

# **Race Talk: Power and Dialogue at the Intersections**

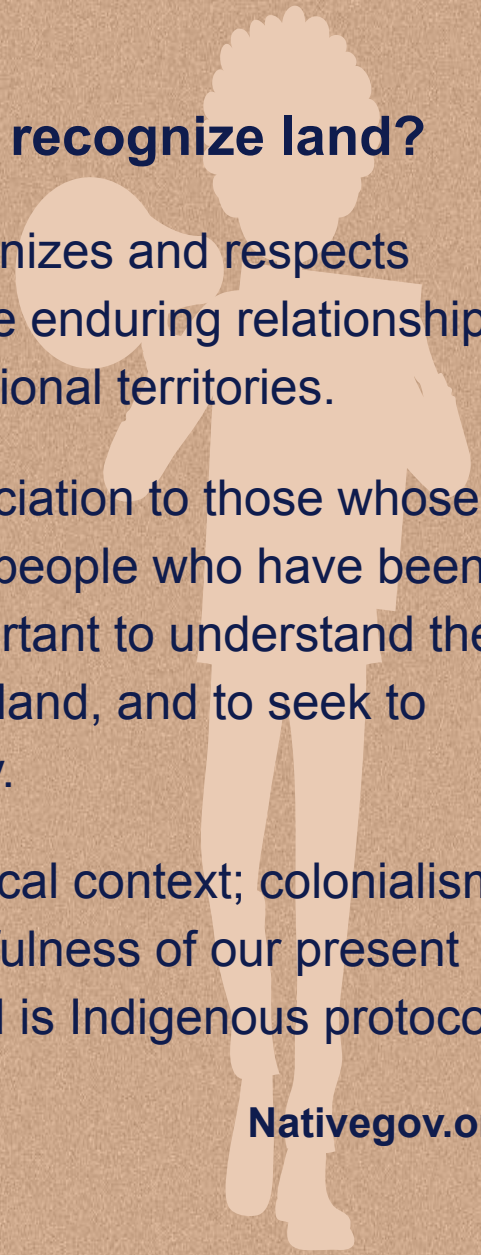
**Dr. Edwina Welch, (she | her | hers)  
February 23, 2022**

## **What is a Land Acknowledgement and why do we recognize land?**

A Land Acknowledgement is a formal statement that recognizes and respects Indigenous Peoples as traditional stewards of this land and the enduring relationship that exists between Indigenous Peoples and their traditional territories.

To recognize the land is an expression of gratitude and appreciation to those whose territory you reside on, and a way of honoring the Indigenous people who have been living and working on the land from time immemorial. It is important to understand the long-standing history that has brought you to reside on the land, and to seek to understand your place within that history.

Land acknowledgements do not exist in a past tense, or historical context; colonialism is a current ongoing process, and we need to build our mindfulness of our present participation. It is also worth noting that acknowledging the land is Indigenous protocol.



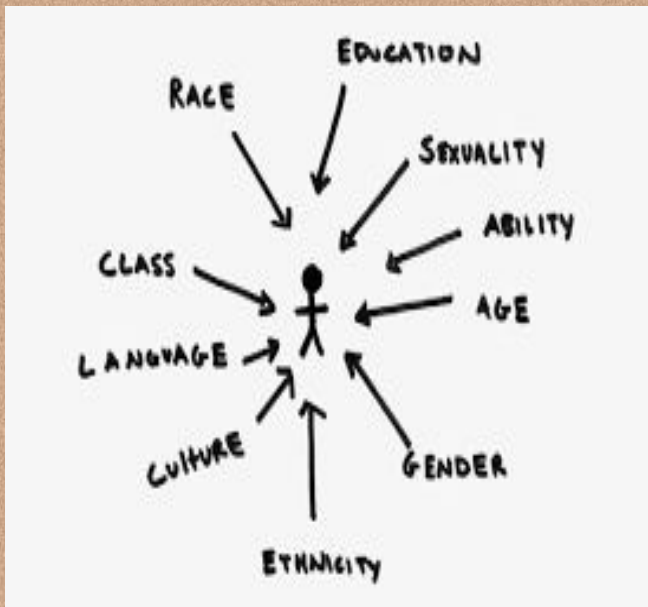


# Agenda for today

- Introductions
- Guidelines and Community Foundations
- “This is our Brain on “race”
- “Race Talk” – Implications and Action
- Principles of Intersectionality
- A Deeper Dive: Tools for Engaging Others
- Q and A



# Welcome & Context



- How we come together today
- My approach
- Oppression is interlocking and intersectional
- Power dynamics exist in every interaction
- Privilege and oppression manifest in many levels and many ways
  - Internally
  - Interpersonally
  - Structurally
  - Institutionally



# Grounding Activity

(feel free to answer in chat)

- How are you doing today?

