

Anti-Racism Training

ACA Summit

Northern Kentucky University

October 18, 2008

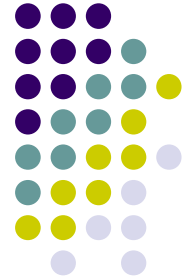
Introductions

- Points of Entry
- Goal



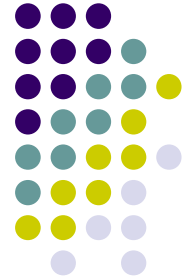
Goals

- Role of Personal Identity
- Cycle of Racism
- Strategies
- Unanswered questions/issues



Ground Rules

- Respect and confidentiality
- Responsibility for our learning
- Step up, step back
- Expect unfinished business
- Trust the agenda





General Premise 1

- Racism or any form of –ism is an aspect of behavior that has an individual, personal quality to it because our identities are involved
- *How Strong Beats My Heart?* exercise

Conclusions from Exercise



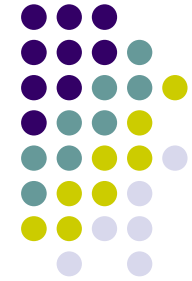
- Each of us has different ways we identify ourselves
- Each of us is linked to others through our identities
- When our identities are minimized or suppressed or invalidated, we respond from a personal level



General Premise 2

- Racism, sexism, etc can be behaviors exhibited by people or by institutions.
- Racism manifests itself through a progression:
 - Stereotype (*can be good or bad*)
 - Prejudice (*a negative belief*)
 - Discrimination (*a behavior stemming from prejudice*)
 - Institutional Racism (*through power structures*)

Exercises on Cycle of Racism



- What is the stereotype or prejudice?
- What could be the next step if prejudice is not stopped?
 - For person feeling its impact?
 - For person exhibiting the racist behavior?
- What is an example of how prejudice can turn into institutional racism?



Exercise (slide 9)

- What is the stereotype or prejudice?
- What could be the next step if prejudice is not stopped?
 - For person feeling its impact?
 - For person exhibiting the racist behavior?
- What is an example of how prejudice can turn into institutional racism?



Exercise (slide 6)

- What is the stereotype or prejudice?
- What could be the next step if prejudice is not stopped?
 - For person feeling its impact?
 - For person exhibiting the racist behavior?
- What is an example of how prejudice can turn into institutional racism?



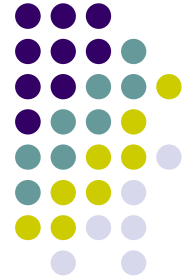
Exercise (slide 1)

- What is the stereotype or prejudice?
- What could be the next step if prejudice is not stopped?
 - For person feeling its impact?
 - For person exhibiting the racist behavior?
- What is an example of how prejudice can turn into institutional racism?



Exercise (slide 28)

- What is the stereotype or prejudice?
- What could be the next step if prejudice is not stopped?
 - For person feeling its impact?
 - For person exhibiting the racist behavior?
- What is an example of how prejudice can turn into institutional racism?



Exercise (slide 3)

- What is the stereotype or prejudice?
- What could be the next step if prejudice is not stopped?
 - For person feeling its impact?
 - For person exhibiting the racist behavior?
- What is an example of how prejudice can turn into institutional racism?

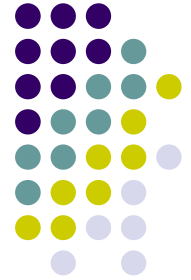
Conclusions



- About cycle of racism
- About internalized racism within Asian American community
- About self-esteem and community responses

Strategies

- Individual
- Asian American
- With others





Further Information

South Asian Americans Leading Together
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