

BE A PART OF THE LIGHT

Illumination Project 2021



Education Book

Welcome to The Illumination Project

Portland Community College's Illumination Project is an innovative, nationally lauded social justice program that addresses issues of equity and inclusion through interactive theatre.

A joint endeavor between Sylvania's Multicultural, Women's and Queer Resource Centers, the Sociology Department and Theatre Program, the Illumination Project provides participating students with an opportunity to develop skills as educators, activists, and leaders while educating students, staff, faculty, and community audiences on social justice issues that affect us all.

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"Theater is not revolutionary in itself but it is a rehearsal for revolution."

-Augusto Boal

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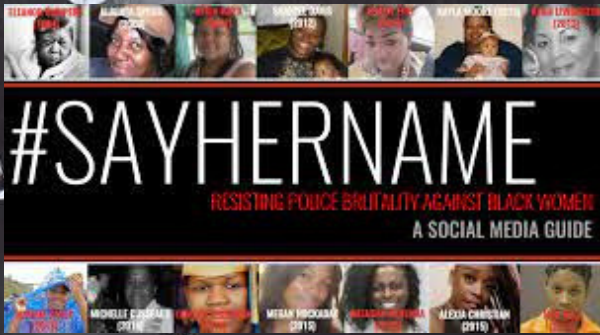
Black Lives Matter

- *Black Lives Matter* started July 2013 in response to Trayvon Martin's murderer being acquitted
- Mission: Eradicate white supremacy, affirm all Black lives, build local power to counteract violence inflicted by the state on Black communities
- BLM was the first social movement to successfully use the internet to mass mobilize-laid groundwork for success of #MeToo, #TimesUp, etc
- More of human rights than a civil rights movement, as it involves full civil, social, political, legal, economic and cultural rights as well as an intersectional liberation mission.



Go to <https://blacklivesmatter.com/about/> to learn more about the movement and how to support

photo: <http://richardtaylor.com/#/george-floyd/>



SAY HER NAME



POLICE VIOLENCE DOESN'T END WITH BLACK MEN. BLACK WOMEN ARE KILLED BY POLICE, TOO.

SAY HER NAME MOVEMENT SHEDS LIGHT ON BLACK WOMEN'S EXPERIENCES OF POLICE VIOLENCE IN AN EFFORT TO SUPPORT A GENDER-INCLUSIVE APPROACH TO RACIAL JUSTICE THAT CENTERS ALL BLACK LIVES EQUALLY.

LAUNCHED IN DECEMBER 2014 BY THE AFRICAN AMERICAN POLICY FORUM (AAPF) AND CENTER FOR INTERSECTIONALITY AND SOCIAL POLICY STUDIES (CISPS), THE #SAYHERNAME CAMPAIGN BRINGS AWARENESS TO THE OFTEN INVISIBLE NAMES AND STORIES OF BLACK WOMEN AND GIRLS WHO HAVE BEEN VICTIMIZED BY RACIST POLICE VIOLENCE, AND PROVIDES SUPPORT TO THEIR FAMILIES.

BLACK WOMEN AND GIRLS FROM AGES 7 TO 93 HAVE BEEN KILLED BY THE POLICE.

NONE OF THESE KILLINGS OF BLACK WOMEN, NOR THE LACK OF ACCOUNTABILITY FOR THEM, HAVE BEEN WIDELY ELEVATED AS EXEMPLARS OF THE SYSTEMIC POLICE BRUTALITY THAT IS CURRENTLY THE FOCAL POINT OF MASS PROTEST AND POLICY REFORM EFFORTS.

IN ORDER TO COMPREHEND THE ROOT CAUSES AND FULL SCOPE OF STATE VIOLENCE AGAINST BLACK COMMUNITIES, WE MUST CONSIDER AND ILLUMINATE ALL THE WAYS IN WHICH BLACK PEOPLE IN THE US ARE ROUTINELY TARGETED FOR STATE VIOLENCE. ACKNOWLEDGING AND ANALYZING THE CONNECTIONS BETWEEN ANTIBLACK VIOLENCE AGAINST BLACK MEN, WOMEN, TRANSGENDER, AND GENDER-NONCONFORMING PEOPLE REVEALS SYSTEMIC REALITIES THAT GO UNNOTICED WHEN THE FOCUS IS LIMITED EXCLUSIVELY TO CASES INVOLVING BLACK NON-TRANSGENDER MEN.

<https://www.aapf.org/sayhername>



Black women are killed by police when they are not the main targets. Breonna Taylor, a 26-year-old emergency medical technician, was killed when police mistakenly entered her home in the middle of the night on a no-knock warrant while searching for a suspect who had already been detained.



Black women are killed by police even in the presence of their children. Korryn Gaines was killed in her home with her five-year-old son in her arms. They had arrived at her home with a failure-to-appear warrant from a traffic violation.



India Kager, a post office worker and Navy veteran, was killed by the police with her four-month-old child in the backseat.



Atatiana Jefferson was killed in her home while playing video games with her eight-year-old nephew. Police had entered her property concealed and unannounced on a wellness check.



