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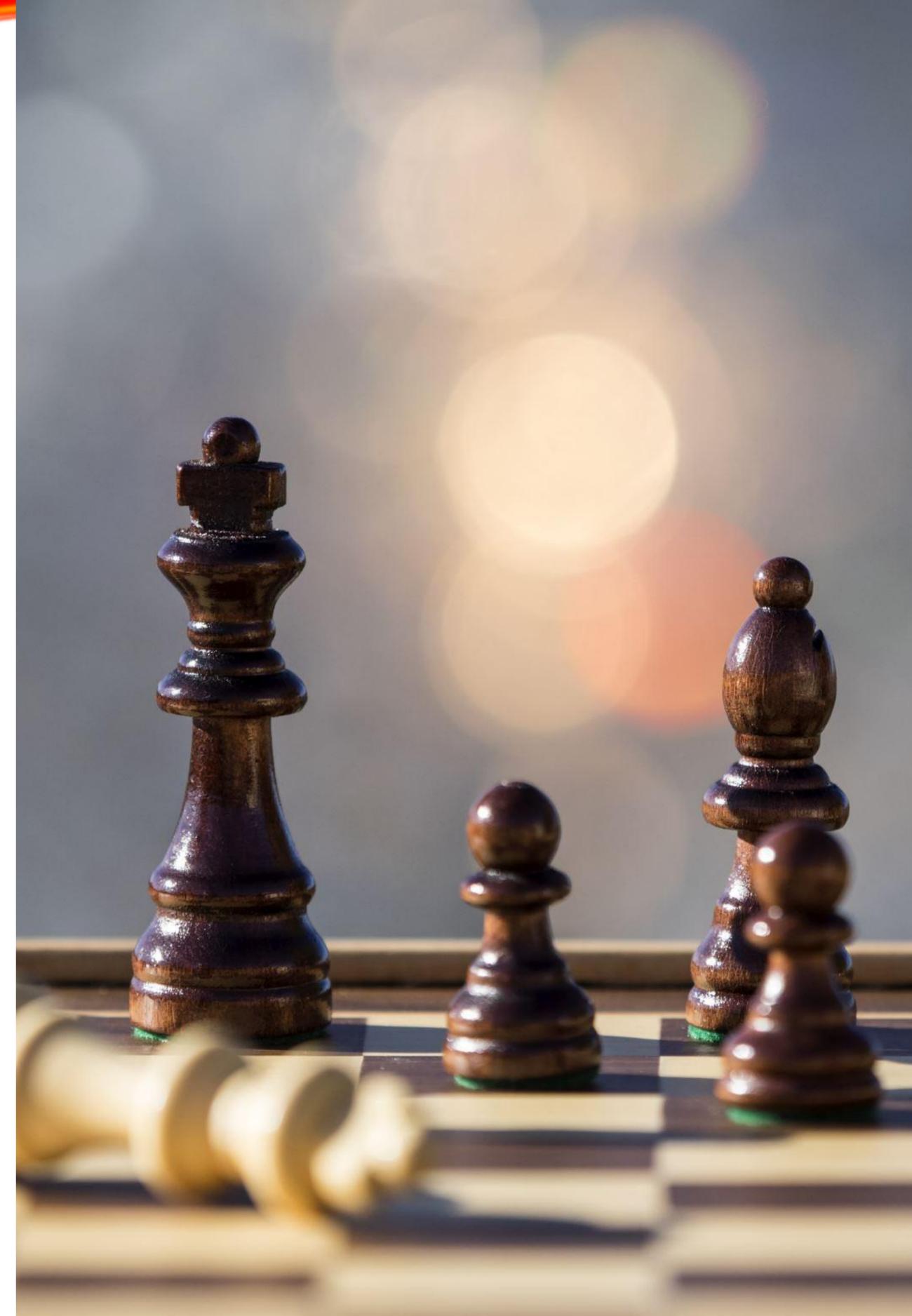
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THE JUSTICE PROJECT: ANTIRACISM THROUGH THE WORKS OF  
IBRAM KENDI AND AVA DUVERNAY

# LEARNING OBJECTIVES

- Practice one strategy for managing discomfort experienced when exploring emotionally challenging social justice topics.
- Explore definitions of racism and antiracism.
- Consider how antiracism impacts your clinical practice.
- Discuss 13th's central ideas about the criminal justice system.
- Utilize an Implicit Association Test to explore your biases about race and weapons.
- Utilize AMCD's Multicultural and Social Justice Framework to explore antiracism and the criminal justice system in relation to your clinical practice.



