

# DOING THE WORK: ANTI-RACISM AS AN EVERYDAY PRACTICE

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## TODAY'S PLAN

- Who I am
- Brave Space
- Terms and Resources
- Overview and Purpose
- Ice Breaker
- DEI Overview
- Open Discussion
- Self-Evaluation and Take-Aways
- Contact

## WHO I AM

Briona "Bri" Jenkins is a public speaker, activist, and has years of experience using her platform to evoke change.

Bri attended Albertus Magnus College, in New Haven, CT., which is where she completed her undergrad as a Sociology major. She has over eight years of experience in the nonprofit sector where she has been able to work for a variety of organizations.

When not at work Bri is very involved in the Austin community. She has served on a number of boards. Most recently, she joined the board of Random Acts and The Equality Alliance.

Since October 2019, she hosts a podcast called The Tea with Bri where she sits and chats with a different guest every week about whatever topic the guests chooses. In the summer of 2020, Briona decided to start her consulting business, Briona Jenkins Consulting where she helps companies and organizations become more diverse, equitable, inclusive, and accessible.

To learn more about Briona visit [brionajenkins.com](https://brionajenkins.com)



# BRAVE SPACE

We spend most of our time with coworkers, colleagues, and classmates. Nowadays, companies are investing in creating a diverse, equitable, and inclusive setting but we can't forget that the work starts with us. Educating yourself, having tough and uncomfortable conversations, and working towards dismantling systems.

Today I will be talking about some of my personal experiences, the work that I do, and what has led me here as well as facilitating some conversations for your team.

I want to let you know that this is a brave space.

I am showing up as my full and authentic self and I want to invite you to do the same. You may get uncomfortable and that's okay, I appreciate your willingness to get vulnerable.

While I invite you to challenge yourself, and I may challenge you too, you have every right to ask me to come back to you.

During this workshop, please feel free to ask any questions you have.

## KEEP IN MIND

1. All questions are good questions
2. I want this to be interactive so please use the raise your hand or jot down your questions and put them on the front table if you have anything to ask or add
3. Discomfort is welcome
4. Let's create space for conversation especially since you will be doing group work during our time together

TERMS

## TERMS TO KNOW

**Ally** - someone who stands with or advocates for individuals and groups other than their own.

**Diversity** - the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

**Gender Identity** - A person's sense of being masculine, feminine, or other gendered.

**Equity** - proportional representation (by race, class, gender, etc.) in those same opportunities

**Implicit Bias** - Refers to the brain's automatic, instant association of stereotypes or attitudes toward particular groups, often without our conscious awareness

**Inclusion** - The process of improving systems so that a culture is created where everyone feels they belong.

**Institutional Racism** - a form of racism that is embedded as normal practice within society or an organization. It can lead to such issues as discrimination in criminal justice, employment, housing, health care, political power, and education, among other issues.

**Intersectionality** - A framework for conceptualizing a person, group of people, or social problem as affected by a number of discriminations and disadvantages. It takes into account people's overlapping identities and experiences in order to understand the complexity of prejudices they face.

## TERMS TO KNOW

(CONTINUED)

**LGBTQIA+** - A common abbreviation for Lesbian, Gay, Bisexual, Pansexual, Transgender, Genderqueer, Queer, Intersexed, Agender, Asexual, and Ally community.

**Microaggression** - a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

**Privilege** - a special benefit or advantage that may be earned or unearned.

**Racism** - prejudice, discrimination, or antagonism directed 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.

**Queer** - An umbrella term which embraces a matrix of sexual preferences, orientations, and habits of the not-exclusively-heterosexual-and-monogamous majority. This term has been reclaimed by this community.

**Sex Identity** – How a person identifies physically: female, male, in between, beyond, or neither.

**Sexual Orientation** – The desire for intimate emotional and/or sexual relationships with people of the same gender/sex, another gender/sex, or multiple genders/sexes.