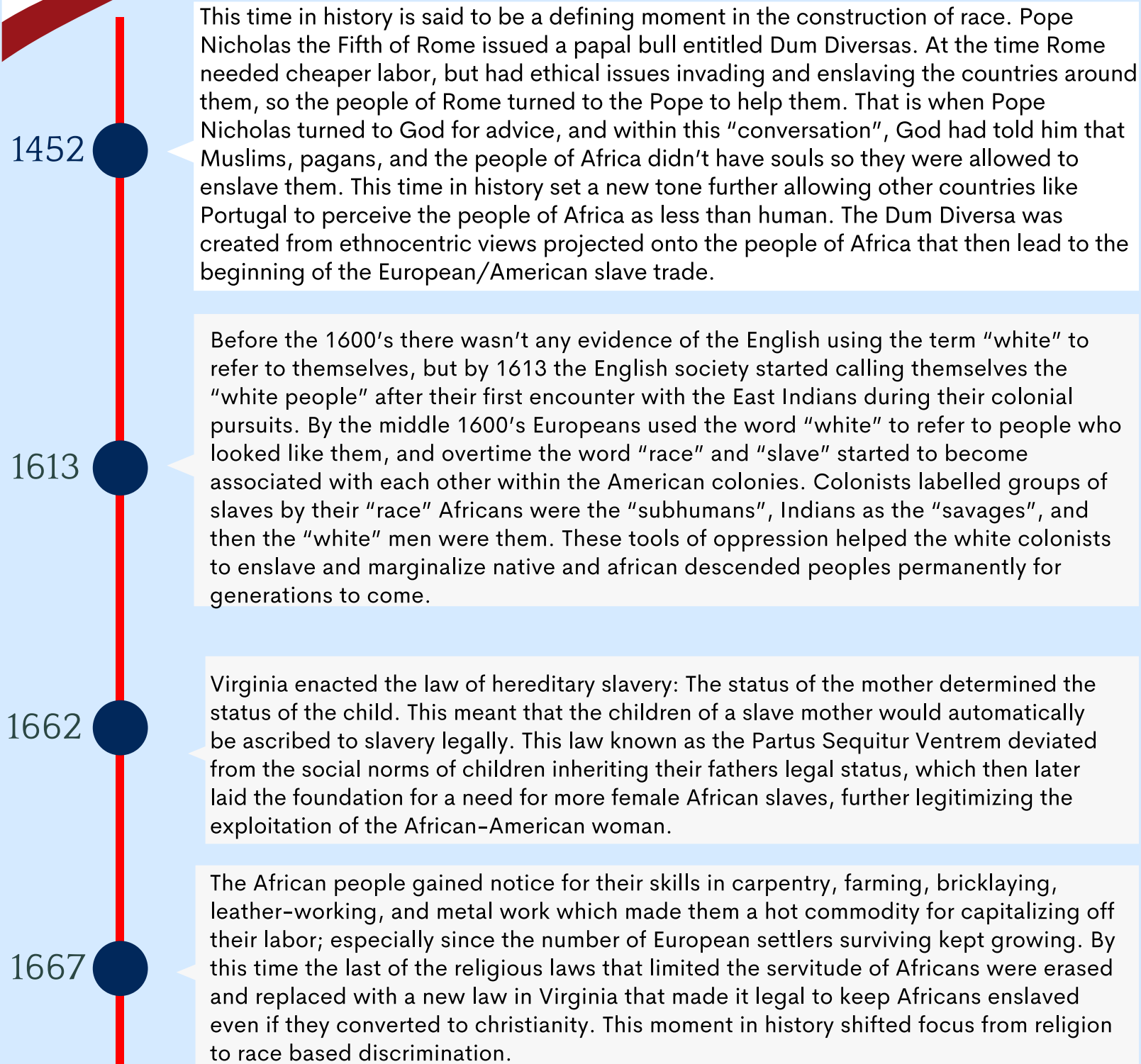
Black women are killed by police when they are seen as having a mental health crisis. Tanisha Anderson was killed after her family called for assistance when she was in a mental health crisis. A policeman performed a "takedown" move on her, placing his knee on her back and handcuffing her as she lay face-down on the pavement.



Black transgender women and gender-nonconforming people are verbally harassed, misgendered, and killed by police. Instead of being transported to a medical facility during a mental health crisis, police brutalized Kayla Moore in her own bedroom, suffocating her to death and calling her transphobic slurs while refusing to perform CPR. Her last words were "I can't breathe."



