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# Hope and Urgency of Equity in Onboarding

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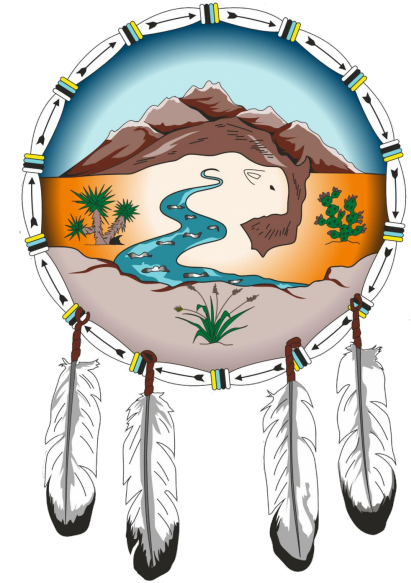
November 5, 2021



What's it like to be Black?

# Agenda

- Race: what it means and why it matters
- Impact on students' lived experiences
- Important concepts
- How to minimize disproportionate impacts
- Q&A





What's it like to be Black?



## Defining “Race”

- ~~Religious~~
- ~~Biological~~
- Social



“What are you?”

“No, but where are you *really*  
from?”



# Racial identity

**Internally constructed and externally applied  
simultaneously**





# Racialization

The social process by which a society adds racial meaning to a group of people that that group of people didn't choose for themselves



# Systems of Oppression

- Racism
- Sexism
- Heterosexism
- Homophobia
- Ableism
- Classism
- Ageism
- Anti-Semitism
- Islamophobia
- And more...

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# Intersectionality ▶



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# Intersectionality ▶



## The Urgency of Intersectionality

# INTERSECTIONALITY

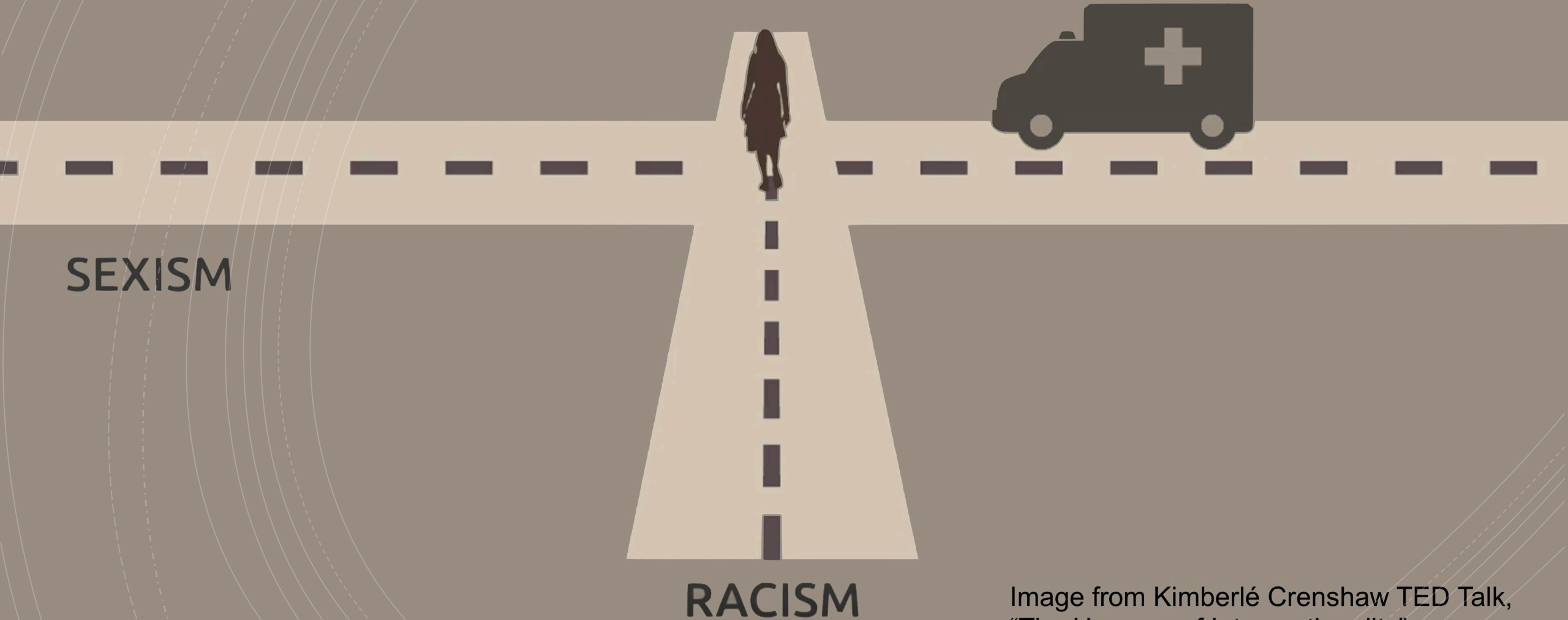


Image from Kimberlé Crenshaw TED Talk,  
"The Urgency of Intersectionality"