# RESOURCES

## RESOURCES

## BOOK RECOMMENDATIONS

- Hood Feminism - Mikki Kendall
- I'm Still Here - Austin Channing Brown
- Me and White Supremacy - Layla F. Saad
- Why I'm no Longer Talking to White People about Race - Reni Eddo-Lodge

# OVERVIEW AND GOALS OF TODAY'S TRAININGS

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## Overview of today's training:

Over the last few years, we have seen a resurgence around the Black Lives Matter Movement, how LGBTQIA+ folks are being targeted, how folks are experiencing sexual assault and harassment, and much more. While folks have been working towards racial equality, diversifying their social media feeds, supporting minority, LGBTQIA+, and women owned businesses, and paying attention to the inequities faced by marginalized folks, we have also seen how the inability to create space for inclusion has left companies and communities feeling as though marginalized folks do not feel safe or welcome.

While companies have been trying to be better about increasing their diversity, ensuring that there is equity, and creating a space for inclusion, many of them have missed the mark by ignoring why folks do not feel like they can show up in these spaces authentically. That's where this workshop comes in.

## Goals of today's training:

- Get an understanding of what it is like being the only marginalized person at a company and the pressure that entails
- How to identify, unpack, and address your implicit biases and white saviorism
- How your ideas are getting in the way of your well-meaning work
- Help folks explore how spaces have been inaccessible
- Train professionals on how to spot their implicit biases and work through environmental microaggressions

ICE BREAKER

HOW DO YOU THINK DIVERSITY, EQUITY,  
AND INCLUSION PLAY INTO YOUR JOB

# DEI OVERVIEW



# DEI OVERVIEW

Goals of this section of the training:

- Identify and work through environmental microaggressions
  - Learn how to spot your own implicit biases
- Share personal experiences and have an open discussion around situations we have experienced and how we can improve

DEFINE THE TERMS SO WE  
CAN TALK ABOUT THEM

ANTI-RACIST

## WHAT IS ANTI-RACIST?

Anti-racism refers to a form of action against racial hatred, bias, systemic racism, and the oppression of marginalized groups. Anti-racism is usually structured around conscious efforts and deliberate actions to provide equitable opportunities for all people on an individual and systemic level. - Wikipedia

UNDERSTAND THE DEFINITION  
OF BEING ANTI- RACIST.

“The only way to undo racism is to consistently identify and describe it — and then dismantle it,” says Professor Ibram X. Kendi.

In order to become anti-racist we have to unpack the systems of racism and oppression in our society and how we are working towards a society that is just and equal.

Looking at how institutional racism has shaped our lived experiences will help us to understand how we will have to work to dismantle it.

Summary: racist ideas have been seeped into society aka institutional racism.

UNDERSTAND HOW YOUR ANTI-  
RACISM NEEDS TO BE  
INTERSECTIONAL.

Racism has affected us on an intersectional level. Ideas surrounding weight, beauty, education, wealth, ableism, sexual orientation, gender identity, success, and more are based in white supremacy.

White is the default and the ideas that thinness, European beauty standards, college educated, middle and upper class, non-disabled, heterosexual, cisgender, and successful are often equated or closely aligned with whiteness is not a mistake.

WHAT WORK HAVE YOU  
DONE TO BECOME  
ANTI-RACIST?

What have you done?

- Have you read books
- Watched documentaries
- Diversified where you get information from

What have you learned?

What triggered your journey into learning?

Open the floor for discussion. 5 minutes.

IT'S MORE THAN SAYING  
"I'M NOT RACIST."

Racism looks a lot differently than it did during the Jim Crow era or Civil Rights era. It looks different than just saying "I can't be racist because I have a Black family member or friend."

Racism now looks like voter suppression, gerrymandering, limiting access to health care, underfunded schools, and more.

"'Racist' and 'antiracist' are like peelable name tags that are placed and replaced based on what someone is doing or not doing, supporting or expressing in each moment. These are not permanent tattoos. No one becomes a racist or antiracist. We can only strive to be one or the other." - Professor Ibram X. Kendi



CONFRONT THE RACIST  
IDEAS YOU'VE HELD  
OR CONTINUE TO HOLD.

