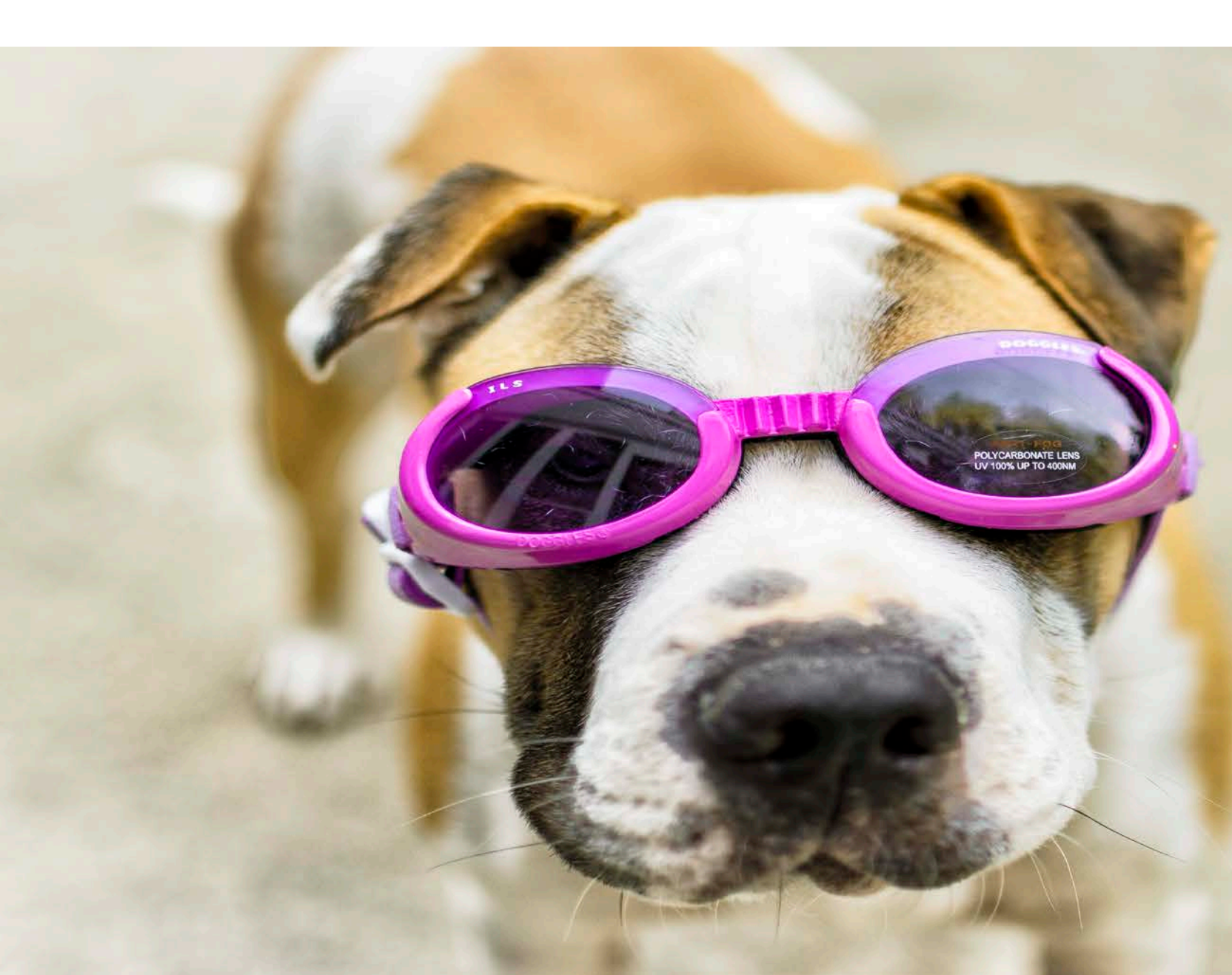
Alice Hoffman

...SO WE MUST CONSIDER...