- Hopeful outcome from our time today





# Learning Guidelines

- Be open to new and different perspectives
- Engage in open and honest dialogue
- Move in, move out; encourage others to participate
- Be fully present
- Take risks: lean into discomfort; be brave
- Recognize your triggers; share if you feel triggered
- Trust that through dialogue we will reach deeper levels of understanding
- Engage this opportunity!

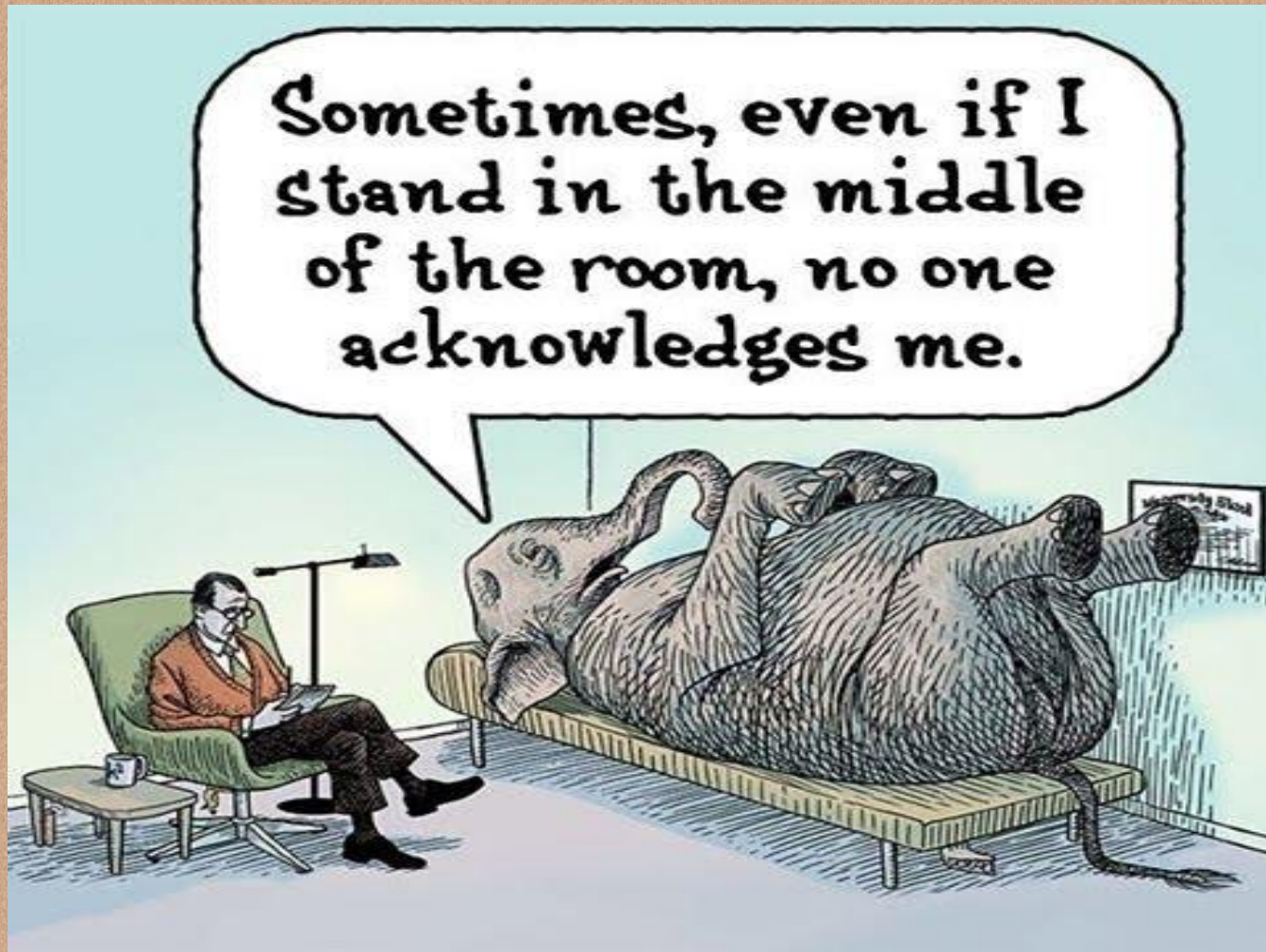


# Diverse Community Foundations

- Communities are built through building relationships of trust and commitment
- We are all doing the best we can (most of the time)
- We don't know all there is to know
- Oppression is pervasive and impacts us all
- It is not our fault, but we must accept responsibility to create change
- Conflict and discomfort are often a part of growth
- Seek first to understand, then to be understood
- Practice forgiveness and letting go
- Self-work, healing and self-love are necessary for acceptance of others
- There are no quick fixes
- Individuals and organizations DO grow and change. There is HOPE