In the summer of 2020, we saw a resurgence around Black Lives Matter and people having to unpack their racist ideas and understanding that these ideas have been indoctrinated into to us on a societal level.

In order to become anti-racist we have to unpack the systems of racism and oppression in our society and how we are working towards a society that is just and equal. Looking at how institutional racism has shaped our lived experiences will help us to understand how we will have to work to dismantle it.

Unpacking your racist ideas may include asking yourself:

- Why you live where you live and what a "safe" neighborhood or "good" schools means to you
- What your implicit biases are
- What you consider professional
- Why you only date people of certain backgrounds or privileges (race, education, etc.)

# GROUP DISCUSSION

## WHAT ELSE CAN YOU ADD TO YOUR ANTI- RACISM WORK?

- Are you all working to confront the racist ideas you've held or continue to hold?
  - Are you having conversations around why your staff tend to all be one race or why folks of diverse backgrounds are not applying?
- Are you working to understand how your anti-racism work's needs to be intersectional?
  - Are unpacking how white supremacist ideas have showed up in your company?
- Are championing anti-racist ideas and policies?
  - Are you ensuring that your health care includes mental health services, comprehensive care for trans and gender expansive folks, and more?

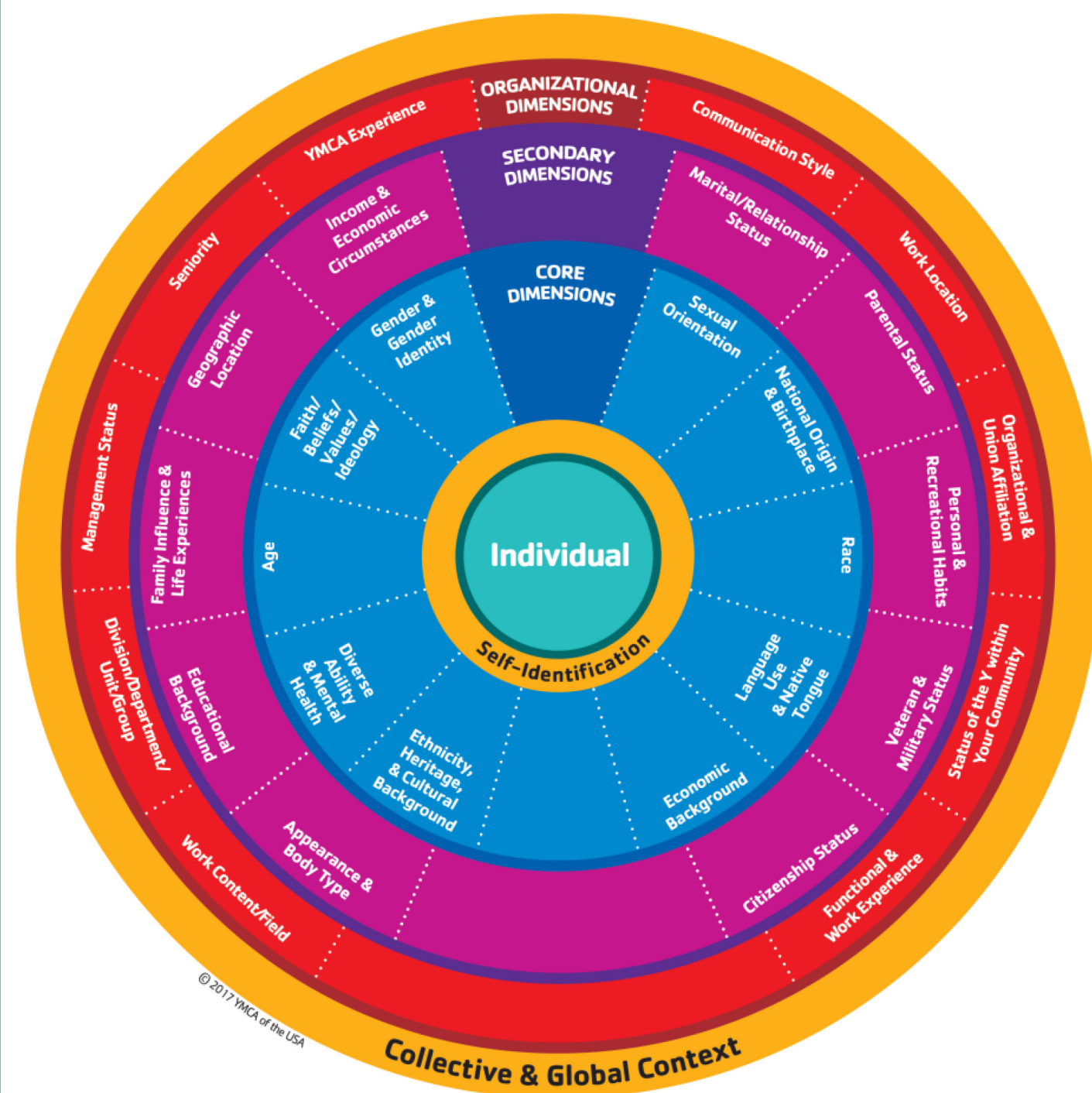
Let's take 10 minutes

DIVERSITY

## WHAT IS DIVERSITY?

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

## EXAMPLES OF DIVERSITY



# GROUP DISCUSSION

## GROUP DISCUSSIONS

1. What examples of diversity can you think of?
2. What shows, companies, etc have done a good job at diversifying the employees, actors, models, etc?
3. How are you diversifying your clients?

We will take 10 minutes to discuss.



INCLUSION

## WHAT IS INCLUSION?

The process of improving systems so that a culture is created where everyone feels they belong.

Example: Making sure that a place is **ADA** accessible and has single stall/ gender neutral bathrooms.

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### LEVELS OF INCLUSION



