

Our Mission

We are a non-partisan collective of families of the East Bay Area concerned about the present and future of our country. Our purpose is to bridge the gap between generations, from Baby Boomers to Millennials, through constructive discussion, education, collaboration and peaceful activism. Our intention is to cultivate an intergenerational community that serves to protect the integrity of the place we proudly call home, and to create a safe environment for all people, especially for those who feel vulnerable in this discordant moment in time on earth.

Expectations

1. **All voices and experiences must be valued and respected.** We are generations and families of different economic, political, and cultural backgrounds, with vastly different life experiences and realities; that diversity combined with compassion is our strongest asset. It is the responsibility of each member to have an open mind and heart to mindfully listen to all experiences and ideas. All discussions are meant to be constructive and educational, and we choose not to speak violently.

2. _____

3. _____

Racism vs Prejudice

Prejudice is when a person negatively pre-judges another person or group. A person of any (racial) group can be prejudiced towards a person of any other (racial) group. **Racism** refers to a global system that establishes a hierarchy of superiority and inferiority along lines of race, that allows the dominant racial group to claim and maintain material, social, and political benefits. This works to both strengthen and further normalize the 'superiority' of the dominant group while at the *same* time operating to oppress the 'inferior' races. That is to say, the dominant group is dominant *because* of their oppression of others. n the case of the United States, white people are the only racial group to have ever established and retained power. (source: debbyirving.com)

Racism is a power structure.

What are other examples of racist power structures in the Bay Area?

Law Enforcement: 90 people were killed by police in Oakland between 2000 and 2016; 74% were black men and women. (East Bay Express). Racial profiling affects Black residents/oC in the East Bay daily.

Education: "The schools we go to are reflections of the society that created them" - Assata Shakur. OUSD has 6 times as many cops on their payroll than it does counselors. Black students make up 80% of arrests on campus while white students made up ZERO in 2014. Race also comes up as an issue when we think about the ways we frame demands. Do we want school integration because we believe in the effects or do we want school integration because the

Narrative: media representation, history books...Specifically, think of how we frame discussions surrounding deaths of black and brown children. We use 'innocence' as a way to find outrage in these situations. As if the only way black and brown murders are reprehensible to us is if they appeal to our (white) standards of respectability. (i.e- Jordan Edwards)

Redlining is the practice of denying services such as (but not limited to) loans, healthcare, and healthy food access to particular neighborhoods.

What are other examples of racism in the Bay Area?

Intersectionality

"Intersectionality is...*a way of thinking about identity and its relationship to power*. It shows us the necessity of understanding overlapping social identities and the ways in which these identities are tied to power/oppression and privilege/domination.

Originally articulated on behalf of African-American women by scholar/activist Kimberle Crenshaw, the term brought to light the invisibility of many constituents within groups that claim them as members, but often fail to represent them.

Intersectional erasures are not exclusive to black women. People of color within LGBTQ movements; girls of color in the fight against the school-to-prison pipeline; women within immigration movements; trans women within feminist movements; and people with disabilities fighting police abuse — all face vulnerabilities that reflect the intersections of racism, sexism, class oppression, transphobia, able-ism and more.

Intersectionality has given many advocates a way to frame their circumstances and to fight for their visibility and inclusion."

Intersectionality reminds us that cultural patterns of oppression are not only interrelated, but are bound together and influenced by the intersectional systems of society.

Being uncomfortable, or white fragility

Dr. Robin DiAngelo

- Whiteness is a location of structural advantage, of race privilege. (Frankenburg, 1993)
 - Whiteness is a tool of an economic system, therefore changes over time
- Recognizing and discussing whiteness is in itself a challenge to this power structure
- “White fragility” is the academic term that refers to emotionally charged reactions that people in racially privileged positions display in conversations about race, political/social/cultural structures, and history
 - Triggers: suggesting that a white person’s viewpoint comes from a racialized frame of reference; PoC talking directly about their racial perspectives; feedback that one’s behavior has a racist impact; seeing a PoC in a main role of a film/show
- Resulting emotions: anger, guilt, hostility, defensiveness, fear
- If you find yourself feeling any of those emotions during the future, or even right now, it is a sign that you have a great opportunity to step back and check in with yourself
 - What specifically makes me feel this emotion?
 - Why do I feel defensive/angry/etc?
- “Fragility” comes in other forms: masculine, straight/hetero...

Who is an ally?

- **Ally:** someone who does not represent an oppressed demographic, but strives to support another demographic’s cause and defend their rights
Ally is not a self-given title, but rather a continuous process
- Being an ally can feel uncomfortable
 - An ally is conscious and critical of their perspective, perceived self, and language and is open to feedback/criticism from others
 - Calling out vs. calling in
- An ally does not plagiarize or profit from the work of the people they stand in solidarity with

“Being an ally is a process not an identity.”

- @FeministGriote

Being an ally is “a way of living your life that *doesn’t* reinforce the same oppressive behaviors you’re claiming to be against.”

- Mia McKenzie

“Being white means being listened to and taken seriously—you hold privilege so KEEP USING THAT to dismantle systems that uphold you as the oppressor instead of playing victim whenever you’re being called out for speaking up. Black and brown lives will always matter more than white feelings.” - @wassgoodlucy

What is *allyship*?

- Being an ally is simultaneously an act of accountability and selflessness
 - **Accountability:** recognize one's position in the power structure & proactively educate oneself on this complex reality
 - You are not owed a lesson
 - **Selflessness:** listen, listen more, choose not to speak in order to yield space for otherwise silenced, oppressed or marginalized people (physical space, air space, emotional space, etc.)

“Stand up, but don’t stand in front” -Loretta Ross,
co-founder of SisterSong
- Being an ally requires active study and work
 - Organization of and participation in acts of solidarity such as: protests, discussions, book clubs, community services, volunteer work, food/meal shares, fundraisers, etc.
 - Donating time and money to organizations or paying for people's work
- “Now what?”
 - Donate money, go to protests, go to meetings
 - Start conversations, speak out, be an active bystander
 - Use your social capital to make a positive difference

final thoughts

“The battle is and always has been a battle for the hearts and minds of White people in this country. The fight against racism is our issue. It’s not something that we’re called on to help People of Color with. We need to become involved with it as if our lives depended on it because really, in truth, they do.” -- Anne Braden

“Black people don’t need to be convinced that anti-black racism, structural inequity and skin privilege are facts; white people do... White people have to do the hard work of figuring out the best ways to educate themselves and each other about racism. And I don’t know what that looks like, because that is not my work, or the work of other black people, to figure out. In fact, the demand placed on black people to essentially teach white folk how not to be racist or complicit in structural racism is itself an exercise of willful ignorance and laziness.” -- Darnell L. Moore