THE SOCIAL CONSTRUCT OF RACE: A TIMELINE OF THE SOCIALIZATION OF WHITE SUPREMACY IN AMERICA



1800
–
1850

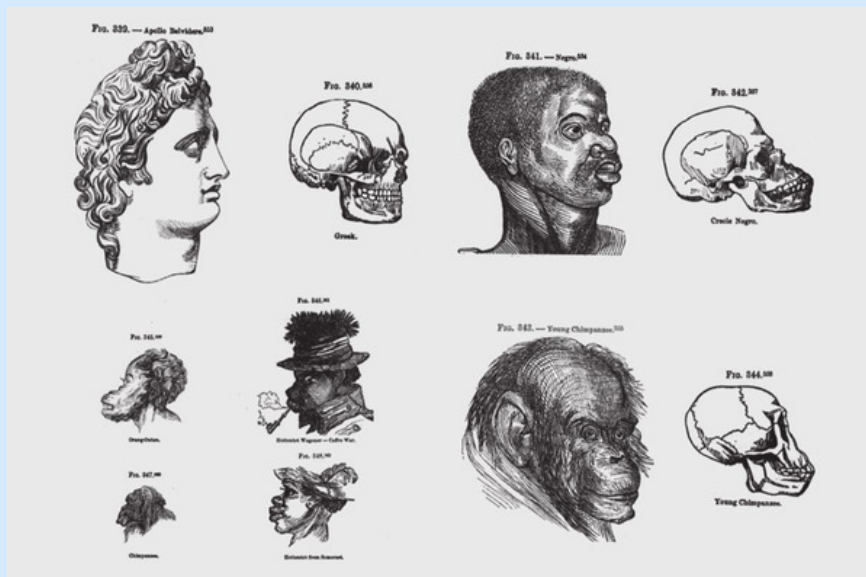
As the enlightenment period in Europe started to end, it's scientific legacy just started to make its way into American culture. Religious based theories were thrown out the window as scientific methods of research took center stage. As the social construct of "race" began to make its way into the social lexicon of the American society, many scientists found interest in studying race. Dr. Samuel Morton was an American intellectual who is infamous for his study of skulls across races. Dr. Morton believed African people were less intelligent because they had smaller skulls. His inspiration for ideas came from other scholars like Josiah Nott and Louis Agassiz who both believed that the African people were from a separate species. This misinterpretation of science took dominance further reinforcing racist ideology and white supremacy through American institutions, systems, and societies.

1887

Jim Crow Era started after the end of the civil war. Meant to segregate BIPOC from the whites.

1893

Eugenics was introduced in the Anthropology Exhibition at Chicago's World's Columbian Exposition in 1893. They had people on display in various arrangements of progress to reinforce white supremacy.



1900
–
1915

The Progressive Era—More than 15 million immigrants had arrived in the U.S. Italians, the Irish, and the Jewish Europeans weren't accepted as white until it was more financially beneficial to ascribe them whiteness.

1964

End of the Jim Crow Era and the beginning of the Civil Rights Movement. The Civil Rights Act prohibited the discrimination of race, gender, sex, religion, color, and/or national origin.

<https://nmaahc.si.edu/learn/talking-about-race/topics/historical-foundations-race>

<https://www.britannica.com/biography/Nicholas-V-pope>

<https://www.britannica.com/event/Jim-Crow-law>

[https://www.dol.gov/agencies/oasam/civil-rights-center/statutes/civil-rights-act-of-](https://www.dol.gov/agencies/oasam/civil-rights-center/statutes/civil-rights-act-of-1964#:~:text=The%20Civil%20Rights%20Act%20of%201964%20prohibits%20discrimination%20on%20the,hiring%2C%20promoting%2C%20and%20firing.)

[1964#:~:text=The%20Civil%20Rights%20Act%20of%201964%20prohibits%20discrimination%20on%20the,hiring%2C%20promoting%2C%20and%20firing.](https://www.dol.gov/agencies/oasam/civil-rights-center/statutes/civil-rights-act-of-1964#:~:text=The%20Civil%20Rights%20Act%20of%201964%20prohibits%20discrimination%20on%20the,hiring%2C%20promoting%2C%20and%20firing.)

White Privilege

Peggy McIntosh, a white scholar who started studying white privilege in the 1980s, describes it as an “Invisible backpack of unearned assets I can count on cashing in each day, but about which I was meant to remain oblivious.” White privilege can be seen in society as:

Measurable Advantages

Considerable wage gap between races and gap in employment rates; hugely disproportionate rates of incarceration of BIPOC, unequal access to housing, etc.

Perks

Convenience when looking for products like shampoo or "flesh-toned" items; the idea that “white is normal” and POC's needs are marginalized; benefit of the doubt that one isn't stealing or out of place

Shapes View of History

History is told from the view of colonizers and those in power

White Privilege Checklist

- ☐ 1. I can arrange to be in the company of people of my race most of the time.
- ☐ 2. I can go shopping alone most of the time, pretty well assured that I will not be followed or harassed.
- ☐ 3. I can turn on the television or open to the front page of the paper and see people of my race widely represented.
- ☐ 4. When I am told about our national heritage or about "civilization," I am shown that people of my color made it what it is.
- ☐ 5. I can be sure that my children will be given curricular materials that testify to the existence of their race.
- ☐ 6. I can go into a music shop and count on finding the music of my race represented, into a supermarket and find the food I grew up with, into a hairdresser's shop and find someone who can deal with my hair.
- ☐ 7. Whether I use checks, credit cards, or cash, I can count on my skin color not to work against the appearance of financial responsibility.
- ☐ 8. I am not made acutely aware that my shape, bearing, or body odor will be taken as a reflection on my race.
- ☐ 9. I can worry about racism without being seen as self-interested or self-seeking.
- ☐ 10. I can take a job or enroll in a college with an affirmative action policy without having my co-workers or peers assume I got it because of my race.
- ☐ 11. I can be late to a meeting without having the lateness reflect on my race.
- ☐ 12. I can choose public accommodation with out fearing that people of my race cannot get in or will be mistreated.
- ☐ 13. I am never asked to speak for all of the people of my racial group.
- ☐ 14. I can be pretty sure that if I ask to talk with the "person in charge" I will be facing a person of my race.
- ☐ 15. If a traffic cop pulls me over or if the IRS audits my tax return, I can be sure I haven't been singled out because of my race.
- ☐ 16. I can easily by posters, postcards, picture books, greeting cards, dolls, toys, and children's magazines featuring people of my race.
- ☐ 17. I can choose blemish cover or bandages in "flesh" color and have them more or less match my skin.
- ☐ 18. I can do well in a challenging situation without being called a credit to my race.
- ☐ 19. I can walk into a classroom and know I will not be the only member of my race.
- ☐ 20. I can enroll in a class at college and be sure that the majority of my professors will be of my race.

http://also-chicago.org/also_site/wp-content/uploads/2017/03/white-privilege.pdf

White privilege does NOT mean that one hasn't struggled, but that one's whiteness has not been the cause for social, professional, financial, or legal hindrance.