#### COMMUNITY

**Social inclusion** is physical, emotional, intellectual, spiritual, and quality of life



#### CONNECTION

**Emotional inclusion** is beyond physical presence to relationship



#### CONTRIBUTION

**Intellectual inclusion** is the dignity of contributing to the community



#### CONTEMPLATION

**Spiritual Inclusion** is the pursuit of meaning and purpose



#### COMPREHENSIVE

**Comprehensive Inclusion** happens with good health, quality of life, and where necessary a cure

## HOW TO MAKE SPACES MORE INCLUSIVE?

Over the last few years, we have seen companies pivot towards ensuring that their companies are diverse and inclusive but some of them have fallen short. Here are some ways to you can work towards making your organization more inclusive:

- Have the uncomfortable conversations: Discuss how your company/industry has fallen short and how they can make this place safe for marginalized communities.
- Remember that this will be a process: You will not get it right on the first time and you must be willing to fail and try again.
- Be open to feedback: Employees and clients may have some suggestions and ideas, often tied to something they have experienced. Be ready to take their feedback and ask them what they would like to see happen.

# GROUP DISCUSSION

## GROUP DISCUSSIONS

1. What have you done to make spaces and your company more inclusive?
2. Do you think that your service (s) are accessible? Why or why not?
3. How are you ensuring that your work is inclusive?
4. How are you making your spaces accessible?
  1. People with disabilities
  2. People of Color
  3. LBTQIA+ Folks

We will take 15 minutes to discuss.

# IMPLICIT BIAS

## WHAT IS IMPLICIT BIAS?

Refers to the brain's automatic, instant association of stereotypes or attitudes toward particular groups, often without our conscious awareness.

Example: A teacher commenting on or being surprised that a Hispanic / Latinx student speaks English perfectly. When in fact this student is American and was born here. The assumption is that this student must be an immigrant or should speak with an accent.



## WHAT IS IMPLICIT BIAS?

# Implicit Bias is...

**Attitudes, Stereotypes & Beliefs**  
that can affect how we treat others



Implicit bias runs contrary to our stated beliefs. We can say that we believe in equity (and truly believe it). But then unintentionally behave in ways that are biased and discriminatory.