What are the ways that systemic racism creates barriers for survivors of sexual and intimate partner violence?

REPEAL HYDE ART PROJECT





OUR LENSES:

Racial Justice

Trauma-Informed

Asset-Building



KEY ELEMENTS FOR RACIAL JUSTICE WORK

Practice compassion and accountability for ourselves and others

Call people IN

Relationships must be nurtured

Stay focused on the big picture

Allies: discomfort is part of the work



KEY ELEMENTS OF A TRAUMA-INFORMED RESPONSE

Safety

Trustworthiness

Choice

Collaboration

Empowerment



KEY ELEMENTS FOR BUILDING ASSETS

Invest in the good things

Build protective factors

Help people practice behaviors that enhance health

Confront scarcity myths



PERPETUATING RACISM WHEEL for Domestic Violence & Sexual Assault Advocates and Programs



Under development by the Women of Color Caucus and the Social Justice Task Force


DISMANTLING RACISM WHEEL for Domestic Violence & Sexual Assault Advocates and Programs



Under development by the Women of Color Caucus and the Social Justice Task Force


ORGANIZATIONAL

COMMUNICATIONS



Core messages

for community
and
media relations



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Intersectionality

Privilege and oppression often shape access to help and safety.

- Many people not only experience sexual and intimate partner violence, they also experience layers of oppression. Examples of oppression include racism, ableism, homophobia, classism, and sexism.
- Multiple forms of oppression contribute to increased vulnerability to violence, and can make it harder for victims to find the help and support that is responsive to their individual needs.
- Strategies designed to combat violence within communities (sexual and intimate partner violence) must be linked to strategies that combat violence directed against communities (i.e. police brutality, prisons, racism, economic exploitation, etc)

The Action Alliance strives to do its work through a racial justice lens.

- Sexual and domestic violence are linked to other forms of oppression, which disproportionately affect women, children, and marginalized people.
- The Action Alliance has a commitment to engage in sexual and domestic violence intervention and prevention through a racial justice lens. This means considering the impact of racism and privilege on how violence operates, and working to dismantle racism at the individual, community, and societal level.

Notes:
Source: "Disproportionate Intersectionality," <http://www.theactionalliance.org/page/Get-press-information>, Retrieved 5/19/15

5

Privilege and oppression often shape access to help and safety.





BLACK LIVES MATTER: RACIAL JUSTICE AND TRAUMA-INFORMED ADVOCACY

February 8, 2016
[Leave a comment](#)

Gynnya McMillen was 16 years old when she died in her sleep while in custody at a juvenile detention center last month in Kentucky.

This was the first night she had ever spent in detention. She had been arrested on a misdemeanor assault charge on a family member. Guards used a martial arts-style restraint on Gynnya when she refused to remove her sweatshirt as part of the facility's search and booking procedure; she was found dead in her cell 24 hours later.

The tragic death of Gynnya McMillen raises critical questions about how she was treated in the detention facility and what exactly caused her death. Her story also raises broader questions about the extreme and overly punitive ways in which we approach children and teens of color whom we deem "non-compliant".

The U.S. detains and incarcerates girls of color at staggering rates. African-American girls constitute 14% of the general population nationally, yet make up an astounding 33% of girls detained and committed.¹ Native American girls are also disproportionately involved in the juvenile justice system: they are 1 percent of the general youth population but 3.5 percent of detained and committed girls.²

The vast majority of detained and incarcerated girls are trauma survivors. According to a study conducted by the Human Rights Project for Girls, the Georgetown Law Center on Poverty and Inequality, and the Ms. Foundation for Women, **more than 80% of the girls in some states' juvenile detention centers have been sexually or physically abused prior to incarceration.**



#SAYHERNAME: INTERSECTING RACE, SEXUAL VIOLENCE AND ACTIVISM

January 21, 2016
[Leave a comment](#)

January 21, 2016

Today people will gather together from all over the country in Oklahoma City to Stand with Survivors of Sexual Violence as a judge sentences a former Oklahoma City police officer convicted in December on 18 charges including rape and sexual battery of 13 African-American women living in the neighborhood he was assigned to protect. The former police officer is white. Race and gender were and are at the center of this story.

