



BUILDING SOLIDARITY FOR RACIAL EQUITY & SOCIAL JUSTICE

IRL New Orleans Meeting
January 27, 2023

AGENDA

Goal: To enhance our leadership in building solidarity to eliminate structural racism through conversations about allyship, shared liberation, and racial healing.

- Ground Rules
- Level-setting: Discussion of terms and definitions
- Video
- Discussion

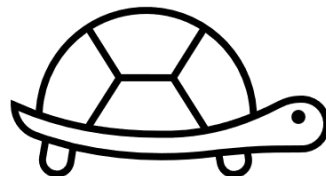
GROUND RULES

- Stand in inquiry:
 - Turn judgment into curiosity
 - Turn conflict into shared learning
 - Turn defensiveness into self-reflection
 - Turn assumptions into questions
- Search for the genuine and the practical
- Own your impact — assume positive intentions
- Be comfortable in your discomfort



GROUND RULES (CONT.)

- Self-flagellation is not what we are here for
 - This is not a test of your strength and how engaged/woke you are; it's about growing.
- Find positive energy in difference
- Zoom in and zoom out
- Be like a turtle!



COLLECTIVE RACIAL HEALING

Racial healing as defined by Anneliese Singh:

- Unlearn stereotyped racial messages we internalized about our own race and the race of others
- Learn to recognize the wounds that racism creates within us as BIPOC and white people
- Acknowledge the costs of racism
- Work to stop participating in white supremacy (white bodies as the supreme standard of all humanity, with black bodies on the bottom - per Resmaa Menakem)

She outlined 10 healing strategies (individual and collective).



KEY TERMS

Advocate – a person who publicly supports or recommends a particular cause or policy.

Ally – The group that you are with recognizes you as an ally; a person, group, or nation that is associated with another or others for some common cause or purpose

Accomplice – a person who actively works to dismantle systems of oppression, having passed through the initial phases of allyship and worked through their understanding of their roles in upholding systems of oppression.

Solidarity – an awareness (across different groups) of shared interests, objectives, sympathies, and visions for an equitable future based on the interdependence between individuals and groups. It is a core principle of collective action and is founded on shared values and beliefs.

KEY TERMS

These are not labels that you can truly assign to yourself, but the definitions describe guideposts we can work towards.

“Allyship” is not always at an interpersonal level.

One must always ask:

- *Does my constituency or organization back your organization?*
- *What is my role?*



VIDEO ON SOLIDARITY



<https://youtu.be/FBmecCtVuRI>

GUIDELINES FOR DIALOGUE

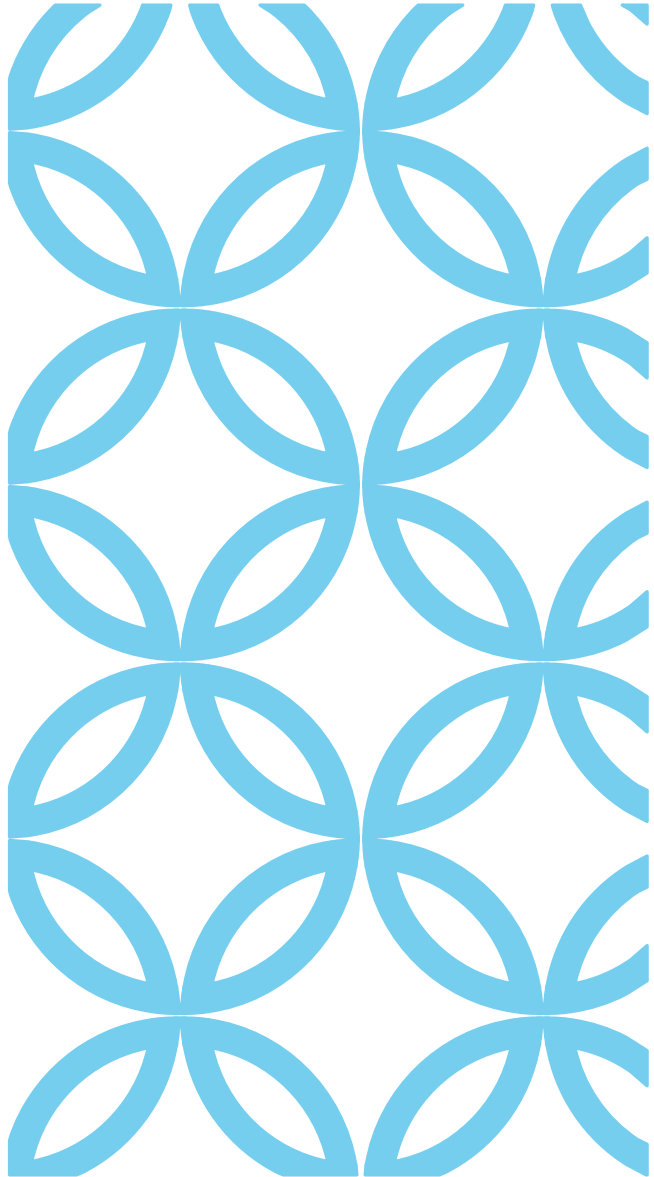
- ❖ Communication requirements in a cross-cultural context
- ❖ Recognizing, responding, and facilitating feelings and power dynamics
- ❖ Accountability



QUESTIONS FOR DISCUSSION

How did you see solidarity being modeled in the video?

How have you seen solidarity being modeled in your life?



What are you leaving with?

(A word or phrase)