# INTENTIONS

Stay	Stay engaged.
Speak	Speak your truth with care.
Assume	Assume positive intentions for each other.
Grow	Grow professional and personally.
Practice	Practice compassion for yourself and each other.

# EXPECTATIONS<sup>4</sup>

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- This is a gracious space.
- Everyone participating in this workshop has contributions to give and lessons to learn.
- We understand that openness, honesty and courage are required to participate in this workshop.

# EMOTIONAL SAFETY<sup>6</sup>

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- We will refrain from judging, shaming, guiltting, and “calling out” others.
- We will honor the safety and integrity of this space and may respectfully disagree with others, as we may have different political and ideological views.

# EVERYONE'S WORK<sup>7</sup>

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- We understand that antiracist work does not belong to one race or culture.
- We may experience discomfort but will utilize various strategies and techniques suggested during this workshop to help increase our ability to tolerate this work.

# CONFIDENTIALITY<sup>8</sup>

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- We will refrain from disclosing any information that could lead to the identification of a client engaged in therapy services.

# ACCOUNTABILITY

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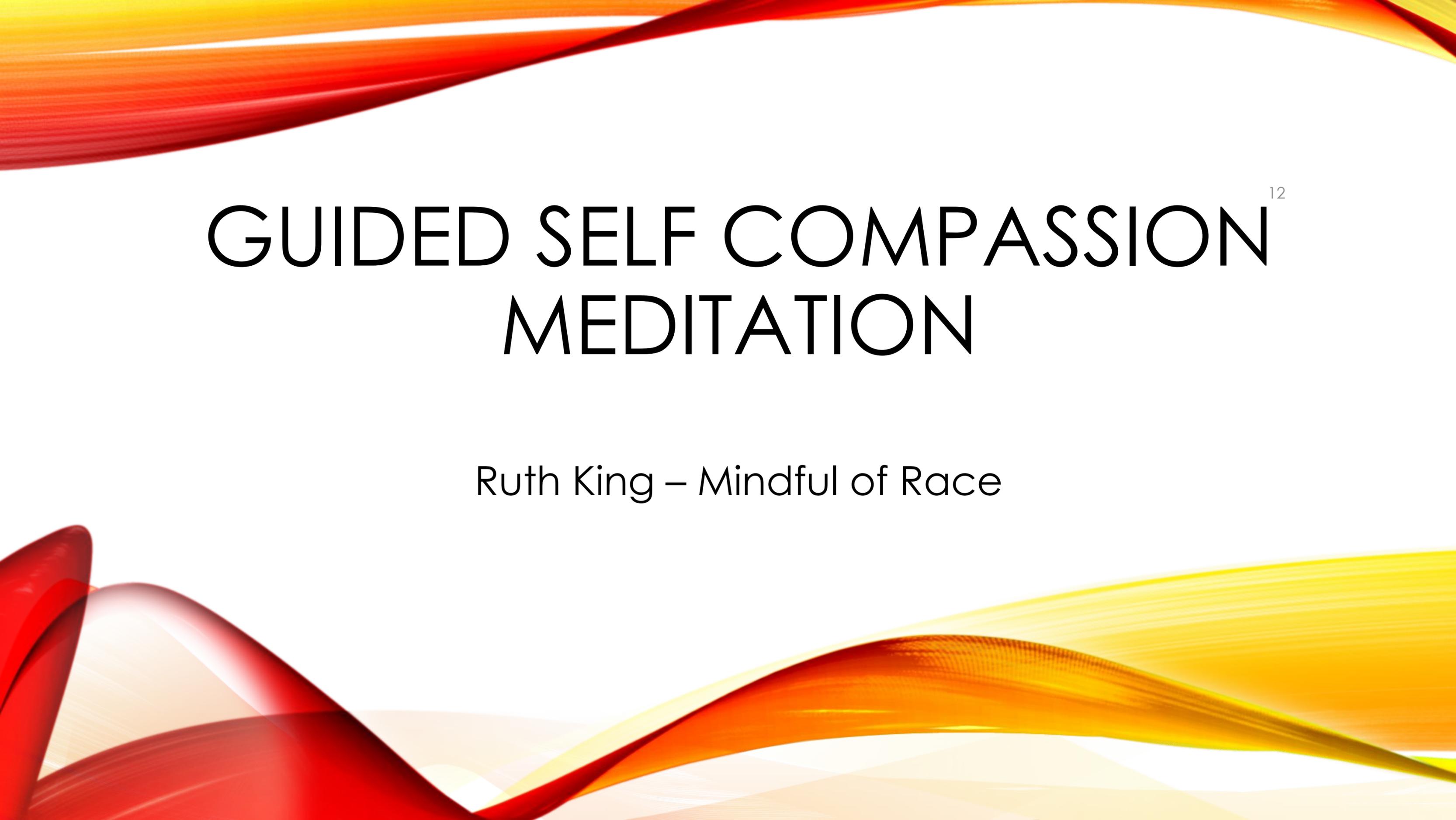
- We will distinguish facts from opinions and utilize credible research as often as possible to ground discussions.
- We are not required to follow any suggestions received and will retain ethical and legal responsibility for any suggestions employed in our practices.



