

Settling on a Critical Race Consciousness


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Land
Acknowledgement

Chicago, IL

The Loyola community occupies the ancestral homelands of the people of The Council of Three Fires. This Council was an alliance which formed based on the shared language, similar culture, and common historical background of its three historical members: the Odawa, Potawatami, and Ojibwe nations.



Not everything that is faced can be changed. But nothing can be changed until it has been faced. [H]istory is not the past. It is the present. We carry our history with us We are history.
— James Baldwin, 1965

THE ICEBERG

A Tool for Guiding Systemic Thinking

EVENTS

What just happened?
Catching a cold.

React

PATTERNS/TRENDS

What trends have there been over time?
I've been catching more colds
when sleeping less.

Anticipate

UNDERLYING STRUCTURES

What has influenced the patterns?
What are the relationships between the parts?
More stress at work, not eating well, difficulty
accessing healthy food near home or work.

Design

MENTAL MODELS

*What assumptions, beliefs and values do people hold
about the system? What beliefs keep the system in place?*
Career is the most important piece of our identity,
healthy food is too expensive, rest is for the unmotivated.

Transform

Settler Colonialism

- A structure and a process
- Ever-changing and ever-present (not a historical artifact)
- Land becomes property and people too
- Root of individualism, capitalism, exploitation, dehumanization, racialized domination

Whiteness

- Socially constructed ideology of whiteness as dominant and non-whiteness as bad
- Not a thing that only white people hold; white people engage in whiteness because they are socialized to do so
- Intersects with transphobia, ableism, genderism, etc compounding to create asymmetrical power and privilege

Indigenous erasure

- Indigenous people have existed on this land for thousands of years.
- There are over 570 federally and state recognized tribes each with their own languages, [traditions](#), practices, knowledge systems, medicinal practices, and [land](#)
- Named sciences are a result of white people naming concepts that have exist for millennia
 - The goal for Indigenous groups is sovereignty

Anti-Black racism

- Dehumanizes Black people and marginalizes them
- Structure and system that predetermines Black people's place in society; upheld through education policy, transportation policy, food deserts
- Starting in the U.S. in early 1600's with chattel slavery
- Erasure of Black cultural artifacts through white norms (e.g. hair)
 - Intergenerational trauma
- Other forms of racism extend off this

Not Race, but Racism

The magic of white supremacy is that its presence is obscured by the focus on *race, or color-evasive/post-racial* views of diversity.

“When a Black teenager is unfairly profiled by police, we say it’s “because of the color of his skin,” which—as a construction—avoids the racism at play, from the segregated neighborhood the officer patrols to the pervasive belief in black criminality that shapes our approach to crime...

...Likewise, it obscures the extent to which this isn’t just *different* treatment—it’s *unequal* treatment rooted in unequal conditions (Denver Post, 2013)

Racism

Whiteness scholars define racism as encompassing economic, political, social, and cultural structures, actions, and beliefs that **systematize and perpetuate an unequal distribution of privileges, resources and power** between white people and people of color (Hilliard, 1992).

- We can understand the organization of humans through the way resources and opportunities are distributed and available.
- Race is an impermeable part of our identities and where status relations are considered reasonably stable, individuals are predicted to engage in social behaviors both in relation to racialized others and society.
- Race and racism are ever-changing via racial formation project, domestically and globally (Omi and Winant, 1994).

Racism in Campus Life

- _____ **Color-evasive:** Ignores race
- _____ **Assimilation:** Wants students to assimilate to dominant campus culture
- _____ **Privilege:** Privileges ways of knowing and doing of white people and allows people to exclude based on set values; removes considerations of cultural difference
- _____ **Avoidance:** Avoids history; what is your university's relationship to Native lands/enslaved Black ppl?
- _____ **Individualism:** Honors individualism, competition, independence, privatization, use of people as labor
- _____ **Domination:** Dominance of one worldview

————— The university is
a machine of the
————— racial economy.

