

Beyond

#HASH TAG



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Center for Racial and Social Justice Series

DIALOGUE



**Greater
understanding**

- Integrating multiple perspectives
- Uncover / examine assumptions
- Unfold shared meaning



DISCUSSION



Decision-making

- Tell, sell or persuade
- Justify / defend assumptions
- Gain agreement on one meaning



What is
systemic
racism?

Racism

A highly organized system of “race” - based group privilege that operates at every level of society and is held together by a sophisticated ideology of “race”/color supremacy.

Racism has a component of power and privilege.

Noel Cazanave, Darlene Alvarez Madden, Sociologists

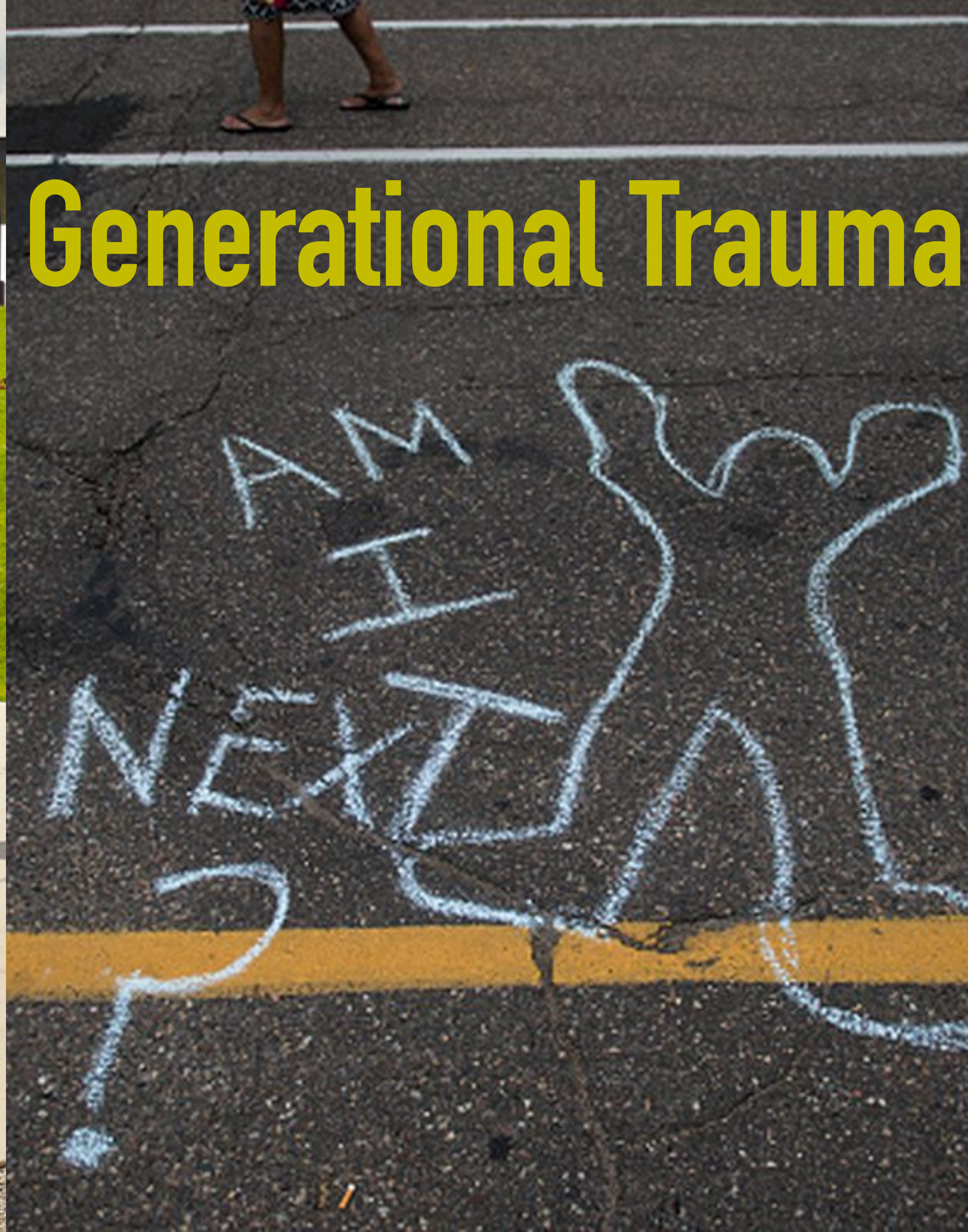


- **Education**
- **Job opportunity**
- **Food access/food environment**
- **Socioeconomics**
- **Environmental exposure**
- **Health care system**
- **Safe and affordable housing**
- **Justice system**

Every system is perfectly
designed to **produce**
the **results** it gets.

It's not broken.

It's built this way.