**“What’s the matter?
It’s the same distance!”**

White Fragility

- **"White fragility"** is the term that's been given to the feelings of discomfort and leap to defensiveness a white person experiences when they witness the idea of white privilege or race-based social hierarchy.
- The word **"privilege"** feels incorrect to those who have struggled, so they resist it.
- The word **"white"** creates discomfort for those who aren't used to being defined by their race.
 - This guilt and defensiveness is centered around their own discomfort.
- The problem with white fragility is that lack of awareness that one holds power through privilege. White privilege is not given nor earned. Denying this further perpetuates one's own prejudice.
- Although white fragility is not racism, it may contribute to racism by dismissing white domination and racial conditioning. By developing racial stamina, white people can better address racism and strive to become anti-racist.



ACCOUNTABILITY

"There are two primary choices in life: to accept conditions as they exist, or accept the responsibility for changing them."- Denis Waitley

What is accountability ?

apologizing, making amends,
and changing behavior so the
harm doesn't happen again

NOTHING ABOUT ACCOUNTABILITY IS SIMPLE

HERE ARE SOME THING THAT COULD HELP YOU BE MORE ACCOUNTABLE

- **RECOGNIZE WHAT YOUR FEELINGS ARE**
- **SIT WITH UNCOMFORTABLE FEELINGS**
- **REALLY BE ABLE TO PEEL APART THE LAYERS OF HOW AND WHY YOU COMMITTED HARM and IN THE WAY THAT YOU ACTED OUTSIDE OF YOUR VALUES?**
- **MAKE A PLAN TO BE ABLE TO SHIFT THE THINGS THAT NEED TO SHIFT SO YOU DON'T MAKE THE SAME CHOICE MOVING FORWARD.**

WE KNOW EVERYONE MAKES MISTAKES. WHAT CAN WE DO TO MAKE IT BETTER?

- **Not denying or deflecting responsibility**
- **Admitting that you did something that committed harm**
- **Recognition of your ability to make choices that align with your values**



This is not easy for white folks to do - even for those who are committed to the nonviolent struggle for peace with justice and are on the side of those who are oppressed and marginalized. Many white progressives are so used to speaking and acting on behalf of BIPOC community that they sometimes fall into the trap of thinking they have the right to speak and act for BIPOC members.

SOURCES:

- [HTTPS://WWW.YOUTUBE.COM/WATCH?V=0TLXXL9NHZY](https://www.youtube.com/watch?v=0TLXXL9NHZY)
- [HTTPS://WWW.YOUTUBE.COM/WATCH?V=QZUJ55IGI14](https://www.youtube.com/watch?v=QZUJ55IGI14)
- [HTTPS://WWW.YOUTUBE.COM/WATCH?V=TRHOARLYEQ8](https://www.youtube.com/watch?v=TRHOARLYEQ8)
- [HTTP://WWW.DISMANTLINGRACISM.ORG/UPLOADS/4/3/5/7/43579015/ACCOUNTABILITY.JJO.DRWORKS.PDF](http://www.dismantlingracism.org/uploads/4/3/5/7/43579015/ACCOUNTABILITY.JJO.DRWORKS.PDF)



Microaggression:

a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group.

The Three Types of Microaggressions:

Microassaults:


deliberate discriminatory behaviors like wearing a hat that says "make America great again"

Microinsults:

unintentional and unconscious such as paying a compliment that has a racist undertone to it like "you are pretty for a black girl"

Microinvalidations:

unintentional or unconscious like claiming you're "color blind" or saying they aren't racist because they voted for Obama.



Microaggressions are like paper cuts. One cut will barely scratch the surface, but every cut after the first will slow the healing process by only deepening the wound. Microaggressions may seem small, but their consistent impact can tear a person apart.

How to respond to everyday microaggressions:



- 1. Be Ready**

"You know another moment like this will happen, so prepare yourself for it. Think of yourself as the one who will speak up. Promise yourself not to remain silent. "Summon your courage, whatever it takes to get that courage, wherever that source of courage is for you," said Dr. Marsha Houston, chair of the Communication Studies Department at the University of Alabama. To bolster that courage, have something to say in mind before an incident happens. Open-ended questions often are a good response. "Why do you say that?" "How did you develop that belief?"
- 2. Identify the Behavior.**

"Sometimes, pointing out the behavior candidly helps someone hear what they're really saying: "Janice, what I hear you saying is that all Mexicans are lazy" (or whatever the slur happens to be). Or, "Janice, you're classifying an entire ethnicity in a derogatory way. Is that what I hear you saying?" When identifying behavior, however, avoid labeling, name-calling or the use of loaded terms. Describe the behavior; don't label the person. "If your goal is to communicate, loaded terms get you nowhere," said Dr. K.E. Supriya, associate professor of communications at the University of Wisconsin, Milwaukee, and an expert in the role of gender and cultural identity in communication. "If you simply call someone a racist, a wall goes up."
- 3. Appeal to Principles.**

