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Understanding Racial Bias and Its Impact



December 19, 2016

Michael Wenger, W.K. Kellogg Foundation TRHT Initiative

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Purpose: To analyze Community Action outcomes and identify effective, promising and innovative practice models that alleviate the causes and conditions of poverty.

BUILD OUR CAPACITY TO FIGHT POVERTY!

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Anti-Poverty Work



The “Heart” of Who We Are

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The Promise of Community Action

Community Action changes people's lives,
embodies the spirit of hope,
improves communities, and
makes America a better place to live.

We care about the entire community and
we are dedicated to helping people
help themselves and each other.

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The National Webinar Series

Focuses on themes related to the specific anti-poverty approaches and is a way to showcase innovative strategies to the broader CSBG network.

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Upcoming Webinars in Our Racial Equity Mini-Series



- **January 18, 2017 - Racial Wealth Gap**
- **February 15, 2017 – Implicit Bias**
- **February 22, 2017 – Structural Racism**

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Presenter

W.K Kellogg Foundation

Truth, Racial Healing and Transformation (TRHT) Initiative

Michael Wenger



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MY JOURNEY AND THE STORIES OF PRIVILEGE THAT HAVE SHAPED IT:

ANOTHER RACIAL DYNAMIC FREQUENTLY OUTSIDE OF OUR CONSCIOUS AWARENESS

PRESENTATION FOR COMMUNITY ACTION PARTNERSHIP PREPARED BY MICHAEL WENGER

BASED ON HIS BOOK *"MY BLACK FAMILY, MY WHITE PRIVILEGE: A WHITE MAN'S JOURNEY THROUGH THE NATION'S RACIAL MINEFIELD"*

We All Have Stories

- Stories of Being Oppressed
- Stories of Being the Oppressors
- Stories of Which We Are Conscious
- Stories of Which We Are Not Conscious
- What Are Your Stories?

The Circumstances of My Journey

- American
- Male
- Heterosexual
- White

My Family Stories

- My Grandfather
- My Parents
- My Family

My Grandfather's Advantage

- Immigrant
- Shoemaker
- Union Member
  - Job Security
  - Income Security
  - Retirement Security

My Parents' Advantage

- Political Empowerment
- GI Bill--Entrepreneurship
- Home Ownership
- Leaving an Inheritance

My Advantage

- Socio-Economic Circumstances
- High Quality Education
- Career Options
- Ability to Leave a Legacy
- Sense of Limitless Possibilities

My Children's Advantage

- Socio-Economic Circumstances
- High Quality Education
- Career Options
- Ability to Leave a Legacy
- Sense of (Almost) Limitless Possibilities

My Wife's Family

- No Job or Income Security
- Segregated and Unequal Ed.
- Limited Career Opportunities
- No Chance of Inheritance
- No Political Power

White Privilege: Are You Kidding Me?

- Job and Income Security
- Health and Welfare of Children
- College Expenses
- Aging Parents and Other Family Issues
- Emergency Situations—House, Health, Car
- ????????

Common Examples of Privilege

- Feagin concept of "undeserved enrichment and undeserved impoverishment."
- White children will go to good schools and learn about contributions of people who look like them.
- Skin color won't keep white people from employment.
- Engagement with the criminal justice system.
- White people rarely think about their skin color or worry about micro-aggressions or stress over "is it or isn't it" racism.

With Thanks to Joe Feagin and Peggy McIntosh

THE SIGN!!!

- “This is Klan Country.
- Fight Integration and Communism.
- Impeach Earl Warren.
- Welcome to Smithville.”

Characteristics of White Privilege

- You don't have to ask for it. You are born with it.
- You can't give it away.
- It is often invisible/unconscious.
- But we can use our privilege to extend justice and fairness.

Why Talk About White Privilege?

- Diminishes a sense of victimhood. We can understand disparities in terms of our advantage rather than another's weakness.
- Diminishes need for white Americans to be defensive about their behavior.
- Challenges the one-way direction of integration.
- Holds white people more accountable to seek change.

The Costs to Whites of Privilege

- Failure to recognize how others have helped you.
- Fear of the "other."
- Stress of increased racial tensions that contribute to persistent racial divisions.
- Economic costs of gated communities, white flight, private schools, workplace tensions, less productivity.
- Lack of awareness that our deeds often don't match our creeds. We may risk violating our own beliefs.

Making Our Deeds Match Our Creeds

- Attitudes and Beliefs Are Not Enough!
- Do your actions reflect carefully considered choices from among alternatives without external pressures?
- Do you prize/cherish your beliefs and are you willing to verbalize them?
- Do you act on your beliefs and do you act on them repeatedly so that they form a pattern—or habit--in your life?

Individual Commitment: How Will You Make Your Deeds Match Your Creeds?

- Become informed about people from other races and cultures.
- Commit a defined period of time to thinking about how issues of racial bias and privilege might be affecting each person you come in contact with that day.
- Make a conscious effort to get to know people of other races in meaningful ways.
- Initiate constructive interracial dialogues.
- Be an advocate with friends/colleagues for confronting privilege.
- Act on examples of privilege so it becomes a pattern in your life.

with thanks to Dr. David Campt

Questions To Ponder

- How has the environment in which you grew up and the experiences you have had shaped your life?
- How can your awareness of white privilege shape your interactions in the future?

Questions?



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National Webinar Series

Learning With the Learning Community

January 5, 2017* ***(Updated from December 13, 2016 2 pm ET)***

Alleviating the causes and conditions of poverty is the "heart" of what Community Action does. Because the needs of low income families are ever evolving, Community Action approaches to eradicating poverty must be adaptive, innovative and impactful. Attend this webinar event for an opportunity to explore emerging anti-poverty approaches from the perspective of participating agencies and also learn about how their agencies can engage with the Partnership's Learning Community to build capacity to fight poverty effectively.

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National Webinar Series

Families of Color in the Quest to Build Wealth--A Special Report from CFED

January 18, 2017

The link between racial inequality and economic insecurity is inextricable, and Americans need to understand this problem-and its solutions-in a deeper way. If the trends of the past 30 years continue, it will take African-American families 228 years to amass the same amount of wealth that white families enjoy today. For Latino families, it will take them 84 years to amass the same amount of wealth white families enjoy today if something doesn't change. During this webinar presentation Dedrick Asante-Muhammad, Director of the Racial Wealth Divide, CFED and co-author of The Ever-Growing Gap: Without Change, African-American and Latino Families Won't Match White Wealth for Centuries will offer perspectives on the status of racial wealth inequality today. Attend this webinar to explore possible for strategies for stalling racial wealth inequality.

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Please Give Us Your Feedback!

https://www.surveymonkey.com/r/LCRC_RacialEquity

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Learning Community
Mid-Point Evaluation Survey



It's that time again! Now that we have transitioned into Year 2 of our cohort, we would love to hear your thoughts about the progress that your agency has made along the way. Please take a few moments to fill out our survey to provide us with a better picture of your growth as an agency and steps that can be taken to make the Learning Community more impactful.

Please share your thoughts with us!

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