TOOLS FOR  
INCREASING  
YOUR CAPACITY  
FOR TODAY'S  
DISCUSSION

# MINDFUL STRATEGIES TO USE DURING OUR TIME TODAY





# GUIDED SELF COMPASSION<sup>12</sup> MEDITATION

Ruth King – Mindful of Race

# STOP MEDITATIVE PRACTICE

Rhonda Magee – The Inner Work of Racial Justice

**S**

## **STOP WHAT YOU ARE DOING**

Literally, stop whatever you are doing. Give yourself a moment to rest, pause and collect yourself.

**T**

## **TAKE A CONSCIOUS BREATH**

Take a couple of deeper breaths and feel the expansion of the belly. Notice the sensations in your body. Feel the support of the ground and your relaxing breath.

**O**

## **OBSERVE WHAT IS ARISING IN YOU**

Observe any thoughts, emotions or bodily sensations. “Notice how you can be in this situation without being ruled by it.” Offer self-compassion as you release tension and negative thoughts. Open to your choices.

**P**

## **PROCEED TO NEXT STEPS**

You are now ready to proceed with “intentionality” and to take your next step with “strength, wisdom and presence.”

# SOMATIC STRATEGIES TO USE DURING OUR TIME TODAY



# SLOW ROCKING<sup>15</sup>

## Resmaa Menakem - My Grandmother's Hands

Get	Get comfortable, take a few slow, deep breaths. Then, slowly rock your upper body from side to side, or forward and back.
Play or Hum	Play or hum a slow, soothing tune and rock to its beat, if you would like.
Experiment	Experiment with standing versus sitting; with rocking side to side versus forward and back; and with a range of different slow speeds.
Stop and Notice	Stop and notice what your body is experiencing.
Try	Try this alternative: Keep your body still, but let your head and neck rock slowly from side to side.



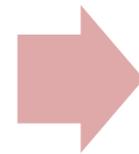
# TOUCHING YOUR DISCOMFORT

Resmaa Menakem – My Grandmother's Hands

Think of a mildly painful but not traumatic incident from your past.



Focus on it for 5 seconds. Notice the sensations in your body, as well as any thoughts, images and emotions that arise.



While staying engaged with the incident or your body, practice breathing, grounding and resourcing.



Feel your body as it relaxes and settles. Now, let go of the incident from your past. Touch and support any part of your body that feels sore.

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Define Race & Racism

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Racial Prejudice vs Racial Discrimination

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The Role of Power

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Racism and How it Manifests

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Antiracism in Practice

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Social Justice

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- A social construct with no biological or genetic basis.
- A real and incredibly meaningful concept that structures much of our lives, interactions and policies in society.