Generational Trauma

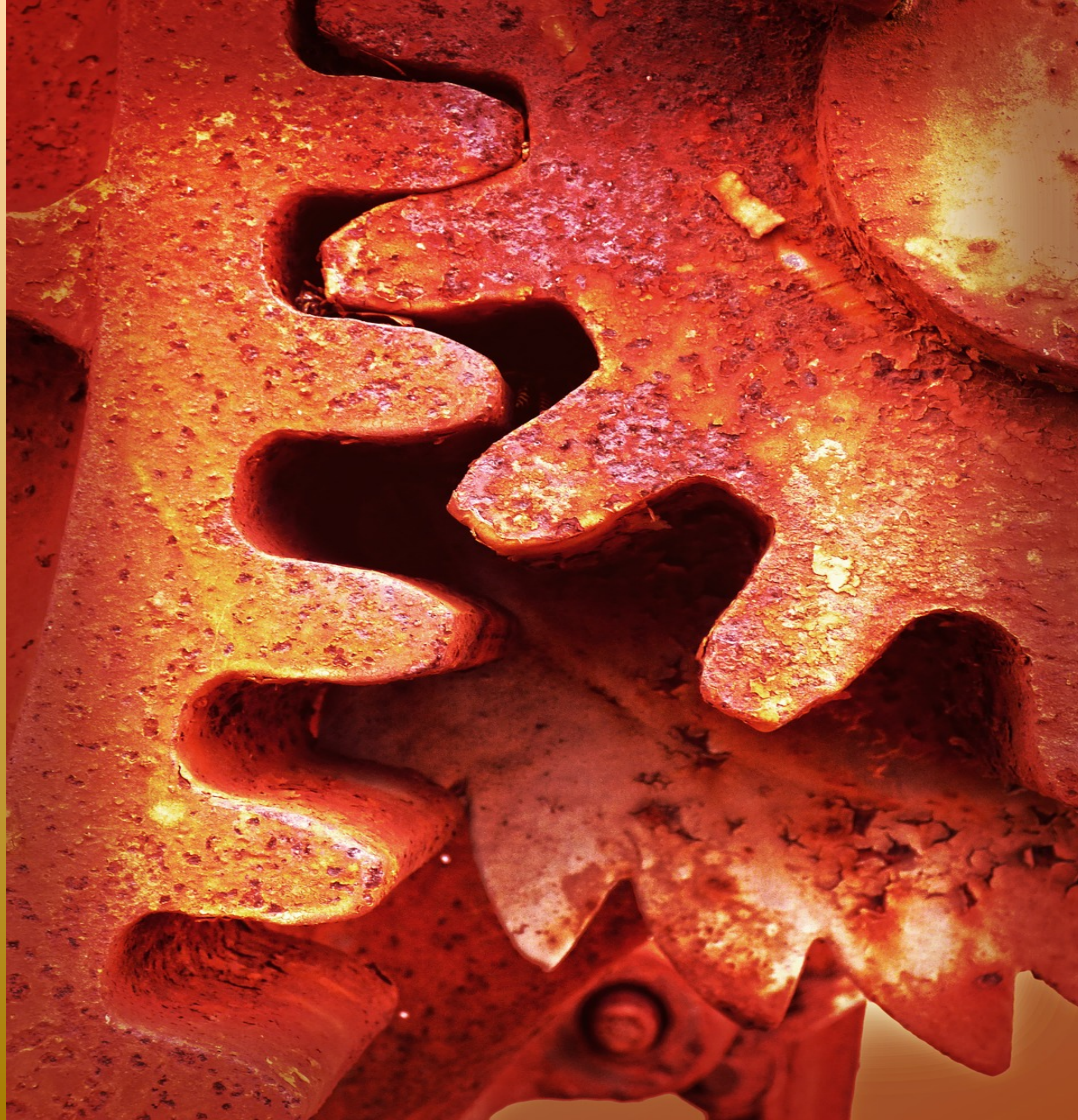
Generational Racial Trauma

Massive racial trauma affects society and people in multidimensional ways. This trauma can be transferred from the first generation of trauma survivors to the second and further generations of offspring of the survivors via complex post-traumatic stress disorder mechanisms.

The transgenerational effects are not only psychological, but familial, social, cultural, neurobiological and possibly even genetic as well.

Mechanisms that Support Systemic Racism

- Silence
- Lack of venues to question
- Denial of White privilege / White fragility
- “That’s the way it is” mentality
- Cycle of socialized racism
- Symptoms - internalized racism





What is your current level of frustration with systemic racism in this country?

What factor frustrates you the most?

What can you do about the topics that frustrate you the most?

Components to Avoid “check the box” Hashtag Activism

- Push activism in various spaces
- Accountability
- Rules for engagement
- Challenge
- Places for support not criticism
- Leadership vs Administration
- Real world application
- Educate about the issue



What Can I Commit to Do?

Activism:

The action of using vigorous campaigning to bring about political, social and institutional change.

- Deeply explore and learn about a movement/issue (i.e. Black Lives Matter)
- Contact your Chapter President. Is there an equity or social justice team?
- Find connections with other social justice educators. Create community.
- Contact school districts. What is their social justice program?



I agree with Dante, that the hottest places in hell are reserved for those who in a period of moral crisis maintain their neutrality. There comes a time when silence becomes betrayal.

— *Martin Luther King* —

AZ QUOTES

A photograph showing a line of police officers in riot gear, including helmets with face shields and tactical vests, standing in a school hallway lined with blue lockers. The officers are facing forward, and the perspective is from the front of the line looking down the hallway. The text "Minimizing the footprint of policing in schools." is overlaid in yellow in the center of the image.

**Minimizing the footprint of
policing in schools.**

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