

**SO YOU WANT TO TALK
ABOUT RACE
BY IJEOMA OLUO**

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to talk
about
race**

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Way Public Library

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Discussion led by Dr. Jolie A. Sheffer



**GROUND RULES FOR
DISCUSSION**

INTRODUCTIONS

Who are you?

Why are you here today?

What question(s) do you hope to have answered?

KEY TERMS

- Affirmative Action (p. 99)
- Cultural Appropriation (142)
- Intersectionality (70)
- Microaggressions (162)
- Model Minority Myth (189)
- Privilege (53)
- Race (biology/social construction/effects)
- Racism (individual acts vs. institutions/systems)
- School-to-Prison Pipeline (121)
- Tone Policing (47)

RACE

- **Racial Formation** = “the continuing significance and changing meaning of race” (Michael Omi & Howard Winant).
 - political relationships
 - global context
 - historical
- Race = relational

INTERSECTIONALITY

Kimberlé Williams Crenshaw: “Because of their intersectional identity as both women *and* of color within discourses that are shaped to one *or* the other, women of color are marginalized within both” (1244).

Leslie McCall: “different contexts reveal different configurations of inequality in this particular social formation... No single dimension of overall inequality can adequately describe the full structure of multiple, intersecting, and conflicting dimensions of inequality” (1791).

Chandra Mohanty: “So ‘race’ or ‘Asianness’ or ‘brownness’ is not embodied in me, but a history of colonialism, racism, sexism, as well as of privilege (class and status) is involved in my relation to white people as well as to people of color in the United States” (191).

WHAT CAN I DO ABOUT RACISM AND INEQUALITY?

- Focus on **STRUCTURAL BARRIERS**, not individual behaviors
- Engage with others as **EQUALS** with valuable knowledge to contribute, and not just on the subject of race
 - Don't look at people of color as "resources" to mine and then discard
- Attend to **multiple aspects of identity** (gender, race, dis/ability, age, religion, etc.)
- Embrace the longer-term goal of **fostering real institutional change**
 - Build community **relationships**, do not just seek to solve a short-term problem
 - Focus on **process**, not (just) results
 - Create continuing opportunities for engagement (not a one-time deal)

EQUALITY, EQUITY, ACCESS



Equity involves trying to understand and give people what they need to enjoy full, healthy lives. Equality, in contrast, aims to ensure that everyone gets the same things in order to enjoy full, healthy lives. Like equity, equality aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same things.

Lee Constable
@constababble

Love this. A clear illustration of the difference between equality, equity and removal of systemic barriers.

EQUALITY VERSUS EQUITY

In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

RETWEETS 1,472 LIKES 1,497

7:44 PM - 11 May 2016

KEEANGA-YAMAHTTA TAYLOR

“Solidarity is standing in unity with people even when you have not personally experienced their particular oppression” (215).

ARE YOU AN ALLY?

- How can you be **more than** an ally?
 - Need to stand **with** and not **for** marginalized populations
 - Focus on dismantling the **structures** of decision-making and agency