## **And Yet...**

- Is a social caste system used to group people on the basis of phenotypes and social features.

# RACISM<sup>19</sup>

A system of beliefs, practices and policies based on race that operates to advantage those with historical power, white people in the united states and most other western nations.

(Haeny, et. al, 2021)

# RACIAL PREJUDICE

Negative opinions, beliefs, attitudes or assumptions (stereotypes) about racialized groups or individuals based on their perceived group membership.

## What it looks like in

- Belief that Black people are less susceptible to pain.
- Assumption that an Asian person is not from the US.
- Assumption that a Latina does not speak English.

**society:**



# RACIAL DISCRIMINATION<sup>21</sup>

**Differential treatment of a person or group of people based on prejudices of their presumed racial group.**

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## **MANIFESTS**

### **OVERTLY AS**

Denial of goods or services, direct threats, name calling or violence - e.g. Japanese internment camps.

### **COVERTLY AS**

Microaggressions (everyday slights or harms based on racial prejudices) – e.g. locking your car door when a black person walks nearby.



# Is every racial prejudice and act of discrimination racism?

“Racial discrimination [and prejudice] can be perpetrated by anyone regardless of their race or intentionality. To better inform points of intervention we suggest using the more specific terms racial prejudice and racial discrimination rather than the term racist to describe these individual-level behaviors.”

(Haeny, 2021)

# WHEN DOES RACISM OCCUR?



Is the key to the development of racism.

Comes in many forms, but social and institutional power are crucial for racism to occur.

## WHAT IT LOOKS LIKE IN

- The ability to access resources.
- The ability to make decisions.
- The ability to influence others.
- The ability to define oneself and others.

**SOCIETY:**

# PREJUDICE + DISCRIMINATION<sup>25</sup>

**Contribute to the development of the system of racism only when the perpetrator is in a position of power.**

- When the perpetrator is the gatekeeper for opportunities, goods or services.
- i.e. When people who develop or enact policies, procedures, laws or standards of practice engage in prejudice and discrimination.

## **KEY POINTS:**

- Can be perpetuated by anyone regardless of power.
  - Are present when racism occurs.
- Help support and maintain racism.

# RACISM<sup>26</sup>

- Racism is a system that conveys dominance and superiority, and ascribes oppression and inferiority, based on racial categorization.

(Pieterse, 2015)

- It marginalizes people of color while providing opportunities and resources to white people.
- The term systemic racism is redundant because racism is systemic by definition.



HOW DOES  
RACISM  
MANIFEST?

# INDIVIDUAL RACISM

Involves a person's attitudes, prejudices, biases, beliefs and actions towards another person that lead to racist interpersonal interactions.

Interpersonal interactions include name calling, holding stereotypes, avoidance behaviors and microaggressions.



# INSTITUTIONAL RACISM

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Involves structures and systems that directly or indirectly discriminate against and limit the opportunities of people who are not white.

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Structures include institutions and organizations, such as schools, companies, rental agencies, etc.

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Systems include laws, customs and social practices, for example.

# CULTURAL/IDEOLOGICAL RACISM

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Normalizes Eurocentric culture, beliefs and practices such that those who do not embody that culture are systematically disadvantaged.

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People and cultures that are not Eurocentric are seen as inferior and less American.

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Social narratives and discourses designate whiteness as superior, natural and the most desirable racial state.

It includes personal acts (intentional and subconscious) that can be called individual racism, and institutional policies and structures (intentional and unintentional), that can be called institutional or structural racism. It also holds a cultural component inherent in racialized ideological narratives.

# RACISM IN SUMMARY

The background features a white space with a vertical black line on the left side. At the bottom, there are decorative wavy lines in shades of red and yellow. The word "ANTIRACISM" is centered in a large, black, sans-serif font.

# ANTIRACISM

# ANTIRACISM

33

**An approach that actively deconstructs white supremacy.**

(Haeny, 2021)

## IMPORTANCE

- Historically, researchers have focused on reducing people's prejudicial attitudes, stereotypes and discriminatory behaviors.
- This has been insufficient and ineffective in eliminating systemic racism.
- Research has shown that the endorsement of racial equality (non-racism) does not strongly correspond to support for policies and practices that bring social change.