Black Women's Blueprint organized this national protest from their base in New York City —using the networks of sexual violence advocacy organizations, networks of black women's advocacy organizations, social media and the mainstream press to send out a call to "symbolically stand with every survivor of sexual assault, rape and other sexual

COMMUNICATIONS: BLOG





Virginia Sexual and Domestic Violence Action Alliance

July 23 · 🌐

STATEMENT: The Action Alliance mourns the death of Sandra Bland, 28, who was found asphyxiated in a cell at the Waller County Jail (Texas) three days after being arrested during a traffic stop.

Following yesterday's release by Waller County Sheriff's Office of the dashcam video of Ms. Bland's traffic stop, we are deeply disturbed by the behavior displayed by the arresting officer in said video. We condemn the actions of Texas Trooper Encinia toward Ms. Bland, and call on law enforcement professionals, advocates, and others to do the same.

The Action Alliance has a commitment to engage in sexual and domestic violence intervention and prevention through a racial justice lens. Our racial justice work compels us to consider how privilege and oppression operate through violence and to examine how violence maintains unequal distribution of power.

If you find yourself questioning Ms. Bland's actions, we ask you to shift your focus to where professional responsibility lies--on the person in this situation holding the power, authority, and professional training.

As you view the video and follow the investigation of Ms. Bland's death as a possible homicide, please consider how Trooper Encinia's behavior on the video and subsequent investigations may impact people of color who are survivors of trauma and violence who are thinking about calling law enforcement for help.

#blacklivesmatter #SandraBland



Sandra Bland Video Appears to be Edited, Shows Cop Threatened Her With Taser

Dashcam video reveals the arresting officer provided conflicting versions of the arrest and threatened Bland with a Taser.

