

# **Racism & Anti-Blackness**

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# Agenda

- Reflection- Poll (5min)
- Oppression (20min)
- Anti-Blackness (10min)
- Microaggressions (10min)
- Action Steps (10min)
- Questions (5min)

# Reflections

Text carolinavald855 to 37607 to  
join



# Levels of Oppression



**Ideological:** The intentional idea of supremacy

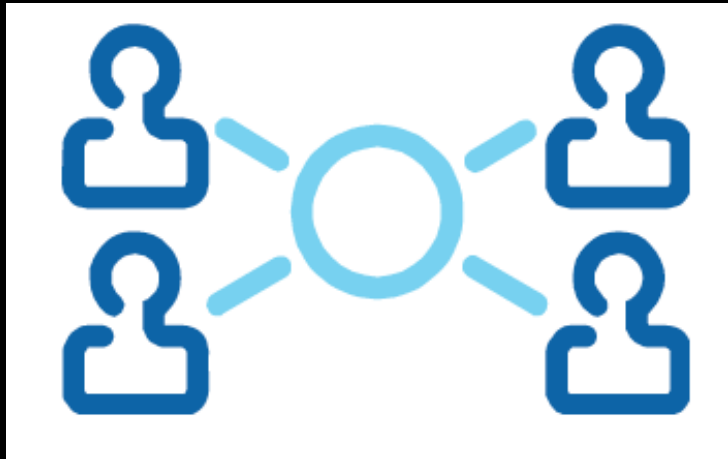
# Levels of Oppression



**Institutional:** the systemic mistreatment of a people, supported and enforced by societal institutions.

*Example- Legal, Education, Media, Medical etc.*

# Levels of Oppression



**Interpersonal:** the mistreatment of a group by the dominant group.

*Example- stereotypes, racist jokes, harassment, etc.*

# Levels of Oppression

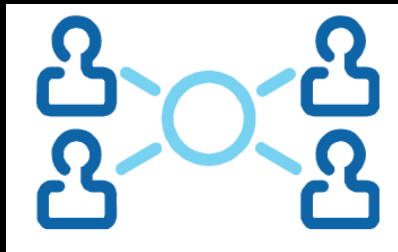


**Internalized:** Overt pressure by the oppressor to accept supremacy is no longer necessary; the oppressed now do it to ourselves and each other.



# Parts of Oppression

Ideological



Prejudice+Power=Oppression



Interpersonal

Institutional



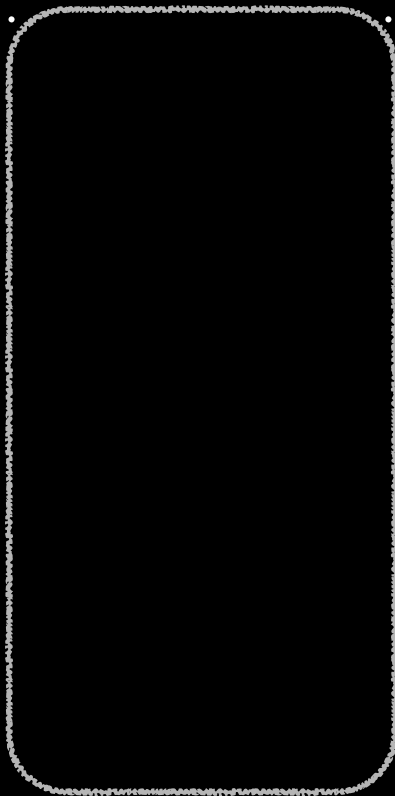
Internalized

# Applying the I's

# Faces at the Bottom of the Well

(Derrick Bell)

White Supremacy



Anti-Blackness

*"Black people are the magical faces at the bottom of society's well. Even the poorest whites, those who must live their lives only a few levels above, gain their self-esteem by gazing down on us. Surely, they must know that their deliverance depends on letting down their ropes. Only by working together is escape possible. Over time, many reach out, but most simply watch, mesmerized into maintaining their unspoken commitment to keeping us where we are, at whatever cost to them or to us."*

5min, 5min

# Microaggressions

## Key Takeaways: Microaggressions

- Microaggressions are everyday actions and behaviors that have harmful effects on marginalized groups.
- Unlike other forms of discrimination, the perpetrator of a microaggression may or may not be aware of the harmful effects of their behavior.
- Experiencing higher levels of microaggressions is linked to lower mental health.



What is a Microaggression? Everyday Insults with Harmful Effects  
by Elizabeth Harper (2019)

5min

# Restorative Practices

**Intent**

**Impact**

# What can you do as an individual?

- Listen & Learn: books, podcasts, documentaries
- Have uncomfortable conversations with family & friends
- Support policy advocating ethnic studies (AB1460)
- Raise anti-racist children
- Donate to Black organizations
- Join an racial justice organization

# What can you do as an organization?

- Add Black board members (that may mean leaving the table to make room)
- Build a relationship with Black SDSU organizations so members are aware of your service
  - Also creates a pipeline for board members
- Hire Black businesses (construction contractors, repairmen, landscaping, etc.)

Questions?



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