21 Day Challenge: Reflection- Part II

Dr. Alesia Allen and Rachel Green
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A little housekeeping...

- Safe space for all
- Acceptance of all
- Feel comfortable in the uncomfortable
- Embrace different perspectives
Today is about us...
In Review...

- Diversity
- Inclusivity
- Equality
- Equity
- Ally
- Liberation
Decolonizing Framework

Equality

Equity

Justice

Liberation
Check In…

- Part 1: We introduced the 21 Day Racial Challenge with little time to discuss

- Part 2: We discussed unpacking privileges and began the discussion of implementing change on an individual level

- Are there any topics you’d like us to specifically review in this session?
Anti-Racism at RIT/NTID

- What steps are needed to eliminate racism at the individual, institutional, and structural levels?

- How will we identify ways to actively oppose racism?

- Are there any policies, behaviors, and beliefs that perpetuate racist ideas and actions that need to be addressed?
Take Action

- Be mindful and examine your own biases
- Take part in events that are designed to combat racial injustice.
- Talk to colleagues, friends, and family about the effects of racism.
How...

- Community engagement
- Share stories
- Active effort
- Active listening

- Acknowledge privilege
- Address racism
- Reframe lens
- Challenge self

- Pulse checks
- Research/data
- Advocacy/activism
- Policy change
Just Remember...


Every person contributes to culture.

We are in this together and together we can make a difference.
The beauty of anti-racism is that you don't have to pretend to be free of racism to be an anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it's the only way forward.

As we rightly call the POTUS racist for attacking four Congresswomen of color this morning, we should not be calling ourselves "not-racist" as Trump calls himself. If we don't want to be like the #RacistInChief, then we should be striving to be antiracist.
Questions?