## EXAMPLE OF IMPLICIT BIAS?

- The medical field
  - Black people can handle more pain - it has been shown that even when a white patient and a Black patient, are experiencing the same pain and have the same diagnosis, doctors have been known to give pain meds to white patients but not Black patients.
  - Black people are less likely to be given prescriptions “because Black people struggle with addiction more”
  - Black mothers are 3-4 times more likely to die in childbirth than white mothers.
- When looking for a place to live in a “good neighborhood or part of town” that has “good schools” are more often, than not, associated with places that have more white people
- Employment
  - When Employers are looking at resumes - White applicants, applicants with “white” or “normal sounding or spelled names” or “male” names are more likely to get an interview
  - When you hear of a job opening and you only send the job to friends who are: the same race as you, who have the same level of experience or education as you, friends who you think are “professional”
- Professors making the most time for their white, (cisgender) male students

## WHY DO WE NEED TO UNPACK OUR IMPLICIT BIAS?

According to the Perception Institute, "The mind sciences have found that most of our actions occur without our conscious thoughts, allowing us to function in our extraordinarily complex world. This means, however, that our implicit biases often predict how we'll behave more accurately than our conscious values. Multiple studies have also found that those with higher implicit bias levels against black people are more likely to categorize non-weapons as weapons (such as a phone for a gun, or a comb for a knife), and in computer simulations are more likely to shoot an unarmed person. Similarly, white physicians who implicitly associated black patients with being 'less cooperative' were less likely to refer black patients with acute coronary symptoms for thrombolysis for specific medical care." Therefore if we do not unpack our biases we will inadvertently and subconsciously cause harm.

# GROUP DISCUSSION

## GROUP DISCUSSIONS

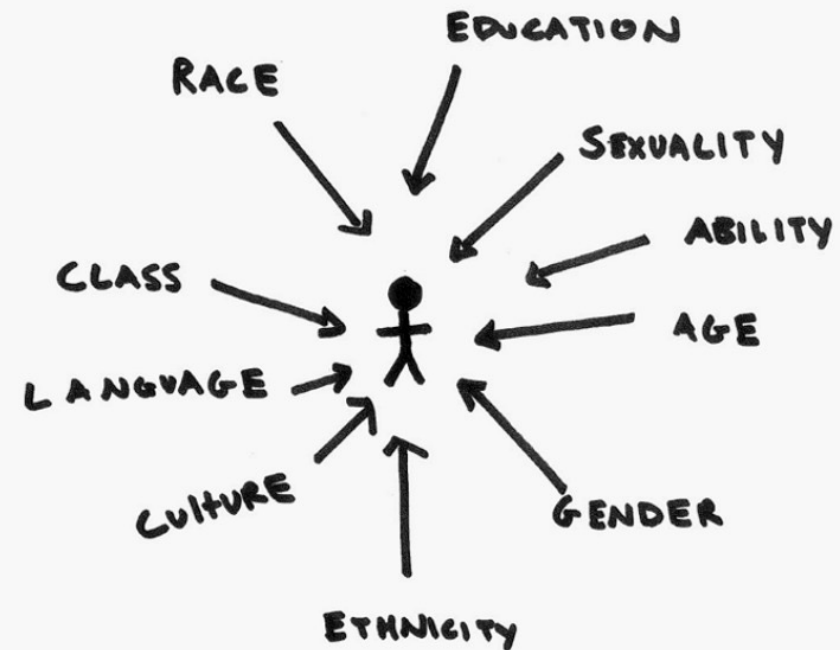
1. What is an example of Implicit Bias you have noticed yourself do? It can be personal or professional.
  - A. Who are you three closest friends? Are they all the same or different races from you?
  - B. When looking for places to travel do you search for "SAFE" places and if so what does safe mean for you? Is it tied to race, class, etc.?
2. How have you been working to unpack your implicit biases?

We will take 10 minutes to discuss.