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# Intersectionality ▶

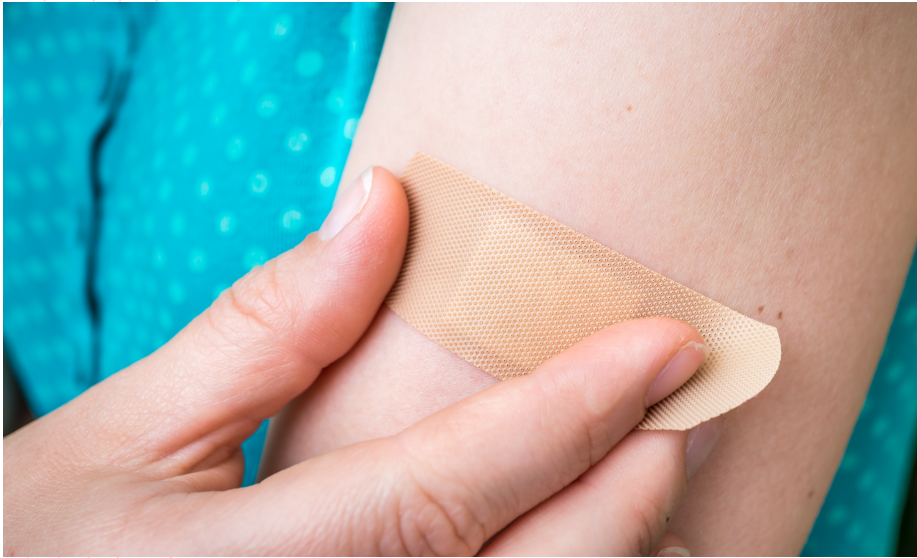




# white supremacy culture

- A political and socio-economic system where white people experience structural advantages that other racial and ethnic groups do not.

# white supremacy culture



white supremacy culture





# Privilege

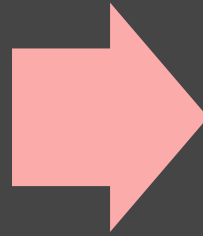
- Certain structural advantages that people in a society's dominant social group experience that folks who are not in that group do not



# Privilege

- Recognize and consciously use your privilege to the benefit of *all* people—including those who don't have it.

Equity isn't a zero-sum game



Giving an advantage to someone who doesn't have it, doesn't require taking it from someone who does

# Putting your privilege to work

1

**Understand your  
own social  
identity**

2

**Understand how  
you've been  
socialized**

3

**Take action in the  
direction of  
change**

- Gender / gender identity
- Race / ethnicity
- Ability status
- Sexual Orientation
- Education
- Religion
- Age
- Class (socio-economic)
- Language
- Nationality / citizenship

- Which identity do you consider or think of most often? Why?
- Which identity do you consider or think of least? Why do you think that is?
- Which identity or identities are used as the basis for denying you access or privileges? How?
- Which identity or identities grant you with access or privileges? How?



# Putting your privilege to work

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**Understand your  
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2

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3

**Take action in the  
direction of  
change**



**Core**

Fear  
Ignorance  
Confusion  
Insecurity

# Putting your privilege to work

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**Understand your  
own social  
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2

**Understand how  
you've been  
socialized**

3

**Take action in the  
direction of  
change**



## Take action: Organizationally

- Name oppression, racism, and white supremacy culture for what they are
- Host required anti-racist, inclusivity trainings
- Confirm that decisionmakers are involved, engaged, and committed
- Draft an original equity statement
- Review all processes through an anti-racist lens
- Diversify staff at all levels
- Establish metrics for success



## Take action: Personally

- Show up
- Look within
- Practice empathy
- Fill your own cup
- Educate yourself

# Questions?

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Find downloadable resources at:

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# Thank you

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