COLORLINES.COM

3,873 People Reached

80 Likes, Comments & Shares

55 Likes | 50 On Post | 5 On Shares

5 Comments | 4 On Post | 1 On Shares

20 Shares | 18 On Post | 2 On Shares

311 Post Clicks

0 Photo Views | 66 Link Clicks | 245 Other Clicks

NEGATIVE FEEDBACK

3 Hide Post | 2 Hide All Posts

0 Report as Spam | 0 Unlike Page

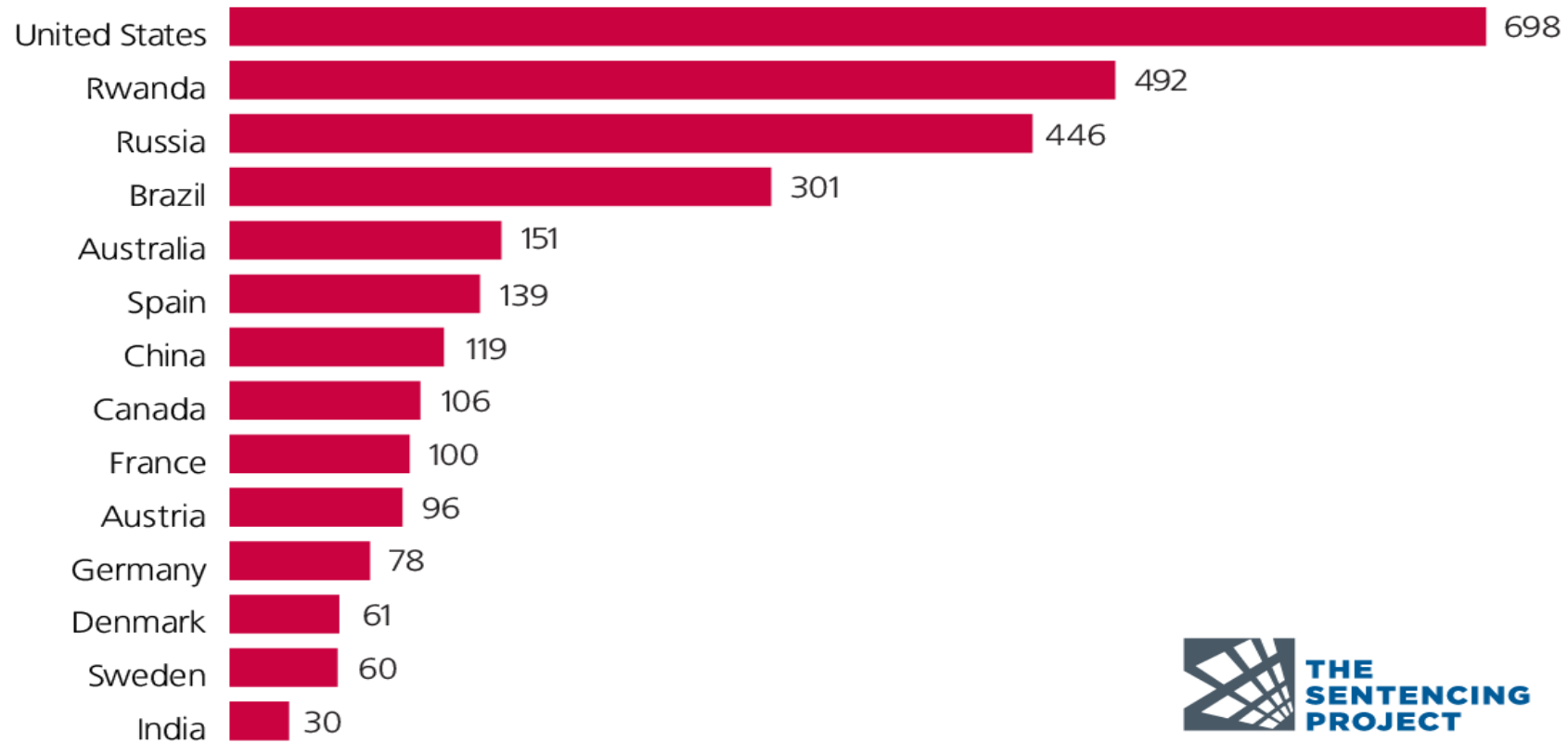
COMMUNICATIONS: SOCIAL MEDIA



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PUBLIC POLICY

International Rates of Incarceration per 100,000



Source: Walmsley, R. (2015). *World Prison Brief*. London: Institute for Criminal Policy Research. Available online: <http://www.prison-studies.org/world-prison-brief>





Why we conduct sexual and domestic violence work through an anti-racism lens, and how you can get involved in racial justice efforts.

Working through an anti-racism lens:
The Action Alliance and its Membership have made a commitment to conduct sexual and domestic violence work through an anti-racism lens because we recognize that racism contributes to sexual and domestic violence, hinders survivors from obtaining adequate safety and support, and impedes justice and accountability for perpetrators.

Our Guiding Principles, adopted by the Membership in 2004, demonstrate our commitment to ensuring that historically marginalized or oppressed communities are active participants in all aspects of the Action Alliance.

Recognizing that sexual and domestic violence affects all Virginians, we seek to create an Alliance where those who have been traditionally oppressed in society and/or marginalized in anti-violence work have the opportunity to be full and active participants in the Action Alliance. The Action Alliance recognizes the intentional diversity of and champions the diversity of our members for ensuring that ALL...

The Action Alliance encourages technical assistance, and incorporating racial justice at any time to become Inv. Task Force, and the Racial Equality and racial justice.

Virginia Se

HOW IS RACISM RELATED TO TRAUMA?