# INTERSECTIONALITY

## WHAT IS INTERSECTIONALITY?

Originally coined by American lawyer, scholar, and activist Kimberlé Crenshaw, the term is used as a framework for conceptualizing a person, group of people, or social problem as affected by a number of discriminations and disadvantages. It takes into account people's overlapping identities and experiences in order to understand the complexity of prejudices they face.



## WHY IS INTERSECTIONALITY IMPORTANT?

Intersectionality helps use to think about the work we need to do from different viewpoints.

Global Citizen offers up this example and following statement:

Take the pay gap as an example. In the US, women earn 83 cents for every dollar a man earns. However, this number quickly changes when you factor in additional identities, with Black women earning a mere 64 cents for every dollar a white man earns. If we were to consider this solely as a gender issue, we wouldn't be addressing how race magnifies this disparity. Similarly, if we were to understand pay gaps only through the lens of race, we would miss how gender affects Black women's oppression.

This is why intersectionality is such a useful framework — it highlights how discrimination and exclusion are not simple and can't be solved by focusing on a single issue. Instead, it can help us understand how the experience of poverty is gendered and racialized and how it differs within different social contexts. This approach is crucial in understanding the inequalities different groups face — and by extension, how to overcome them by considering the complexity of the identities and patterns of oppression that individuals face within a given society.



# GROUP DISCUSSION

## GROUP DISCUSSIONS

1. What intersectionalities do you hold?
2. What intersectionalities, do you think/know, have your clients held?

We will take 15 minutes to discuss.

# MICROAGGRESSION

## WHAT IS A MICROAGGRESSION?

A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

### NC STATE UNIVERSITY

Verbal	Nonverbal	Environmental
"You are pretty smart, for a girl."	Touching an African American woman's hair without permission.	Every counselor at a mental health clinic is White.

## THE IMPACT OF MICROAGGRESSIONS?

“Over years and decades, the damage from these things takes its toll if you don’t learn how to assimilate them in a healthy way,” Hall says. Sue agrees: “They are really quite damaging to the mental health and physical well-being as well as contribute to a lower standard of living,” he says.

-Health.com

## HOW DO YOU SPOT A MICROAGGRESSION?

Microaggressions have often been seen as backhanded and demoralizing compliments, stereotypes, actions (including gas lighting), or prejudices, typically perpetuated by white people or folks in positions of power against people of color and marginalized people.

## HOW DO YOU STOP A MICROAGGRESSION?

Take the time to work through your own prejudice, implicit biases, etc., think before you speak, and when called out ask how you can be better.



## BRI'S EXAMPLES OF PROFESSIONAL AND PERSONAL MICROAGGRESSIONS



# GROUP DISCUSSION

## GROUP DISCUSSIONS

1. Have you ever experienced a microaggression? If so, take this time to reflect on it. How did it make you feel? Did anyone try to come to your help or defense?
2. Have you addressed the microaggressions you have perpetrated against others?

We will take 15 minutes to discuss.

# OPEN DISCUSSION

HOW CAN WE ENSURE  
THAT WE ARE MAKING A  
SPACE THAT IS DIVERSE,  
EQUITABLE, AND  
INCLUSIVE

What experiences have you had or things you have put into place to make this happen?

Open the floor for discussion. 5 minutes.

## THINGS WE NEED TO ADDRESS

1. How can we address our mistakes and shortcomings without making things awkward or unbearable?
2. How do we move forward after making mistakes and addressing our shortcomings?

THE FIRST ONLY  
DIFFERENT  
– SHONDA RHIMES

In her book, *Year of Yes*, Shonda Rhimes talks about being the first only different and the pressure of being the first Black person, the first and only person of color or marginalized person at work.

- I. What it is like being the only \*fill in the blank\* person on your team / at your company and what do you have to navigate?

# SELF-EVALUATION AND TAKE AWAYS

## SELF EVALUATION

1. During today's conversation what did you learn that surprised you?
2. Where are you hoping comes out of this training
3. What are your potential steps to get there?
4. What are your next steps and takeaways?



# THANK YOU ALL FOR TODAY

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