

WELCOME TO A BRIEF INTRODUCTION TO ANTI-RACISM

with Jess Mally



@jessmally

TRIGGER WARNING: Racism, Abuse, Physical Violence



ABOUT ME



BRAVE SPACE COMMITMENT

- Confidentiality
- Leave your title at the door
- Commit to Active Listening
- Be Respectful & Non-Judgemental
- Have an open mind
- Self-compassion

CT FRAMEWORK

CULTURAL TRANSFORMATION

EDUCATION &
COMMUNICATION

WORKPLACE
CULTURE

SYSTEM
CHANGE

BEHAVIOURS

VALUES

LAYING THE GROUNDWORK – A BRIEF INTRODUCTION TO ANTI-RACISM



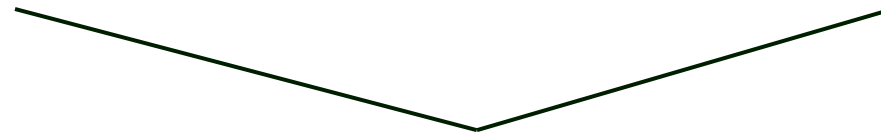
3 QUESTIONS

1. Do we or don't we live in a racist society? What do we mean by racist? What metric do we apply to answer this question?
2. Why is it not enough to be 'non-racist'?
3. What does it mean to 'be' anti-racist?

FRAMEWORK

HISTORY
LIVED EXPERIENCE
DATA

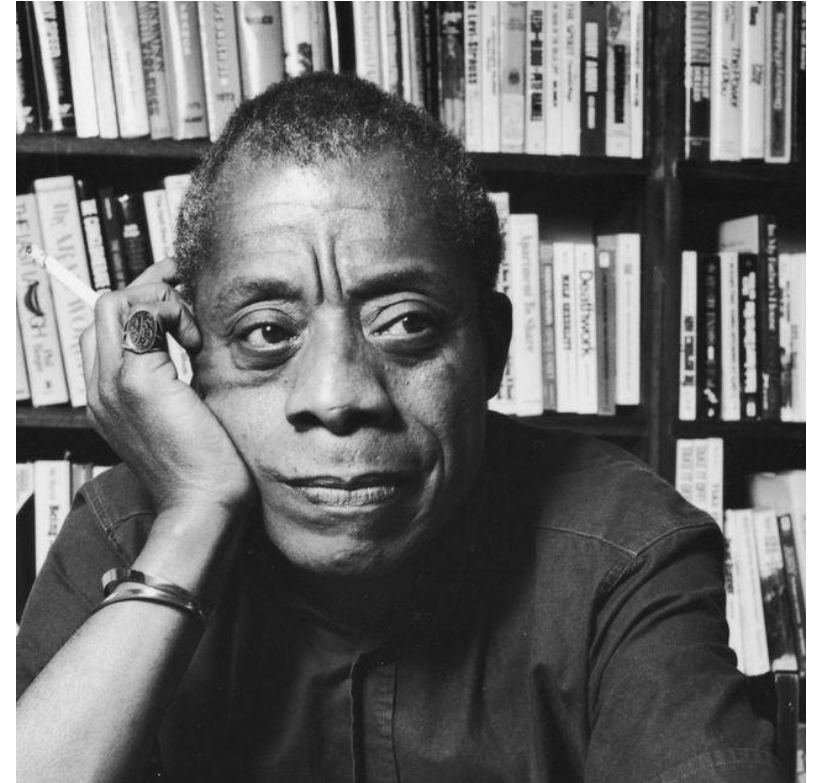
IDEAS
POLICIES
POWER



PRACTICE

‘Not everything that is faced can be changed; but nothing can be changed until it is faced.’

James Baldwin



UNLEARNING AND DISMANTLING RACISM IS A LIFELONG JOURNEY

TERMINOLOGY & THE IMPORTANCE OF LANGUAGE

RACISM

- a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race
- behaviour or attitudes that reflect and foster this belief : racial discrimination or prejudice
- the systemic oppression of a racial group to the social, economic, and political advantage of another
- a political or social system founded on racism and designed to execute its principles

Meriam Webster

RACISM

'A global system of race-based oppression and discrimination of BI&POC created by and for the benefit of white people. The culmination of prejudice, privilege, and power as only held by white and white-passing individuals.'

