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AGENDA

- I. Ground Rules for Discussion
- II. Introductions
- III. Key Terms
- IV. Discussion Questions
- V. Further Reading

I. GROUND RULES FOR DISCUSSION

1. **Show respect** for others as individuals by learning and using their preferred names and pronouns.
2. **Our conversation is confidential.** We want to create an atmosphere for open, honest exchange.
3. **Our primary commitment is to learn from each other.** We will listen to each other and not talk at each other. Consider the difference between responding to **express yourself** and responding to **communicate an idea** to people who may have different preconceptions than yours. We acknowledge differences among us in backgrounds, skills, interests, and values. We value these very differences for helping us to learn from each other.
4. **Trust that people are doing the best they can and respond with generosity.** Respond to what is said without assuming the motivation of the speaker. Listen carefully to what others are saying even when you disagree with what is being said. Comments (such as asking for clarification, sharing critiques, expanding on a point, etc.) should reflect that you have paid attention to the speaker. **You can challenge, disagree with, or criticize the *idea* and not the *person*.**
5. **Be courteous.** Do not interrupt or engage in private conversations while others are speaking. Be aware of messages communicated with body language, as well as words.
6. **Support your statements.** Use evidence and provide a rationale for your points.
7. **Do not to generalize about groups (even groups with which you identify) and do not ask another person to speak as a representative of a group.**
8. **Step Up, Step Back.** Be mindful of taking up much more space than others. Consider who gets left out, who is marginalized, under-represented, or erased by particular claims. On the other hand, if you think something is missing from the conversation, don't wait for someone else to say it.
9. **Speak your discomfort.** If something is bothering you, please share this with the group. If you are offended by something or think someone else might be, don't leave it for someone else to have to respond to it.
10. **Recognize that we are all still learning.** Be willing to change your perspective, and make space for others to do the same.
11. **Be aware of different communication styles**—the ways we communicate differently based on our backgrounds and current contexts—and look for ways to expand your communication tool kits.
12. Know that **it is okay to be emotional** about issues and to name those emotions as we discuss difficult subjects.

Adapted for use from the Center for Research on Language and Teaching, University of Michigan (<http://www.crlt.umich.edu/node/58410>) and the LSA Inclusive Teaching Initiative, University of Michigan (<http://sites.lsa.umich.edu/inclusive-teaching/>).

II. INTRODUCTIONS

- Who are you?
- Why are you here today?
- What question(s) do you hope to have answered?

III. KEY TERMS & CONCEPTS

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)

IV. POTENTIAL QUESTIONS FOR DISCUSSION

What is the difference between terms like “black” and “African American”?

Is everyone and everything racist?

If I can't see it, how do I know racism exists in my community?

What can I do about racism and inequality?

What is the difference between cultural appropriation and cultural appreciation?

How is the model minority myth negative?

What's the difference between terms like diversity, equality, equity, inclusion, and access?

V. FURTHER READING

- Michelle Alexander, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*. New York: The New Press, 2010.
- Rosalind S. Chou and Joe R. Feagin, *Myth of the Model Minority: Asian Americans Facing Racism*, Second Edition. New York: Routledge, 2008.
- Ta-Nehisi Coates, *Between the World and Me*. New York: Spiegel & Grau, 2015.
- Patricia Hill Collins. *Black Feminist Thought: Knowledge, Consciousness, and the Politics of Empowerment*. New York: Routledge, 2000.
- Brittany Cooper, *Eloquent Rage*: . New York: St. Marten's Press, 2018.
- Robin DiAngelo, *White Fragility: Why It's So Hard for White People to Talk About Racism*. New York: Beacon Press, 2018.
- Ava Duvernay, *The 13th* [documentary film available on Netflix]
- Ange-Marie Hancock. *Intersectionality: An Intellectual History*. New York: Oxford University Press, 2016.
- Melissa Harris-Perry, *Sister Citizen: Shame, Stereotypes, and Black Women in America*. New Haven: Yale University Press, 2011.
- Elizabeth Hinton, *From the War on Poverty to the War on Crime: The Making of Mass Incarceration in America*. Cambridge: Harvard University Press, 2016.
- Erika Lee, *The Making of Asian America: A History*. New York: Simon & Schuster, 2016.
- Leslie McCall. "The Complexity of Intersectionality." *Signs: Journal of Women in Culture and Society* 30, no. 3 (2005): 1771-1800.
- Peggy McIntosh, "White Privilege: Unpacking the Invisible Knapsack," *Peace and Freedom Magazine*, July/August, 1989: 10-12.
- Tressie McMillam Cottom, *Thick, and Other Essays*. New York: The New Press, 2019.
- Mohanty, Chandra Talpade. "Race, Multiculturalism, and Pedagogies of Dissent." In *Feminism Without Borders: Decolonizing Theory, Practicing Solidarity*. Duke University Press, 2003.
- Nell Irvin Painter, *The History of White People*. New York: W. W. Norton & Co., 2010.
- Claudia Rankine, *Citizen: An American Lyric*. Minneapolis: Graywolf Press, 2014.
- Bryan Stevenson, *Just Mercy: A Story of Justice and Redemption*. New York: Spiegel & Grau, 2014.
- Ronald Takaki, *Strangers from a Different Shore: A History of Asian Americans*. Boston: Little, Brown and Company, 1998.
- Keeanga-Yamahtta Taylor, *From #BlackLivesMatter to Black Liberation*. Chicago: Haymarket Books, 2016.
- Jeanne Theoharis, *A More Beautiful and Terrible History: The Uses and Misuses of Civil Rights History*. Boston: Beacon Press, 2018.
- Jesmyn Ward, ed., *The Fire This Time: A New Generation Speaks about Race*. New York: Scribner, 2016.