- Racism is trauma - living w/ impact of racism is traumatic
- Living in fear of negative prejudice/stereotyping based on race
- Constant need to prove yourself & your value/dignity matters
- Dr. Jekyll / Mrs. Hyde
 - ↳ No opportunity to be TRUE AUTHENTIC SELF*
- Current ? Historical "triggers"

BARRIERS - SYSTEMIC RACISM

- Questioning access to criminal legal systems
- Leaders/advocates/counselors don't reflect diverse communities impact perception of accessibility
- may not have access to resources to navigate systems successfully
- deference to authority b/c of or based on experience
- Indigenous systems of responding to violence may/may not work, but survivors have limited options

TRAINING: curricula and philosophical framework

THE RED FLAG CAMPAIGN

He said if I really loved him, I'd have sex with him

If he really loved you, he wouldn't push you.

Using emotional pressure or physical threats to engage in sexual acts is **COERCION**. When you see a **RED FLAG** in your friend's relationship, say something.

TheRedFlagCampaign.org



Using emotional pressure or physical threats to engage in sexual acts is **COERCION**. When you see a **RED FLAG** in your friend's relationship, say something.

TheRedFlagCampaign.org

CAMPUS WORK



**DO
YOU**

Building Youth Resilience Through Creative Expression

PREVENTION



“Most of the time he uses my preferred pronoun. But when he is angry he messes it up. It feels like an attack.”



L G B T Q
partner abuse
& sexual assault
HELPLINE
1.866.356.6998
Monday-Friday 8am-8pm

You deserve respect, not a put down.
866.356.6998

#CallTheHelpline | text: (804) 793-9999 | chat: www.vsdvalliance.org

This publication was funded by the Virginia Department of Health and the Preventive Health & Health Services Block Grant #1301DP009055. This project was supported by the Department of Criminal Justice Services (DCJS) award no. 14-O3476SA13 from funds made available to Virginia by the Office for Victims of Crime of the Office of Justice Programs, U.S. Department of Justice. The opinions, findings, conclusions or recommendations expressed are those of the authors and do not necessarily reflect the views of DCJS or the U.S. Department of Justice.



ADVOCACY

I deserve:

respect.

That's why I called.

Family Violence & Sexual Assault Virginia Hotline

1.800.838.8238

free. confidential. 24 hours a day

Text: 804.793.9999 | Chat: vsdvalliance.org

#ideserve

This publication was funded by the Virginia Department of Health and the Preventive Health & Health Services Block Grant #1301DP009055. This project was supported by the Department of Criminal Justice Services (DCJS) award no. 14-O3476SA13 from funds made available to Virginia by the Office for Victims of Crime of the Office of Justice Programs, U.S. Department of Justice. The opinions, findings, conclusions or recommendations expressed are those of the authors and do not necessarily reflect the views of DCJS or the U.S. Department of Justice.



ADVOCACY



The **WARMTH** of
other SUNS

MULTI-DISCIPLINARY STRATEGIES TO
PREVENT AND RESPOND TO SEXUAL
AND INTIMATE PARTNER VIOLENCE
IN AFRICAN-AMERICAN COMMUNITIES

AUGUST 10-12, 2016 RICHMOND, VA
WWW.VSDVALLIANCE.ORG/TRAINING



TRAINING

Latina Task Force Healing Retreat - 2012





A VISION FOR BLACK LIVES: POLICY DEMANDS FOR BLACK POWER, FREEDOM, & JUSTICE

THE
MOVEMENT
FOR BLACK LIVES

POLICY.M4BL.ORG

THE
MOVEMENT
FOR BLACK LIVES
POLICY.M4BL.ORG

A VISION FOR BLACK LIVES: POLICY DEMANDS FOR BLACK POWER, FREEDOM, & JUSTICE



END THE WAR ON BLACK PEOPLE

We demand an end to the war against Black people. Since this country's inception there have been named and unnamed wars on our communities. We demand an end to the criminalization, incarceration, and killing of our people.