Racial Formation

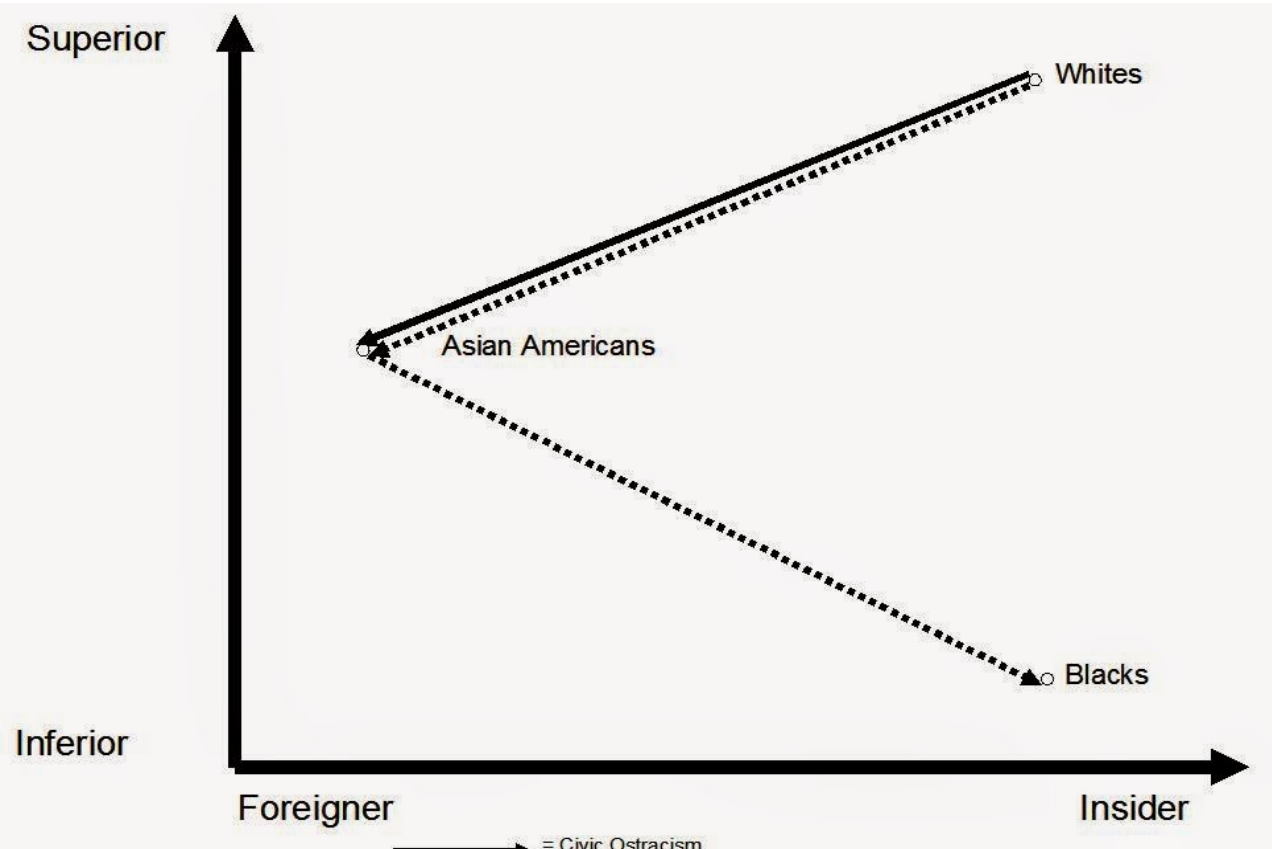
- Omi argues that “racial formation is a process of historically situated *projects* in which human bodies and social structures are represented and organized.”
- Racial Formation is linked to the evolution of hegemony (the way in which society is ruled and organized).
- Racial formation works on the social level to not only influence the way that individuals understand race, but also the ways that systems organize humans.

Racial Formation is the sociohistorical *process* by which racial categories and understandings of race are created, inhabited, transformed, and destroyed.

MMM as *Anti-Blackness*

The MM Myth

- The MMM, as an example of the middleman minority notion, is a tool that exploits Asian Americans, placing them in a racial bind between Whites and other people of color, particularly Black ppl.
- This racial arrangement benefits the White elite in the U.S. racial hierarchy as demonstrated by the concepts of racial triangulation and cultural racism (Bonilla-Silva & Dietrich, 2011; Buenavista, Jayakumar, & Misa-Escalante, 2009; Kim, 1999; Osajima, 2000).



Attributed to William Petersen (1966):
presented socioeconomic success among a
select segment of Asian Americans as an
antithesis to African American claims of
persistent racial oppression and barriers
during the 1960s Civil Rights Movement and
at the height of Black-led urban uprisings
across the United States.

According to the theory of racial triangulation, Asian
Americans are simultaneously limited in their political
and civic voice and presented as an example of
success, despite being racially minoritized, in order to
preserve White supremacy .