# RACE TALK





# Race Talk and the Brain...

An Activity



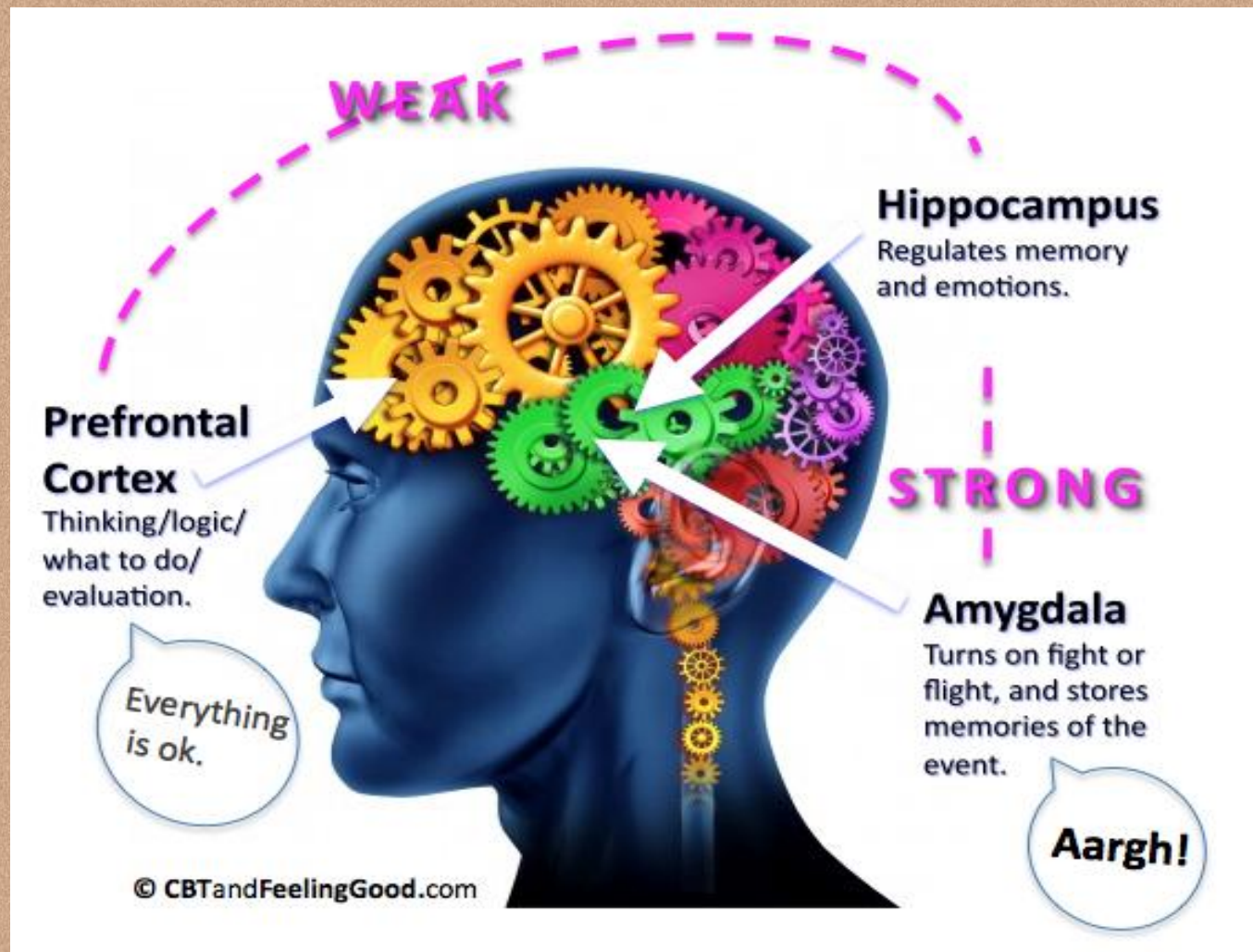
# How the Brain Works

- **Priming-** Psychological phenomena in which a word, image or sound or any other stimulus is used to elicit a response (ex. Just do it...)
- **Associations-** We hold about groups are created and reinforced by priming. Associations occur without conscious guidance or intention (ex. TV commercials )
- **Assumptions-** who we come to categorize as belonging or threatening is learned as a result of structural inequities and messaging we have received about categories of people



# Lions and Tigers and Bears- Oh My!!!

## My Working Hypothesis





What this sounds like:  
An example



Can we talk about race?





# Resistance to Emotionality and Taking Risk



The following are some ways that we resist feeling emotion and taking risk when talking about race, power, privilege, oppression and discrimination

- Minimize extent or effect that our race/identity has on how we are perceived by others
- Avoid talking about our race/identities or the identities of others
- Over cautious when talking about our experiences
- Hiding the emotions that we are feeling in response to our experiences, whether that is hurt, anger, pain, sadness, naiveté



