It's Not about Checking a Box

Critical Competencies for Confronting the Claims of Post-racialism

Maureen Walker, PhD

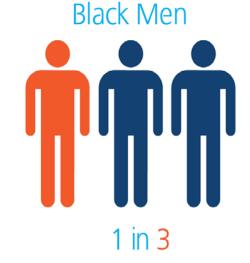
May 1, 2014

POST-RACIAL?

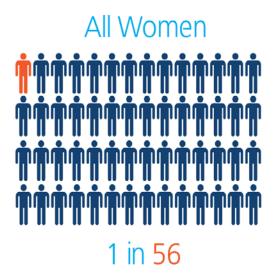
Lifetime Likelihood of Imprisonment

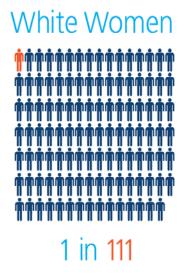




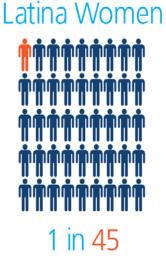












Source: Bonczar, T. (2003). *Prevalence of Imprisonment in the U.S. Population, 1974–2001.* Washington, D.C.: Bureau of Justice Statistics



Racial Gap Percentage in their communities saying blacks are treated less fairly

than whites	
In dealing with the police	

70

54

44

51

At work

In stores or restaurants

In local public schools

In getting health care

Among Blacks

Among Blacks

Among Blacks

Among Blacks

Among Whites

Among Whites

Among Whites

Among Whites

37

16

16

15

POST-RACIAL -

- Racism is relegated to the past
- Consists of aberrant / anomalous actions perpetrated by people who intend to do harm.

6.	What is this person's race? Mark ✗ one or more boxes. White Black, African Am., or Negro American Indian or Alaska Native — Print name of enrolled or principal tribe. ∡				
	Asian Indian Chinese				
	Some other race — Print race. 🔀				
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 Race was legally codified to maintain the systematic violation of one group of people (Black) and the systematic validation of another (White).

 Race/ racism was institutionalized by means of power hierarchy that operates to perpetuate itself.

The racialization of power observable as:

- Categories of "better than" and "less than"
 - "better than" group as carriers of positive traits
 - "better than" group more deserving of resources
 - "better than" group defines the terms of engagement and the terms by which the less than group are known

The racialization of power supported by supremacist ideologies that:

 Justify exclusion, violence, and annihilation of the "less than" group

- Affirm the systematic privileging of the "better than group"
 - Based on illusion, collusion, and mystification

The Separate (Single Voice) Self

- Over-emphasizes independence, differentiation, and autonomy
- Focuses on material reality
- Strives for unilateral control
- Validates power-over as a survival strategy

Results in essentialist notions of race ~

Categorical reality

Oppositional identity building

Sense of "self" as a unitary and stable

Relational Cultural Theory

 We grow through relationship for the purpose of relationship.

- Growth requires engagement with difference
 - involves the capacity to wage good conflict.

Jean Baker Miller, 1976

The Relational – Cultural "Self"		
relational	cultural	
Stable and fluid	 Organized around socio-cultural dimensions (e.g. religion, race/ ethnicity, gender, class) 	
Historical and prospective	 Social – cultural dimensions characterized by intersectionality and simultaneity (Holvino) 	
Dynamic and cohesive	 fluid, multiplicitous, and unstable 	
 "Self" constituted of multiple voices 		

Empathy is...

- Signal of presence and Awareness
 - Compassionate witness
- **Respect** for other-ness
 - Invitation to curiosity, openness, deeper inquiry
- Compassion: Safety from contempt and humiliation
 - May be portal to increased conflict

Empathy is not...

- Rescue from challenge, conflict, or complexity
- Over- identification
 - swapping "just like me" stories (affirming our sameness)
- Mutual attraction or approval
- Promise of comfort or agreement

Practices of Empathy...

- Breathe...
 - Extend compassion toward yourself... it is perfectly natural to feel "triggered"
- Listen to your voices
 - What am I feeling...
 - What am I afraid of...
- What is my "Single Voice" self telling me to do...
 - How is my "model me" story activated?
 - How is "not me" story inhibiting movement?

Authenticity is....

- Capacity to represent oneself with complexity in relationship
 - Encourages complexity and fuller elaboration
 - Includes vulnerability and "not knowing"
- Courage to be "real" and empathically attuned to other person and context

Consideration of purposefulness and timeliness

Three R's of Authenticity...

- **Respect** fully noticing: staying connected to own experience; taking in the experience of "otherness"
- Responsiveness disclosing whatever is pertinent to the growth of the relationship; inviting the experience of the other
- Responsibility anticipating and caring about the impact on relationship

Practices of Authenticity...

- Breathe...
- Listen to internal dialogue to surface unmet needs and fears
- Ask dialogue-shifting questions
 - What am I afraid of? Ashamed of?
 - Can you tell me more about...
 - I'm been wondering about...

Practices of Authenticity...

- Learn to tolerate imperfect knowing
 - Give up claim on perfection and "righteousness"
 - Commit to saying "one true thing"
- Embrace shame as a beckoning toward growth...
- Seek intentional community where you may safely share your vulnerability

Mutuality Is...

- Opening oneself to influence
- Showing the other person that her/his experience matters
- Allowing images of self and other to shift; recognizing the tentative / unstable nature of "categories"

The essence of mutuality is racial justice: transforming power-over (racialized hierarchies) into shared power or power-with.

- Let go...of the illusion (and the burden!) of perfection and unfailing expertise
- 2. Let go... of the need to simplify and objectify
- 3. Embrace the possibility of new growth within vulnerability
- 4. Validate and nurture longing for connection
- Develop an intentional community of mentors, allies, and compassionate witnesses.