"If the speaker is someone you have a relationship with — a sister, friend or co-worker, for example — call on their higher principles: "Bob, I've always thought of you as a fair-minded person, so it shocks me when I hear you say something that sounds so bigoted." "Appeal to their better instincts," Houston said. "Remember that people are complex. What they say in one moment is not necessarily an indication of everything they think."
- 4. Set Limits.**

"You cannot control another person, but you can say, "Don't tell racist jokes in my presence anymore. If you do, I will leave." Or, "My workspace is not a place I allow bigoted remarks to be made. I can't control what you say outside of this space, but here I ask that you respect my wishes." Then follow through. "The point is to draw a line, to say, 'I don't want you to use that language when I'm around,'" Bob Carolla, spokesman for the National Alliance for the Mentally Ill. "Even if attitudes don't change, By shutting off bad behavior, you are limiting its contagion. Fewer people hear it or experience it."
- 5. Find an Ally/ Be an Ally**

"When frustrated in your own campaign against everyday bigotry, seek out like-minded people and ask them to support you in whatever ways they can. And don't forget to return the favor: If you aren't the first voice to speak up against everyday bigotry, be the next voice. "Always speak up, and never be silenced out of fear," said Shane Windmeyer, founder and coordinator of Campus PrideNet and the Lambda 10 Project. "To be an ally, we must lead by example and inspire others to do the same."
- 6. Be Vigilant.**

"Remember: Change happens slowly. People make small steps, typically, not large ones. Stay prepared, and keep speaking up. Don't risk silence. "There's a sense of personal disappointment in having not said something when you felt you should have," said Ron Schlittler, acting executive director of the national office of Parents, Families and Friends of Lesbians and Gays. Carolla put it this way: "If you don't speak up, you're surrendering part of yourself. You're letting bigotry win."

Sources:

Six Step Response: <https://www.splcenter.org/20150125/speak-responding-everyday-bigotry>
Microaggression: <https://www.merriam-webster.com/dictionary/microaggression>

IMMIGRATION

WHAT DO YOU REALLY KNOW ABOUT IT?

MYTH: IMMIGRANTS ARE MORE LIKELY TO COMMIT CRIMES THAN NATIVE-BORN AMERICANS.

FACT: IMMIGRATION DOES NOT CAUSE CRIME RATES TO RISE, AND IMMIGRANTS ARE ACTUALLY LESS LIKELY TO COMMIT CRIMES OR BE BEHIND BARS THAN NATIVE-BORN AMERICANS.

MYTH: UNDOCUMENTED IMMIGRANTS DO NOT PAY TAXES.

FACT: UNDOCUMENTED IMMIGRANTS PAY BILLIONS OF DOLLARS IN TAXES EACH YEAR. SALES TAX, PROPERTY TAX, FEDERAL AND STATE INCOME TAX, SOCIAL SECURITY, ETC. AND MANY ARE UNABLE TO REAP THE BENEFITS.

MYTH: IMMIGRANTS COME TO THE UNITED STATES FOR WELFARE BENEFITS.

FACT: UNDOCUMENTED IMMIGRANTS ARE NOT ELIGIBLE FOR FEDERAL PUBLIC BENEFIT PROGRAMS, AND EVEN LEGAL IMMIGRANTS FACE STRINGENT ELIGIBILITY RESTRICTIONS.

MYTH: "IMMIGRANTS ARE STEALING OUR JOBS"

FACT: THERE IS NO CORRELATION BETWEEN IMMIGRATION AND HIGH UNEMPLOYMENT AT THE REGIONAL, STATE, OR COUNTY LEVEL. IMMIGRANTS GO WHERE EMPLOYEES ARE NEEDED, AND CREATE MORE JOBS IN THE ECONOMY BY CREATING BUSINESSES

STATISTICS

13.7% US POPULATION ARE IMMIGRANTS
78% ARE ENGLISH-SPEAKING
52% ARE FEMALE
AVERAGE AGE IS 45.7 YEARS

45% SINGLE-RACE WHITE
27% ASIAN
10% BLACK
15% "OTHER"
2% 2 OR MORE RACES

HUMAN LABOR TRAFFICKING

UNDOCUMENTED PEOPLE SEEKING WORK FACE THE THREAT OF DEPORTATION IN REPORTING MISTREATMENT

LABOR TRAFFICKING COULD LOOK LIKE:

- A MANAGER OR BOSS MISTREATING THEIR EMPLOYEE, PAYING THEM LESS THAN AGREED, OR NOT PAYING THEM AT ALL
- THEY MAY HAVE A "PIMP" THAT SUPERVISES THEM, COLLECTS THEIR SALARY / EARNINGS AT THE END OF THE DAY



RED FLAGS FOR HUMAN TRAFFICKING



MODERN DAY SLAVERY

MANY VICTIMS ARE AFRAID TO REPORT THE PERPETRATORS OF HUMAN TRAFFICKING. PLEASE DO YOUR PART AS AN ALLY AND CITIZEN AND CALL THIS NATIONAL HOTLINE IF YOU SUSPECT OR KNOW SOMEONE MIGHT BE IN TROUBLE

IF YOU SEE SOMETHING, SAY SOMETHING.