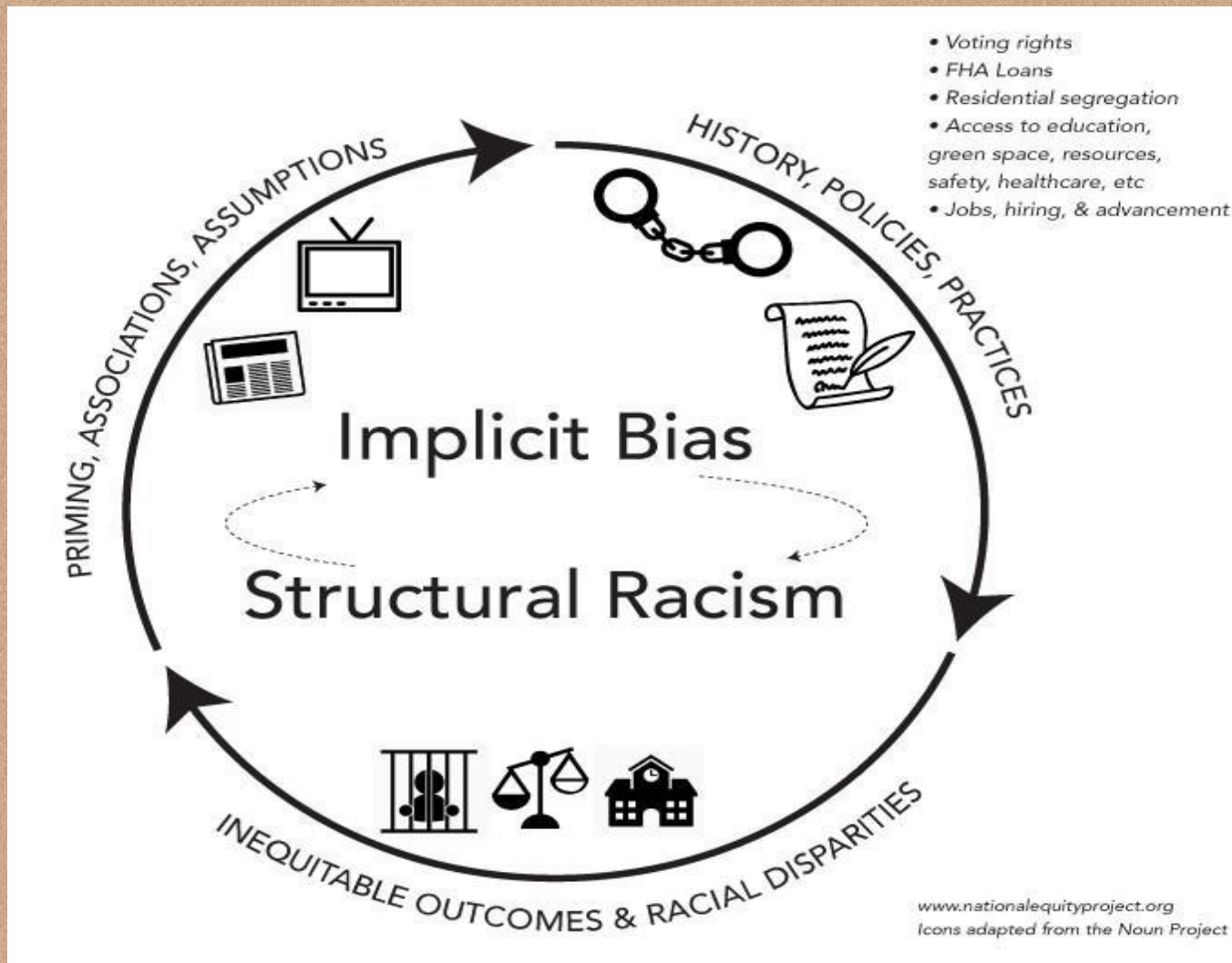


# **Implications & Impacts**

**How Bias has Real World Consequences**



# Race Talk: Multilayered Vantage Point



**Let's add  
another layer**



# Intersectionality and Identity Reviewed

Identities – A Partial List

Ability

Age

Citizenship

Class

Ethnicity

Gender

Gender Expression

Gender Identity

Race

Religion, Spirituality, Belief System

Sex

Sexual Orientation

**Power:** Ability | Access | Control

**Position:** Social Status | Class | Occupation

**Privilege:** Advantage | Validation | Representation

**Perception:** Belief | Judgment | Stereotype

**Process:** Awareness | Exposure | Movement

If you don't  
have to think about it,  
**it's a privilege.**

# A Definition of Intersectionality

- Intersectionality promotes the understanding of human beings as shaped by the interaction of social locations (e.g. race/ ethnicity, indigeneity, gender, class, sexuality, geography, age, disability/ability, migration status, religion).