Rachel Ricketts (Do Better)

CONSTRUCTING RACE

(1400's - 1800's)

Portuguese (Zurara – 1453)

Spanish (de Zuazo – 1510)

British (Barbados Slave Code – 1661)

Swedish (Linnaeus Systema Naturae – 1735)

Germans (Blumenbach – 1776)

So-called USA (Thomas Jefferson, Notes on the State of Virginia – 1785)

CONSTRUCTING RACE (LINNAEUS)

Species	1	2	3	4	5
Americanus	Red, choleric and straight	Straight, black and thick hair; gaping nostrils; [freckled] face; beardless chin	Unyielding, cheerful, free	Paints himself in a maze of red lines	Governed by customary right
Europaeus	White, sanguine, muscular	Plenty of yellow hair; blue eyes	Light, wise, inventor	Protected by tight clothing	Governed by rites
Asiaticus	Sallow, melancholic, stiff	Blackish hair, dark eyes	Stern, haughty, greedy	Protected by loose garments	Governed by opinions
Africanus	Black, phlegmatic, lazy	Dark hair, with many twisting braids; silky skin; flat nose; swollen lips; Women [with] elongated labia; breasts lactating profusely.	Sly, sluggish, neglectful	Anoints himself with fat	Governed by choice [caprice]

RACE & RACIALISATION

‘Racialisation is a dynamic process that draws on physiological, cultural and social markers to determine the boundaries of ‘races’ – groups can be racialised downwardly (negatively) or upwardly, and the boundaries shift over time and space.’

Azfar Shafi and Ilyas Nagdee (Race To The Bottom)



***Race is a social construct.
Not a biological or factual reality.***

RACISM

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Rachel Ricketts (Do Better)

WHITE SUPREMACY

‘A racial ideology that is based upon the belief that white people are superior in many ways to people of other races and that therefore, white people, should be dominant over other races.’

Layla F Saad, Me and White Supremacy

WHITENESS

‘Any cultural values, systems, norms that uphold white supremacy. A practice. Not all or restricted to ‘white’ people.

Dr. Christena Cleveland

‘whiteness [as] a pervasive insidious modus operandi, a particular way of engaging with the world. It is a system that is extractive, oppositional and binary; a dominant system, one that asserts not just that white people should be dominant over other ‘races’ but that, more fundamentally, sees human life as dominant over all other life forms.’

Emma Dabiri, What White People Can Do Next

15 PILLARS OF WS CULTURE

1. Solipsism
2. Ontological Expansiveness
3. Normalisation
4. Perfectionism
5. Sense of Urgency
6. Defensiveness
7. Quantity over Quality
8. Worship of the Written Word
9. Paternalism and Hierarchy
10. Binary Thinking
11. Resource Scarcity
12. Conflict Avoidance
13. More is More
14. Objectivity
15. Addiction to Comfort

The systems of oppression and the institutions that perpetuate them all have one thing in common:
They are upheld by people.

ANTI-RACIST PRACTICE

ANTI-RACISM

‘An active, daily, consistent, and continuous process of personal and collective change to eliminate individual, institutional and systemic racism derived from white supremacy as well as the oppression and injustice racism and white supremacy cause.’

Rachel Ricketts (Do Better)

One who is supporting antiracist policies, and ideas through their actions.

Ibram X Kendi (How to Be an Antiracist)



PERSONAL / INTERNAL WORK

‘Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is—his good, pleasing and perfect will.’

Romans 12:2 (NIV)

THE NARRATIVES OF DISCRIMINATION & HISTORICAL MARGINALIZATION

RACISM

ISLAMOPHOBIA

ABLEISM

ANTISEMITISM

HOMOPHOBIA

CLASSISM

TRANSPHOBIA

AGEISM

SEXISM

FATPHOBIA

and the list goes on...

UNLEARNING AND RE-LEARNING

OBSERVATION

REFLECTION

'MEDITATION'

SELF-COMPASSION

‘ Finally, brethren, whatever things are true, whatever things *are* noble, whatever things *are* just, whatever things *are* pure, whatever things *are* lovely, whatever things *are* of good report, if *there is* any virtue and if *there is* anything praiseworthy—meditate on these things.’

Philipians 4:8 (NKJV)

INTERNAL WORK

Dedicate a regular time to the following practices. Whether it's half an hour a week, 20mins a day, it doesn't really matter.

What's important is that you commit time to this work, that you are intentional, understanding that it is a lifelong journey.

UNLEARNING RE-LEARNING - OBSERVATION

Make it a habit to notice what comes up for you in certain situations, be aware of your thoughts, potential biases and particularly anti-Black narratives that show up.

Start by using the Guiding Questions from Week 1 and other examples we discussed in the course.

UNLEARNING RE-LEARNING - REFLECTION

Find ways to reflect on the things that come up for you. I recommend a journaling practise. A good general approach is to explore what came up, why it came up and what the stories you've been taught were.

Then think about whether it is something you want to actually think or believe, if that 'Idea' aligns with your values and if not, what the new thought is you want to introduce.

UNLEARNING RE-LEARNING – ‘MEDITATION’

Just because we've recognised bias, anti-Blackness, racist thinking in ourselves, doesn't mean we will think differently going forward. All transformation takes time. One way to cement the new ways of thinking and to unlearn old thought patterns is through meditation.