1 (888) 373-7888

NATIONAL HUMAN TRAFFICKING HOTLINE

SMS: 233733 (TEXT "HELP" OR "INFO")



HOW TO BE AN ALLY

"An ally is any individual involved in the promotion and advancement of an inclusive culture through positive and internal action." - The Corporate Sister

Being an ally isn't just a term used in war. It's something we should normalize to stop social injustice. Having the will to dig deeper & act is a step some are scared to take. I've gathered a starter kit, just for you! Enjoy 😊

1. *Research* (self educate!): Before you try to jump head first into action doing proper research can save a lot of time & answer tough questions. Learn what has been done before, what has worked, and what still needs to change moving forward. It is not a POC job to educate you, before asking your "Black" friend ask Google or Alexa. DO YOUR RESEARCH!

2. *Actively listen* (listen to learn not respond!): Listen to best understand how to help BIPOC, actively listen to what they are telling you. Attend and be attentive.

3. *Don't practice performative ally ship* (Don't do it for the gram): Don't pretend to be down with the cause on social media or just for "clout" just to make yourself look good. Be mindfully aware of the motives behind your post in the future.





HOW TO BE AN ALLY

“THERE ARE NO WORDS TO EXPRESS THE ABYSS BETWEEN ISOLATION AND HAVING ONE ALLY. IT MAY BE CONCEDED TO THE MATHEMATICIAN THAT FOUR IS TWICE TWO. BUT TWO IS NOT TWICE ONE; TWO IS TWO THOUSAND TIMES ONE.”

— G. K. CHESTERTON

4. *Speak up in your own social circles* (Defend POC when they are unable): Use your privilege to speak up in social circles BIPOC don't have access to. Perhaps you heard a derogatory language used by a family member. Take time at your next family reunion to challenge people's beliefs.

5. *Amplify the voices and messages of BIPOC!* (SUPPORT !): Promote others voice's and don't center yourself in conversation. As an ally it is necessary to realize that your role is one to support. Buy from BIPOC businesses, support BIPOC businesses.

SOURCES

8 WAYS TO BE A BETTER ALLY. [HTTPS://NEWS.SYR.EDU/THE-PEEL/2020/10/14/8-WAYS-TO-BE-A-BETTER-ALLY/]

AHSANTE HOW TO BE AN ALLY : HTTPS://YOUTU.BE/Q7ELX4GFQPI

ALLIES QUOTES (48 QUOTES) (GOODREADS.COM)



MISSING & MURDERED INDIGENOUS WOMEN, GIRLS, AND TWOSPIRIT

506 MMIWG cases were identified across 71 selected urban cities

128 were cases of missing Indigenous women

280 were cases of murdered Indigenous women

98 were cases with an "unknown status"

29 The median age of MMIWG victims

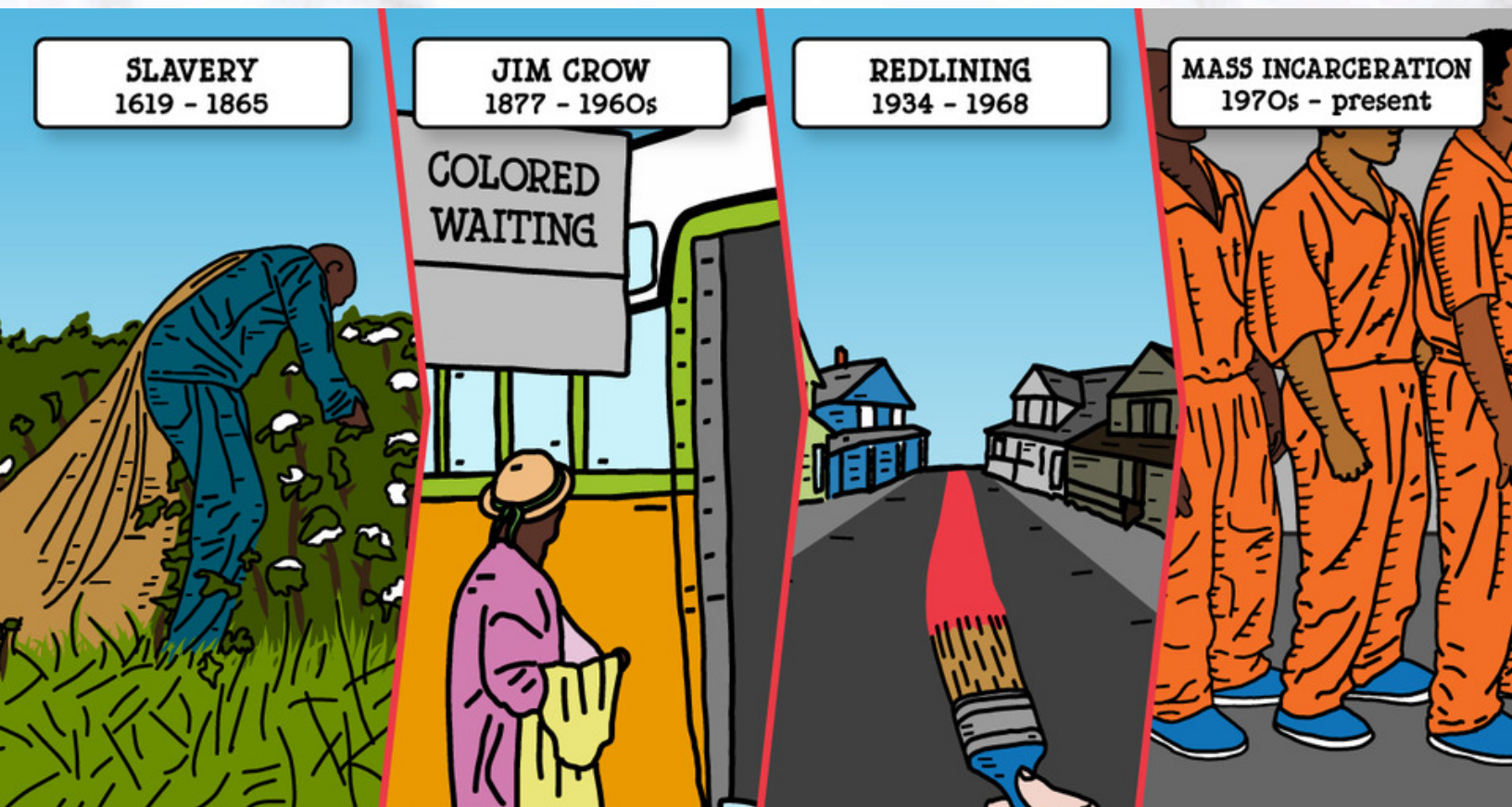
MORE THAN 95% of the cases in this study were never covered by national or international media.