- These interactions occur within a context of connected systems and structures of power (e.g., laws, policies, state governments, and other political and economic unions, religious institutions, media).
- Through such processes, interdependent forms of privilege and oppression shaped by colonialism, imperialism, racism, homophobia, ableism and patriarchy are created. (O. Hankivsky, 2014)



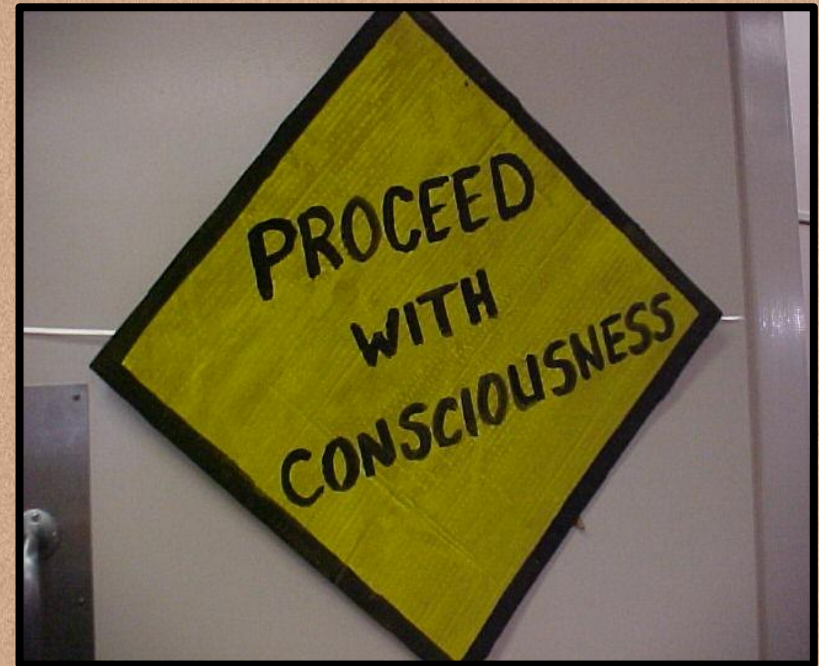
# Material Consequences to Today's Systems





# A Little Journaling

- List last blog you read
- List last books you read
- Last three movies you saw
- Favorite YouTube/TV show
- Favorite Music Artist





# Vocabulary of Change

Tim Wise and Angela Davis

Speak Out Preview



# Commit to Learning More







# Let's talk

Q and A

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