Finding time – either whilst observing silence, accompanied by instrumental music or even guided meditations such as Loving Kindness Meditations, can be great tools to let the process of transformation take place.

RE-LEARNING – NEW STORIES

Whilst the contemplative practices help us to face, become aware of and unlearn the ideology of white supremacy, it is also important to re-learn or introduce new ways of thinking, new mindsets, new truths about people and the society we want to create together.

What are values you want to live by? Who can you learn from? Learn about what Beloved Community means, learn more about how language impacts reality? What stories do you watch, read, consume? Who is telling them?

SELF-COMPASSION

Self-compassion is simply the process of turning compassion inward. We're kind and understanding rather than harshly self-critical when we fail, make mistakes, or feel inadequate.

We give ourselves support and encouragement rather than being cold or judgmental when challenges and difficulties arise in our lives.

Research indicates that self-compassion is one of the most powerful sources of coping and resilience we have available, radically improving our mental and physical wellbeing. It motivates us to make changes and reach our goals not because we're inadequate, but because we care and want to be happy.

Dr. Kristin Neff

SELF-COMPASSION

- An Antidote to shame
- Is about me, not you

HOW?

Practice Forgiveness
Employ a growth mindset
Express Gratitude
Be Mindful

More on self-compassion [**here**](#)

INTERCONNECTEDNES

“First they came for the Communists
And I did not speak out
Because I was not a Communist
Then they came for the Socialists
And I did not speak out
Because I was not a Socialist
Then they came for the trade unionists
And I did not speak out
Because I was not a trade unionist

Then they came for the Jews
And I did not speak out
Because I was not a Jew
Then they came for me
And there was no one left
To speak out for me..”

Pastor Martin Niemöller

EXTERNAL WORK

EXTERNAL WORK

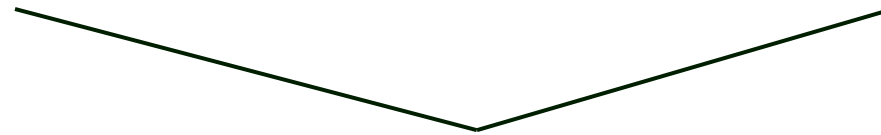
Personally.

- Continuously educate yourself and stay informed
- Foster intentional listening to hear, not to respond
- Practice Abundance & Self-Compassion
- Cultivate a vision of the future
- Reflect on your approach to your work, your congregation, the church – apply the 6 pillars to yourself
- Call People in and Racism in all its forms out

FRAMEWORK

HISTORY
LIVED EXPERIENCE
DATA

IDEAS
POLICIES
POWER



PRACTICE

ORGANISATIONAL HEALTH AND CLARITY MATTER – BIAS AND OPPRESSION HIDE BEHIND CHAOS & A LACK OF CLARITY

CT FRAMEWORK

CULTURAL TRANSFORMATION

EDUCATION &
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VALUES

HOUSE ANALOGY



EXTERNAL WORK

Collectively.

- Take the **data** seriously and implement the recommendations
- Apply the **6 Pillar Framework** to the Church and how you do what you do
- Support and Demand **anti-racist policies**
(written and unwritten rules of engagement)
- **Review all systems and processes** and ask – whom do they benefit? Whom do they harm? How might we change them when centring those most historically excluded?

EXTERNAL WORK

Collectively.

- Invest in **organisational health and leadership training** and support (generally and specifically around anti-racism)
- Build coalitions and support the work of those moving racial justice forward – this is **everybody's** work
- **Deepen** your interrogation of racism as intrinsically linked to other systems of oppression
- Put your **money** where your mouth is

CALL PEOPLE IN AND RACISM OUT

Wherever you are, it is important to address racism and any other form of bigotry when they arise with people in our world. How we do that can impact how productive a conversation is.

‘Calling in’ is an invitation to a conversation and can sound like asking questions rather than making accusations. This can sound like:

- What did you mean by what you just said?
- Where did you get that idea from?
- Did you know that...(this is offensive / racist / harmful... because ... etc)

This doesn’t mean that we downplay the issue or severity of something that is said.

If someone doesn’t respond well to this or you are unsure of how to continue the conversation, it is always an option to say, ‘I am uncomfortable with how you are talking about / the language you’re using etc and I don’t want to continue our conversation at this point’.

**THANK YOU
FOR BEING HERE**

Further Reading & Resources

Read:

What White People Can Do Next – Emma Dabiri

Do Better: Spiritual Activism for Healing from and Fighting White Supremacy – Rachel Ricketts

Me and White Supremacy – Layla F Saad

How to be Antiracist – Ibram X Kendi

The Color of Compromise – Jemar Tisby

A Black Theology of Liberation – James Cone

Black, Gay, British, Christian, Queer – Fr Jarel Robinson Brown

God is a Black Woman – Dr. Christena Cleveland

Listen: Jess Mally in conversation with Fr Jarel Robinson Brown [here](#)