REPARATIONS

We demand reparations for past and continuing harms. The government, responsible corporations and other institutions that have profited off of the harm they have inflicted on Black people—from colonialism to slavery through food and housing redlining, mass incarceration, and surveillance—must repair the harm done



DIVEST-INVEST

We demand investments in the education, health and safety of Black people, instead of investments in the criminalizing, caging, and harming of Black people. We want investments in Black communities, determined by Black communities, and divestment from exploitative forces including prisons, fossil fuels, police, surveillance and exploitative corporations.



ECONOMIC JUSTICE

We demand economic justice for all and a reconstruction of the economy to ensure Black communities have collective ownership, not merely access.



COMMUNITY CONTROL

We demand a world where those most impacted in our communities control the laws, institutions, and policies that are meant to serve us – from our schools to our local budgets, economies, police departments, and our land – while recognizing that the rights and histories of our Indigenous family must also be respected.

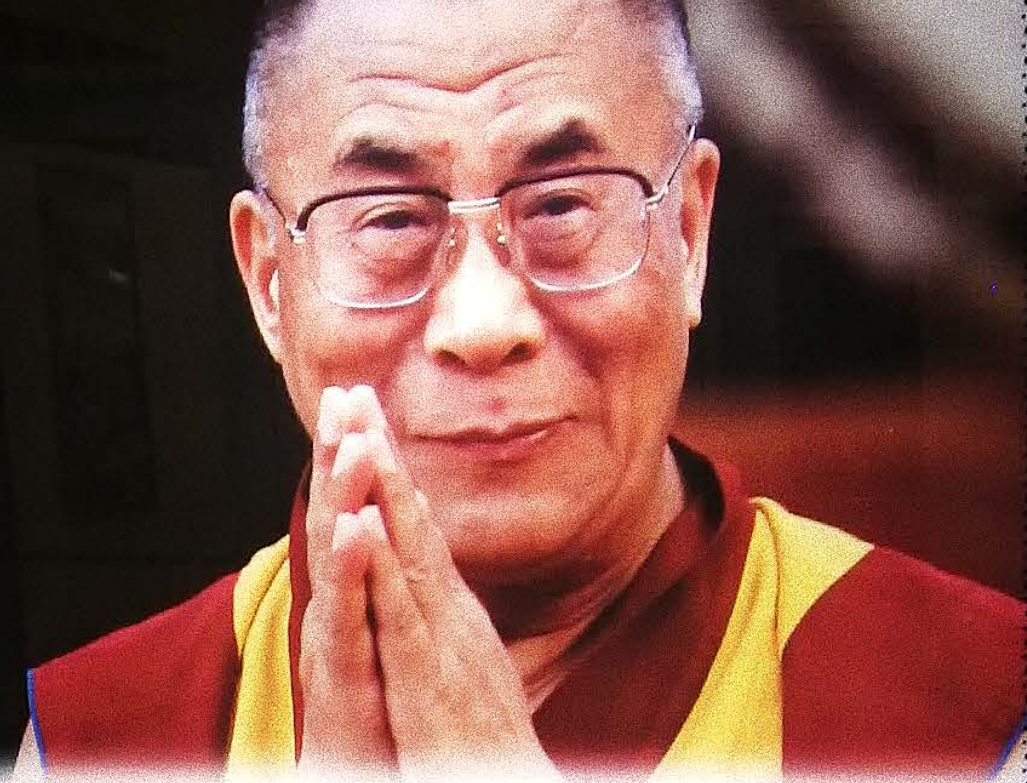


POLITICAL POWER

We demand independent Black political power and Black self-determination in all areas of society. We envision a remaking of the current U.S. political system in order to create a real democracy where Black people and all marginalized people can effectively exercise full political power.



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Doesn't just wish for peace.
He works for it.

