WHITE SUPREMACY & RACIAL TRAUMA:

AN INJURIOUS SOCIETAL EXPERIENCE

WHITE SUPREMACY'S INSIDIOUS EXISTENCE IN THE SOCIETAL, POLITICAL & ECONOMIC STRUCTURES IN WHICH WE HAVE LIVED FOR CENTURIES HAS BEEN A COMPOUNDING NEGATIVE FORCE, RESULTING IN THE DISRUPTION & DAMAGE OF ALL ASPECTS OF BLACK PEOPLE'S HEALTH - MENTAL & PHYSICAL.

- HEALING IS THE REVOLUTION

TO DEEPEN REFLECTION & GAIN MORE KNOWLEDGE

Cultural Humility (Tervalon & Murray-Garcia)

People's Institute for Survival and Beyond

Dismantling Racism

QUESTIONS FOR SELF-REFLECTION

1. How do we tap into our individual and collective efficacy?

2. How do we heal our wounded hearts so that we can continue to create love and joy?

3. What can you and your community do to shift belief(s) and behavior(s) to ones that support racial justice?

"WHITE SUPREMACY"

White supremacy is an historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and people of color by white peoples and nations of the European continent, for the purpose of maintaining and defending a system of wealth, power and privilege.

- "What Is White Supremacy?" Elizabeth Martinez

"WHITE SUPREMACY CULTURE"

White supremacy culture is an artificial, historically constructed culture which expresses, justifies & binds together the United States' white supremacy system. It is the glue that binds together white-controlled institutions into systems & white-controlled systems into the global white supremacy system.

- Challenging White Supremacy, Sharon Martinas

WHITE SUPREMACY CULTURE IN THE WORKPLACE

"ANY INVESTIGATION OF THE MECHANISMS FOR INDIVIDUAL AND COLLECTIVE COPING WITH ACUTE OR CHRONIC ADVERSITY MUST BEGIN BY INTERROGATING PRE-EXISTING POWER STRUCTURES."

- IWES RESILIENCE & RESISTANCE WHITE PAPER

Sense of Urgency
Continued sense that makes it difficult to take time to be inclusive, encourage democratic and/or thoughtful decision-making, think long-term, consider consequences

Quantity Over Quality
Things that can be measured are more highly valued than things that cannot

Power Hoarding
Those with power feel threatened when anyone suggests changes in how things should be done in the organization

Individualism
People in org.s believe they're responsible for solving problems alone

"HEALING REQUIRES CONTINUOUS INTERROGATION AND WORKING THROUGH THE EVIDENCE OF HOW STRUCTURAL SYSTEMS OF RACE AND GENDER-BASED OPPRESSION AND VIOLENCE HAVE SCARRED US"

- HEALING IS THE REVOLUTION

INSTITUTE OF WOMEN & ETHNIC STUDIES
HEALINGISTHEREVOLUTION@IWESNOLA.ORG | @IWES_NOLA