The ribbon skirt is a form of cultural clothing that represents the sacredness of American Indian and Alaska Native women and the deep connection their bodies and spirits have to the land. Just like a skirt, each American Indian and Alaska Native community has its own beauty and stories of resilience despite multiple ribbons of trauma and violence stacked upon them. We chose to represent the study's findings in this way to honor the sacredness of our urban missing and murdered Indigenous women and girls, the prayers we hold them in, and the responsibility we have to care for their stories.

Criminal "Justice" System

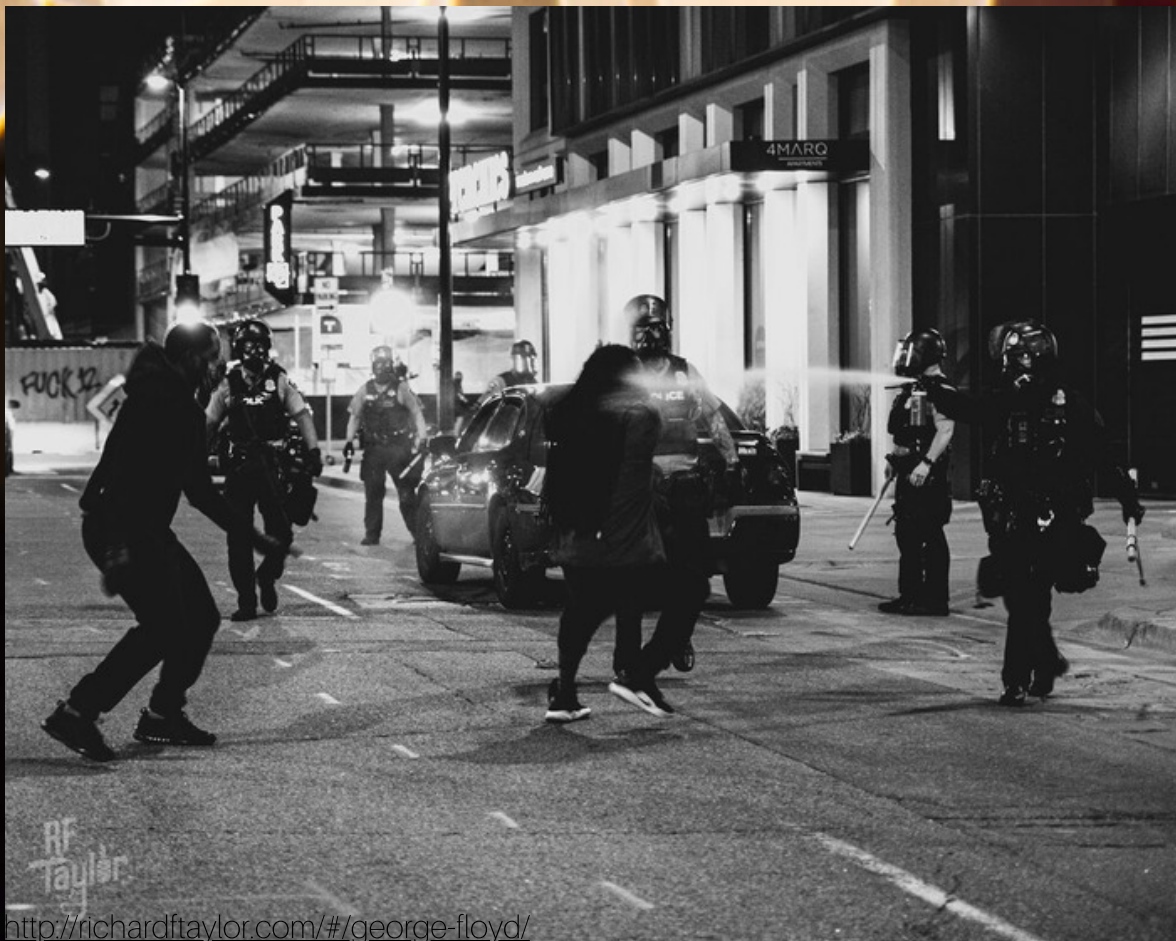
- The US has 5% of the world population but 25% of world's prison population. African-Americans make up approximately 13% of US population but make up 38% of the prison population.
- **Slave Labor**
 - Prison system has estimated annual value of \$2 billion
 - Prisoner wages are less than \$1/hour with 12-hour work days
 - 13th Amendment—Slavery and indentured servitude illegal except as a punishment to crime --> Clear motivation to imprison
- **Prison Cycle**
 - ½ of prisoners return within a few years
 - Legal restrictions block access to jobs, housing, and education
 - 75% are unemployed a year after release
 - Joblessness is the single most important predictor of recidivism