# ANTIRACISM<sup>34</sup>

## NOT RACIST

- Proscriptive belief that one should not contribute to racism.
- Avowal of egalitarianism.
- Avoidance of bad behaviors associated with racism.

VS.

## ANTIRACIST

- Prescriptive belief that one should combat racism.
- Avowal of egalitarianism.
- Active engagement in pro-equality activities.

ACTIVE

ENGAGEMENT

ACTIVISM

ALLYSHIP

What does antiracism require?

# COMMITMENT TO ANTIRACISM & SOCIAL JUSTICE

“Racial justice then, is about taking actions against racism and in favor of liberation, inspired by love of all humanity, including actions at the personal, interpersonal, and collective levels...

...Racial justice cannot exist apart from the effort to alleviate the socially constructed, unevenly distributed suffering of all marginalized people, or what I would call “social justice.” And social justice cannot exist apart from racial justice.”

Rhonda Magee, *The Inner Work of Racial Justice*

HOW TO BE AN  
ANTIRACIST  
BY  
IBRAM KENDI

# PROCESSING

- What feelings arose for you as read this book?
- What is something new or interesting that you learned from this book?
- After reading this book, would you say that you are an antiracist clinician?
- If so, how does your practice reflect antiracist practice? If not, what has prevented you from practicing as an antiracist clinician?



# MINDFULNESS BREAK - BREATHE, GROUND AND RESOURCE



# BREATHE, GROUND AND RESOURCE RESMAA MENAKEM

Take

- Take a few deep breaths and let your body relax.

Think

- Think of a person, animal or place that makes you feel safe and secure.

Imagine

- Imagine that this person or animal is beside you right now or that you are in that safe place.

Continue

- Continue breathing and let yourself experience that safety and security for about a minute.

# BREATHE, GROUND AND RESOURCE RESMAA MENAKEM

Notice

- Notice any parts of your body that feel constricted, uncomfortable, or unwell in any way.

Feel

- For a few seconds, let yourself fully experience the constriction or discomfort.

Visualize

- Visualize the person, animal or place that helps you feel safe and secure. Imagine you are in that place or that the person or animal is beside you.

Experience

- Experience the safety and security.

13TH  
BY  
AVA DUVERNAY



# PROCESSING 13TH

What central ideas/points from this documentary stand out for you?

What feelings/reactions arose for you when you watched the documentary?

