



CP-CAL WORKSHOP

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TODAY'S CONTENT

- Introductions
- Race and racism in your past
- Expectations and ground agreements
- Four Themes for Self-Reflection
- Definition of white supremacy and racism
- White supremacy and racism in your professional life
- Why race and culture conversations are challenging
- Values
- Intersectionality and anti-racism
- Take-aways and check-in
- Homework for next meeting

BREAKOUT GROUPS

How race and racism has impacted your life from childhood to now.

Be specific and personal.

9 minutes total, 3 minutes per person

3 minutes to find themes

FOUR THEMES FOR INNER WORK



BECOMING PRESENT



DEALING WITH OUR
STRONG EMOTIONS



CONNECTING OUR
INNER EXPERIENCE
TO SOLVING THE
OUTSIDE PROBLEM



TAPPING AND
DEEPENING OUR
MOTIVATIONS

THE INTERNAL V

OUTSIDE

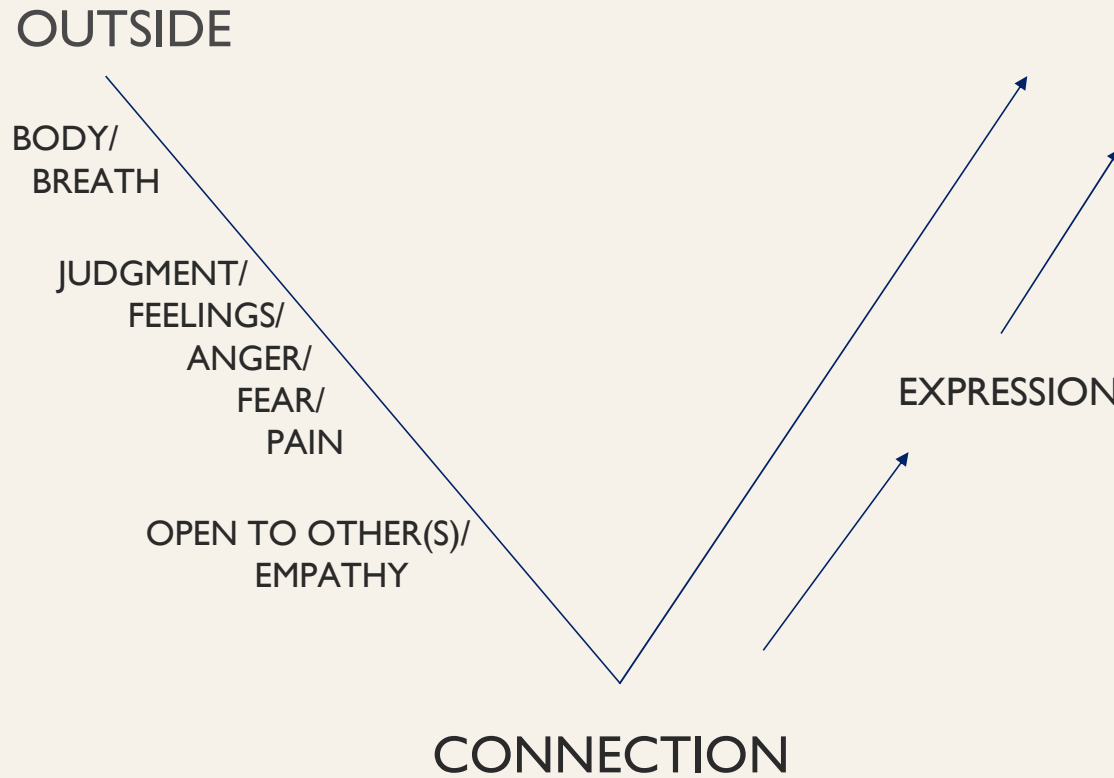
BODY/
BREATH

JUDGMENT/
FEELINGS/
ANGER/
FEAR/
PAIN

OPEN TO OTHER(S)/
EMPATHY

CONNECTION

EXPRESSION





DEFINITION OF WHITE SUPREMACY

- White supremacy is the belief that white people are superior to those of other races and thus should dominate them.
- Its manifestation is the creation, maintenance and defense of a political and social system of wealth, power, and privilege.



DEFINITION OF RACISM

- Racism is a marriage of racist policies and racist ideas that produces and normalizes racial inequities.“
 - By Ibram X. Kendi in How to Be an Antiracist, page 17-18

BREAKOUT GROUPS

Interactive discussion for 7 minutes:

How has racism and white supremacy shown up in your professional practice, including but not just collaborative practice?

BREAKOUT GROUPS

Interactive discussion for 6 minutes:

What stops YOU from having conversations about race and culture,
or stops YOU from going far enough?

Go deeper than “I’m afraid of saying the wrong thing”

INTERSECTIONALITY

“
**IF YOU SEE INEQUALITY AS
A “THEM” PROBLEM OR
“UNFORTUNATE OTHER”
PROBLEM, THAT IS A PROBLEM.**

Kimberlé Crenshaw,
Lawyer, civil rights advocate and intersectional feminist



- Coined by Kimberly Crenshaw
- Recognizing the historical contexts surrounding an issue.
- Histories of violence and systematic discrimination have created deep inequities that disadvantage some from the outset.
- These inequalities intersect with each other (poverty, caste systems, racism and sexism) denying people their rights and equal opportunities
- Effects of inequality create a ripple that is felt and seen across generations

**There is no such
thing as race. None.
There is just a human
race – scientifically,
anthropologically.**

|
Toni Morrison

ANTI-RACISM

- If “The Opposite of Racist isn’t ‘Not Racist’, what is it?”
- **The Goal:** Think outside of current systems and policies to build something different
- **The Challenge:** Current systems and policies were built to benefit one set of people
- **The Strategy:** Awareness, education, and behavior change
- What does this look like within CP-Cal?

HOMEWORK

Listen, read and watch the following:

- Dr. Carlton Waterhouse's lecture on White Supremacy (1 hour – watch it with others if you can)

<https://www.acfls.org/product/the-time-is-now-eliminating-bias-in-family-law-series-session-1-understanding-race-and-social-dominance-white-supremacy-structural-racism-and-the-american-legal-system/>

- Podcast - Aiko Bethea and Brene Brown
- What An Anti-Racist Business Strategy Looks Like by Laysha Ward in Harvard Business review
- Kimberle' Crenshaw's TED talk
- How To Be An Anti-Racist by Ibram X. Kendi

Every day:

- 1) At the end of the day, contemplate your day and write down one thing about how race, racism and white supremacy showed up in your work that day, particularly for Collaborative Practice
- 2) Journal – why does racial equity matter to you. Does it really?
- 3) Think about and write down at least 10 ideas:

What will be different when anti-racist work is prioritized across CP-Cal? What will you and others be doing?