The MMM is also the embodiment of a process of
cultural racism, whereby Asian Americans as a
middleman minority are used to discipline other
minoritized groups to ultimately distract scrutiny
away from systems of White dominance.

Why this matters...

- AAPI people are viewed through the MMM which leads to instructors and peers to making poor assumptions about AAPI academic ability, access to capital, and experience.
- AAPI people are not a monolith; the term AAPI is a political identification.
- Racial formation projects like these initiate and reproduce false narratives about race relations.
- AAPI people are not a recognized racial minority group in most medical fields, including nursing. This behavior takes an ahistorical view of AAPI people's histories, immigration patterns, wealth, and geography.

Love my naps, but stay woke:
The case against self-care

Self- Care Rhetoric as Oppression

Need to remember that settler colonialism is based on the ability to turn people into property and then to exploit those people, commodify them, punish them for non-compliance, and focus on an organization's capital gain over the human.

“Self-care is often thought of as relaxation tactics one must complete in light of the ongoing stressors, anxieties, and duress of increased work demands, particularly in a do-more-with-less culture often found in universities today. These tactics are often additional tasks one must take on, as they are not incorporated into daily life.”

Common sense exploitation

- Antonio Gramsci contributed the idea of hegemony which helps one to understand the relationship between ruling powers and the working class.
- It is an ideological domination with material outcomes affecting such domains as morality, politics, culture, and ethics.

Those with power ally with others with power in order to maintain power.

Power maintained through consent and coercion.

Coercion is not always realized by the people being coerced.

Those with lesser power are coerced into working.

Or they actively consent in order to stay safe from retribution.

Consent and coercion work in concert to control the masses through maintaining order and domination

People not property

- The 40 hour work week created by GM with the United Auto Workers union and codified by FDR in 1938.
- Decolonizing work means a divestment in methods of extraction for the purpose of transformation into property to be used for the benefit of capitalistic endeavors.
- Tangibly this means (ending capitalism) but in the meantime, reducing the 40 hour work week, which for 9-5 laborers we are finding that 4 days of work is enough (and paying hourly wage earners a living wage + benefits) and increasing leisure time which has not shown to impact productivity.
- However, work is an “American value” or a value of whiteness.

“Productivity,” “consumption,” and “profit” are all settler colonial concepts that have been reinforced by an ever-evolving capitalistic system, of which our universities are a reproducing component.

Why this matters...

- In looking at the Future of Nursing 2020-2030:
 - Make clear the role of nurses in health care access, quality, and equity
 - Educate and increase nurses, including racially minoritized nurses
 - Manage nurse attrition
- Nurses, who arguably hold less power in some workplace settings, may be asked to over-extend themselves and reduce their stressors via self-care instead of changing structural barriers to success.
- Nurses who have less ability to “leave” may feel coerced and trapped in poor workplace situations.
- Nurses may be underpaid, underappreciated, and overworked during times of crisis.
- Nurses may continue to be told to do more with less.

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Racism Still Exists

CRT provides a lens through which to examine factors contributing to racialized experiences

It is a theoretical tool that allows us all to expose structural and ingrained societal features of racism

Race is socially constructed... racism is purposeful; racism is everywhere; and racism has contributed to all manifestations of group advantage and disadvantage

Tenets

- Racism is endemic to American life.
- Challenges the dominant ideology of race neutrality, objectivity, color-evasiveness, and meritocracy.
- Requires recognition of experiential knowledge of people of color.
- CRT is interdisciplinary and intersectional.
- Committed to social justice.

Moving from Awareness to a Critical Race Consciousness

Critical racial consciousness is the ability to perceive oppression within social, political, and economic realms and to encourage others to act against oppressive systems and think more critically (Freire, 1970).

Seeks to develop the capacity to critically assess the university environment and build defenses against messages and practices that imply that the lived experiences of minoritized individuals is of less value;

Enhances the capacity to effect significant, positive change to improve conditions in education for minoritized populations (Cerezo, et. al., 2013).

Flawed conceptions of race can undermine leadership efforts to create inclusive and equitable learning environments, and exacerbate inequalities, which continue to correspond heavily to race

Color-evasiveness limits our ability to draw strength from diverse experiences & perspectives by suggesting that differences do not exist or are too controversial to acknowledge and, thus, better left ignored

Leaders are limited in their ability to effectively lead in diverse social contexts

Those who lack opportunities to talk constructively about complex racial issues are more likely to revert to 'deficit thinking' (Horsford, 2014).



Thank you for your time.