SO YOU WANT TO TALK ABOUT RACE
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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

![Image of inequality and equity comparison](image-url)
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