

## Community Agreements

- **Give and receive welcome** – In this circle we support each other's learning by giving and receiving kindness, reconnecting to abundance, and remembering there is more than enough for all of us to thrive.
- **All of you is welcome here** – Be here with your purpose, gifts and strengths as well as your doubts, fears and failings, your deep listening as well as your speaking, your full humanity.
- **Speak your truths in ways that respect the truths of others** – Our views of reality may differ, but speaking one's truth does not mean correcting or debating what others say. Speak using "I" statements that speak from your own experience.
- **When the going gets rough, turn to wonder** – If you feel judgmental or defensive, ask yourself, "I wonder what brought them to this belief?" "I wonder what they are feeling right now?" "I wonder what my reaction teaches me about myself?" Set judgment aside to listen to others – and to yourself – more deeply.
- **Learn to respond to others with honest, open questions** – With such questions, we can hear each other. "I'm curious, can you tell me more?"
- **\*Intent versus impact** – At times the best intentions in words or actions, can have unintended harmful impacts. We can take responsibility for our unintended harm, and recommit to listening, learning, and reflecting on how to do better moving forward; knowing we will all make mistakes
- **\*Take space, make space** – If you tend to not speak up as often, challenge yourself to contribute a bit more than usual. If you tend to offer an abundance in group settings, consciously create space for others to participate, allowing yourself to listen deeply. Be mindful and acknowledge with your actions, the power dynamics in the room and work to ensure equity and inclusion.

*Adapted from the Circle of Trust Touchstones Idaho Coalition Against Sexual & Domestic Violence Regional Movement Building Conversations October 2016*

*\*Updated and added by 8.25.22 MG Strategies*

## Key Words & Phrases to Know and Understand in This Moment

**Intersectionality;** a concept created by Kimberlé Williams Crenshaw, a Black feminist scholar, in 1989. Crenshaw used intersectionality to explain how levels of discrimination are connected.

According to her, different types of inequity within race, sexuality, and class can create a more complex type of discrimination.

**White Supremacy;** The belief that white people constitute a superior race and should therefore dominate society, typically to the exclusion or detriment of other racial and ethnic groups, in particular black or Jewish people." — Oxford Dictionary.

White supremacy is also not only upheld by white people, and can manifest in other non-white communities where whiteness or proximity to whiteness is celebrated. It is a system, a web of interlocking, reinforcing institutions: political, economic, social, cultural, legal, military, educational, all our systems.

**White Privilege;** Inherent advantages possessed by a white person on the basis of their race in a society characterized by racial inequality and injustice." — Oxford Dictionary.

White privilege is the advantage that comes from living in a racially unequal society. Because white people are seen as superior, they are automatically afforded privileges and opportunities that non-white people are not given access to.

It doesn't mean you can't be disadvantaged in other ways. It just means with respect to that one particular thing — your race and skin color — aren't used against you.

**Race;** Each of the major groupings into which humankind is considered (in various theories or contexts) to be divided on the basis of physical characteristics or shared ancestry." — Oxford dictionary.

Race is the grouping of people according to their physical and social characteristics. Every human being can be categorized into one or more races and for hundreds of years, race has been used as a way to discriminate and treat people unfairly.

**Anti-Racism;** The policy or practice of opposing racism and promoting racial tolerance." — Oxford dictionary. In his book, *How to Be an Antiracist*, Black scholar and activist Ibram X. Kendi says: "The opposite of racist isn't 'not racist.' It is 'anti-racist.' What's the difference? One endorses either the idea of a racial hierarchy as a racist, or racial equality as an anti-racist."

**Racism;** Prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalized." — Oxford dictionary.

"The defining question is whether the discrimination is creating equity or inequity. If discrimination is creating equity, then it is antiracist. If discrimination is creating inequity, then it is racist," Ibram X. Kendi, a scholar and activist said in his book, *How to Be an Antiracist*.

**Systemic Racism;** Policies and practices that exist throughout a whole society or organization, and that result in and support a continued unfair advantage to some people and unfair or harmful treatment of others based on race." — Cambridge dictionary.

"The major insight about systemic and institutional racism is that there is no such thing as 'a little bit of racism' or 'pockets of racism' or 'random incidents of racism' isolated from the rest of society. Whether you realize it or not, racism is systemic, pervasive, and embedded within the core of all of our major institutions," Dr. Crystal Marie Fleming wrote in her book, *How To Be Less Stupid About Race*.

**Cultural Appropriation;** The unacknowledged or inappropriate adoption of the customs, practices, ideas, etc. of one people or society by members of another and typically more dominant people or society." — Oxford dictionary.

Cultural appropriation happens when people outside a culture use items, language, practices, symbols, and other elements in a disrespectful way to the culture they are copying from, especially profiting from that copying. Especially harmful when it reinforces stereotypes about other cultures and contributes to their oppression

**Reparations;** The action of making amends for a wrong done, by providing payment or other assistance to those who have been wronged." — Oxford dictionary.

Reparations are compensation and restitution paid to someone or a group of people who have had crimes committed against them. For example, many minority communities have been exploited by white people through colonization, slavery, and other terrible forms of oppression. As a result, these groups and communities are demanding reparations for all they have suffered and continue to suffer, many generations later

**Tokenism;** The practice of making only a perfunctory or symbolic effort to do a particular thing, especially by recruiting a small number of people from under-represented groups in order to give the appearance of sexual or racial equality within a workforce." — Cambridge dictionary.

Looking diverse instead of doing the work to actually be diverse, results in tokenism, which is simply uplifting a few people from a minority group to give the appearance of diversity. Tokenism does not actually help the minority group involved because no lasting change is ever made.

**Racial Equity;** When race no longer determines one's outcomes. Proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all people.

**Implicit Bias;** attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner, activated without awareness/intentional control. Also known as implicit social cognition. **System 1:** unconscious, automatic, fast and effortless. **System 2:** conscious, deliberate, slow and effortful.

Neuroscientists have also determined that we process 11 million bits of information at a time, but have the capacity only to be aware at best of 40 bits. In other words, the vast majority of our behavior is dictated by the 98% of our brain that works without our express cognition.

**Microaggressions;** a brief and common daily verbal, behavioral, and environmental communications, whether intentional or unintentional, that transmit hostile, derogatory, or negative messages to a target person because they belong to a stigmatized group.

- a. Micro assault; purposeful, often conscious, private, "old fashion ism", most explicit, often violent
- b. Micro insult; communicate rudeness and insensitivity towards someone based on their racial identity or heritage
- c. Microinvalidation; negate reality of BIPOC, nullifies feelings

**Diversity;** The word "diversity" can mean different things to different people. Can define broadly to encompass the demographic mix of a specific collection of people, who is invited to or at the table. May include different social identities, perspectives.

**Inclusion;** Refers to the degree to which diverse individuals are able to participate fully within an organization or group. While a truly "inclusive" group is necessarily diverse, a "diverse" group may or may not be "inclusive." Inclusion gets to questions about belonging. Are you fitting in (assimilating) or do you belong? Brene Brown: Belonging doesn't require us to change who we are. It requires us to be who we are. Belonging is the innate human desire to be a part of something larger than us."

**Equity;** About outcomes. Not just that everyone is participating but that everyone is able to succeed. The work to adjust strategies and structures to account for historical and current disparities and inequities.



# INTERSECTIONALITY WHEEL OF PRIVILEGE

As Observed in the USA

