Communities In Practice: Will S.O.A.R.}

LET'S UNPACK THIS TOGETHER!

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VICE PRESIDENT OF INSTITUTIONAL EQUITY & RESEARCH PLANNING
Community Agreements: The Four-Fold Way

- Show Up.
- Pay Attention to What Has Heart and Meaning For You.
- Tell the Truth.
- Be Open to Outcome, Not Attached.

Inspired by Angeles Arrien http://angelesarrien.com
Working Agenda

- Land Acknowledgement & Welcome
- Working Agreements
- Communities in Practice: Will S.O.A.R.
- Group Dialogue
- Closing Remarks
We Will S.O.A.R.

S – Stand Up for Social Change and Racial Equity.

O – Oust Oppression and Institutional Barriers.

A – Activate Awareness. Ask for Help.

Unlearning Goals

To create brave spaces for dialogue.

To unpack social justice concepts in community.

To deepen our understanding of inclusion and equity.

To take action in creating a more welcoming and inclusive environment for ALL.
Definition of Oppression

- A system that maintains advantage and disadvantage based on social group memberships and operates, intentionally and unintentionally, on individual, institutional, and cultural levels.
### Matrix of Oppression

<table>
<thead>
<tr>
<th>Social Identity Categories</th>
<th>Privileged Social Groups</th>
<th>Border Social Groups</th>
<th>Targeted Social Groups</th>
<th>Ism</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>White People</td>
<td>Biracial People</td>
<td>Asian, Black, Latino, Native People</td>
<td>Racism</td>
</tr>
<tr>
<td>Sex</td>
<td>Bio Men</td>
<td>Transsexual, Intersex People</td>
<td>Bio Women</td>
<td>Sexism</td>
</tr>
<tr>
<td>Gender</td>
<td>Gender Conforming Bio Men And Women</td>
<td>Gender Ambiguous Bio Men and Women</td>
<td>Transgender, Genderqueer, Intersex People</td>
<td>Transgender Oppression</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>Heterosexual People</td>
<td>Bisexual People</td>
<td>Lesbians, Gay Men</td>
<td>Heterosexism</td>
</tr>
<tr>
<td>Class</td>
<td>Rich, Upper Class People</td>
<td>Middle Class People</td>
<td>Working Class, Poor People</td>
<td>Classism</td>
</tr>
<tr>
<td>Ability/Disability</td>
<td>Temporarily Abled-Bodied People</td>
<td>People with Temporary Disabilities</td>
<td>People with Disabilities</td>
<td>Ableism</td>
</tr>
<tr>
<td>Religion</td>
<td>Protestants</td>
<td>Roman Catholic (historically)</td>
<td>Jews, Muslims, Hindus</td>
<td>Religious Oppression</td>
</tr>
<tr>
<td>Age</td>
<td>Adults</td>
<td>Young Adults</td>
<td>Elders, Young People</td>
<td>Ageism/Adultism</td>
</tr>
</tbody>
</table>
### Examples of Forms of Oppression

<table>
<thead>
<tr>
<th>Social identity Category</th>
<th>Agent</th>
<th>Target</th>
<th>Form of Oppression</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>White People</td>
<td>People of Color</td>
<td>Racism</td>
<td></td>
</tr>
<tr>
<td>Gender</td>
<td>Men</td>
<td>Women, Youth</td>
<td>Sexism</td>
<td></td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>Heterosexual</td>
<td>LG BTQ</td>
<td>Heterosexism</td>
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</table>
**Lens of Systemic Oppression**

**INDIVIDUAL**
A person's beliefs & actions that serve to perpetuate oppression
- conscious and unconscious
- externalized and internalized

**INTERPERSONAL**
The interactions between people—both within and across difference

**SYSTEMIC**
Policies and practices at the organization (or "sector") level that perpetuate oppression

**STRUCTURAL**
How these effects interact and accumulate across institutions—and across history
Reflection Activity: What are ways we can interrupt oppression

- Stopped here
- 23 attendees
- Very engaged group
- Start next month here and move into A, R
ALLYSHIP

Allyship is often performative: a loud and shiny effort intended to show how informed we are about oppression.

As allies, we are ‘helping’ or ‘standing up for’ someone who is ‘disadvantaged.’

Allies often focus on interpersonal interactions.

Ally work risks very little – at most, we deal with social discomfort.

Allyship is heavy on talk.

Ally work is often done alongside marginalized people; there is an emphasis on collaboration that often requires marginalized groups to educate the majority.

Allyship is a ‘gift.’

Civility is highly prized in allyship.

Ally work generally does not redistribute resources.

V.S.

SOLIDARITY

In solidarity, we recognize the destructiveness of oppression to all of humanity. We acknowledge that our collective well-being is interwoven.

Solidarity work is often quieter, deeper, and occurring behind the scenes.

Acts of solidarity work to dismantle structures and institutions.

Solidarity work may require us to give up power and/or to risk our physical safety, our jobs, our secure place in any social hierarchy, our friendships, and family relationships.

Solidarity is talk and action.

Solidarity work is often enacted by, or in collaboration with, marginalized people.

Solidarity is a responsibility.

Hard truths, conflict, and messy disagreements are integral to solidarity work.

Solidarity means that we intentionally work to redistribute the ill-gotten gains of systemic oppression—jobs, schools, neighborhoods, housing, healthcare, and capital.

*Adapted from “Over the Work Ally: 9 Ways Solidarity Is An Act of Radical Self Love”, J. Grant, December 16, 2017
Resources

**Allyship v Solidarity**

**National Equity Institute**

**Interrogating Structural Racism In STEM Higher Education**