DOING THE WORK



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YoungGifted&Black

@CJ_musick_lawya



Follow

Yes let's do that: Which photo does the media use if the police shot me down?
[#IfTheyGunnedMeDown](#)

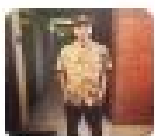
Reply Retweet Favorite More



RETWEETS

FAVORITES





King Ghidorah @__TrillClinton · 2h

#IfTheyGunnedMeDown what picture would they use

pic.twitter.com/IJ3k3tT63n



4.6K



3.1K

[View photo](#)

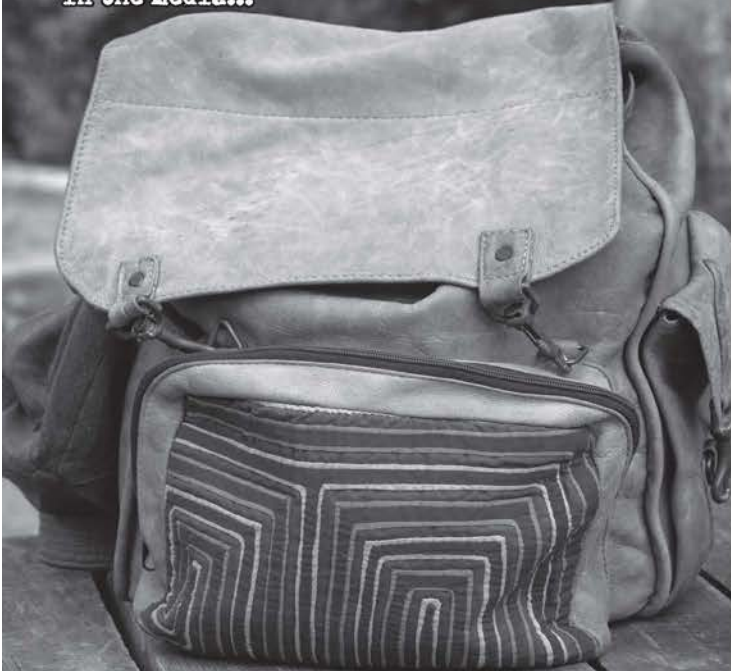


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I can dress how I want to dress
without it being attributed to my race...

I can go shopping and not be followed
because of my race...

I can see my race represented positively
in the media...



**“White privilege is
an invisible knapsack of
unearned advantages given
at birth to white people”**

--Peggy McIntosh,
Wellesley College Center for
Research on Women*

*Full text available at www.wcwonline.org

Unpacking White Privilege

What is white privilege?

White privilege means, whether we are overtly racist or not,

all white people benefit from living in a world run by

white people. For the most part, white people write the laws that govern our country, own the stores we shop in, assess our credit scores, etc. White privilege means that we are given the benefit of the doubt more often than people of color when we are being evaluated, such as for an apartment, a job, or a financial loan.

As white people, we are conditioned to deny that this privilege exists. We are taught that “privileges are earned.” Even though we may not have asked for it or want it, white privilege is real and it is harmful.

What harm does it do?

While racism puts people of color at an unfair disadvantage, white privilege puts white people at an unfair advantage over people of color. Many doors open to white people through no effort of our own. Even though you may have worked hard to get where you are today, white privilege means that a person of color born to similar circumstances would need to overcome more obstacles to achieve the same goals.

What can you do about it?

You can start by evaluating your own privilege and how you have benefited from it. Think about how those in power (white people) have maintained privileges for white people at the expense of others--both historically and in present day. Talk to your white friends and colleagues about it. Start working toward a more just world in which we all share the same basic human rights.



Virginia Sexual and Domestic Violence
ACTIONALLIANCE

Brought to you by the Social Justice Task Force and
the Women of Color Caucus of the Action Alliance

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(804) 377-0335



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race forward

THE CENTER FOR RACIAL JUSTICE INNOVATION



ABOUT RESEARCH PRACTICE PRESS CONTACT DONATE

ABOUT



RESEARCH

- Cutting edge, original research on pressing racial justice issues.
- Intersectional approach to how race compounds and intersects with other societal issues, which can be described as "race and..."
- Strong social change practice.