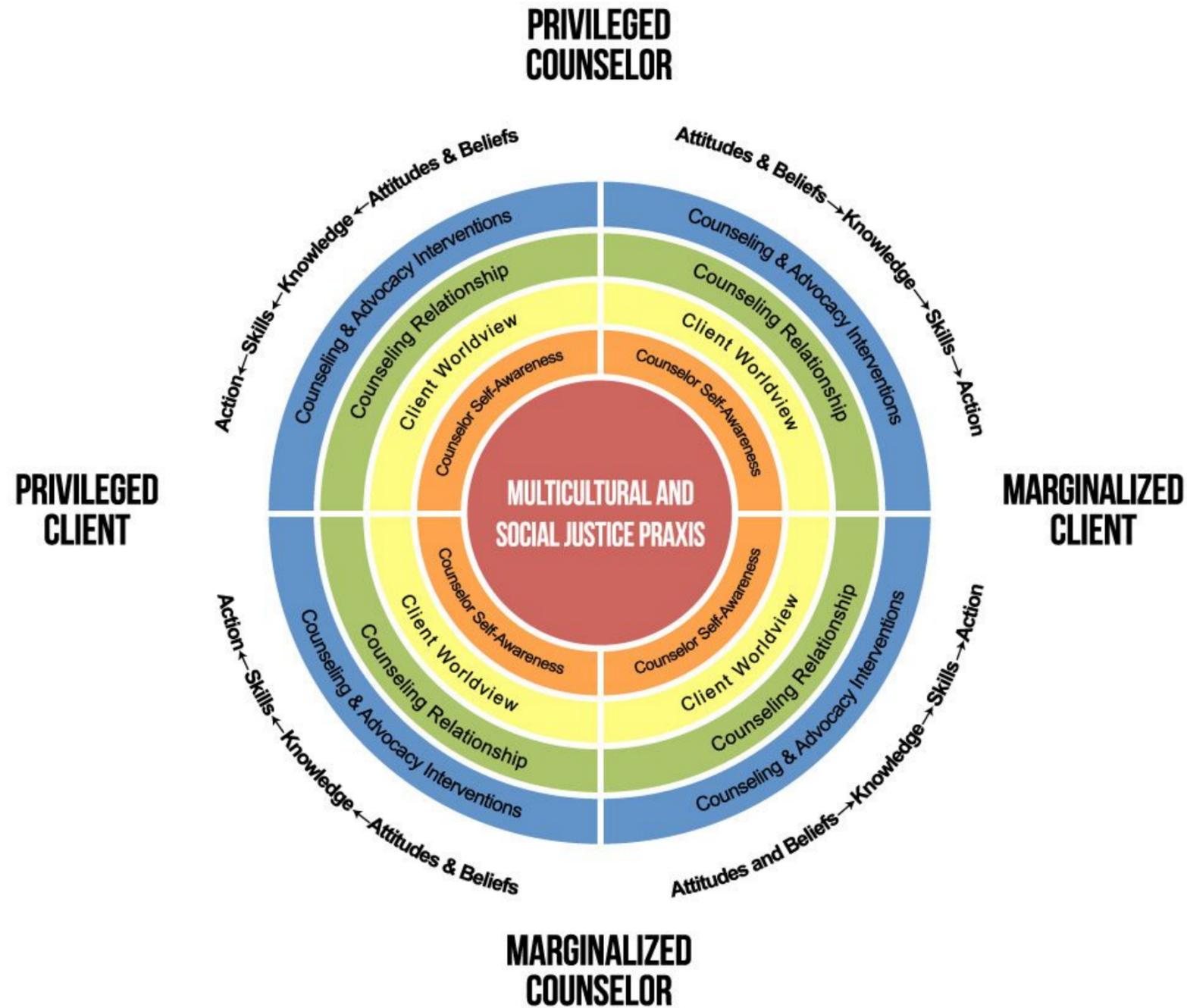
How might you apply the information from this documentary to your clinical practice?

BREAK



ANTIRACISM AND  
YOUR CLINICAL  
PRACTICE

# THE MULTICULTURAL AND SOCIAL JUSTICE COUNSELING COMPETENCIES



# COUNSELOR SELF-AWARENESS<sup>47</sup>



**ATTITUDES &  
BELIEFS**



**KNOWLEDGE**



**SKILLS**



**ACTION**

# EXPLORING UNCONSCIOUS BIAS<sup>48</sup>

RACE IAT

BAYETÉ ROSS SMITH'S  
OUR KIND OF PEOPLE

Our  
Kind of  
People





# ATTITUDES & BELIEFS

How do you think racism and/or the criminal justice system shape your thoughts as a therapist?



# KNOWLEDGE

What events have shaped your thoughts and feelings about racism?

Do you hold a marginalized or privileged status in relation to the criminal justice system?



# SKILLS

Can you identify and explain to others the connections between racism and the criminal justice system? Try with a partner.



# ACTION

What steps have you taken to incorporate antiracism into your clinical practice?

How might you learn more about how the criminal justice system might influence your clients?

# RESOURCES

- My Grandmother's Hands By Resmaa Menakem
- The Inner Work Of Racial Justice By Rhonda V. Magee
- Mindful Of Race By Ruth King
- Bayeté Ross Smith - [Http://Www.Bayeterossmith.Com/](http://www.bayeterossmith.com/)
- Multicultural And Social Justice Counseling Competencies - [Https://Www.Counseling.Org/Knowledge-center/Competencies](https://www.counseling.org/knowledge-center/competencies)
- Apa's Criminal Justice Advocacy And Policy Recommendations - [Https://Www.Apa.Org/Advocacy/Criminal-justice](https://www.apa.org/advocacy/criminal-justice)



**QUESTIONS?**

**COMMENTS**