MEDIA

- *Colorlines*, a daily news site where race matters with award winning investigative reporting and news analysis.
- Use of storytelling and multimedia to amplify key issues we cover.
- Pushing key race stories into the mainstream media.



PRACTICE

- *Facing Race*, the largest conference for racial justice movement-making, focused on alliance-building, issue framing, and advancing solutions.
- Speakers, training, consulting services.
- Action-oriented campaigns, such as Drop the I-Word, which seeks to eliminate the derogatory term "illegal."



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RACIAL EQUITY TOOLS



RACIAL EQUITY TOOLS

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FUNDAMENTALS

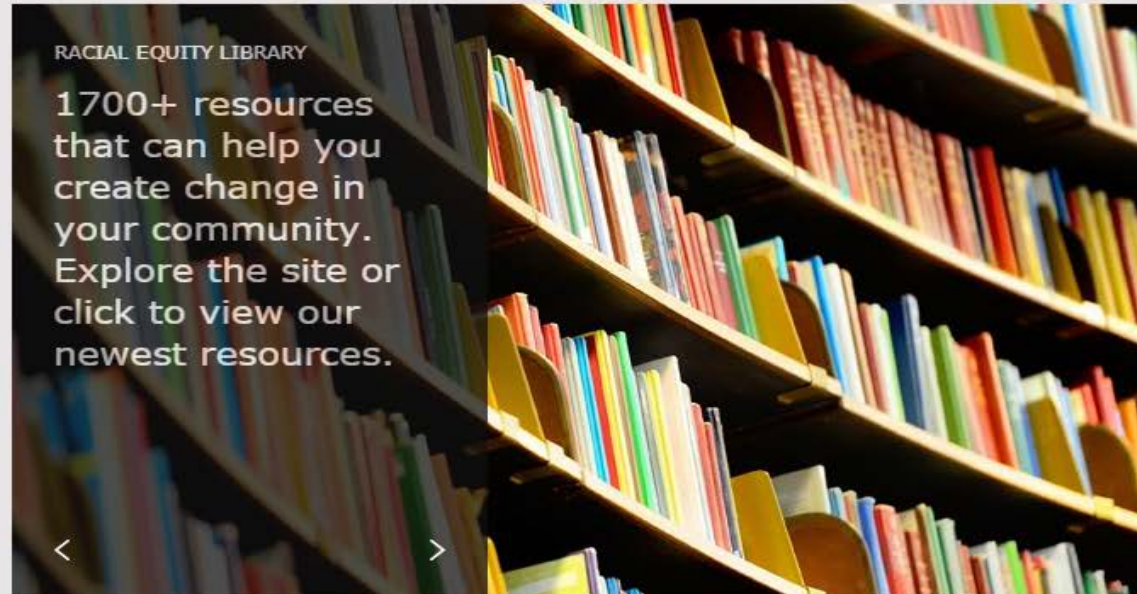
PLAN

ACT

EVALUATE

CONNECT

CURRICULA



RACIAL EQUITY LIBRARY

1700+ resources that can help you create change in your community. Explore the site or click to view our newest resources.



Learn concepts. Find data, lists & tips.

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Examine issues and plan.

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Identify strategies and communicate.

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Evaluate progress and results.

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Racial Equity Tools is designed to support individuals and groups working to achieve racial equity. This site offers tools, research, tips, curricula and ideas for people who want to increase their own understanding and to help those working toward justice at every level – in systems, organizations, communities and the culture at large.



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*We need you defecting
from White supremacy
and changing the
narrative of White
supremacy by breaking
White silence.*

Alicia Garza, co-founder
Black Lives Matter



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Vulnerability

is the birthplace
of innovation,
creativity,
& change.

BRENÉ BROWN



Maya Angelou,
poet
author
civil rights activist
survivor

**WHEN YOU KNOW BETTER,
YOU DO BETTER** |



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THANK YOU!



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