Police Brutality

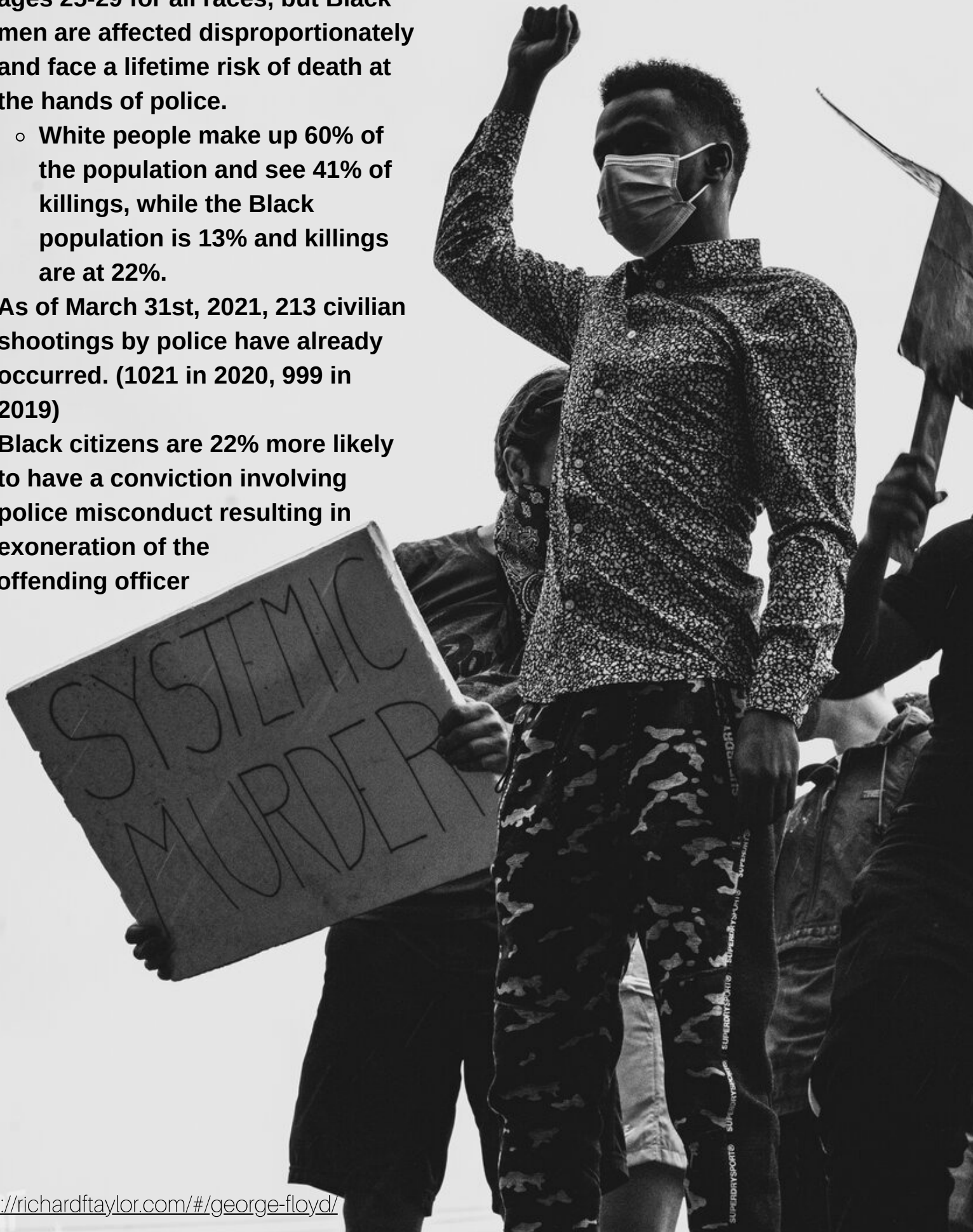
History of Police

- *Slave patrol*--1700's until end of civil war (1865), 13th amendment.
- *After Civil War*, slave patrol replaced with militia-style groups empowered to control/deny access to equal rights to freed slaves. Enforced Black Codes (restrictive laws limiting freedoms such as voting, labor, and wages), ensures that Black people are available for cheap labor
- *1900s*—Jim Crow laws vanquished protected rights of African-Americans (until the end of 1960s), and police departments became more what they look like today and their job was to enforce these oppressive Jim Crow laws



Police Brutality

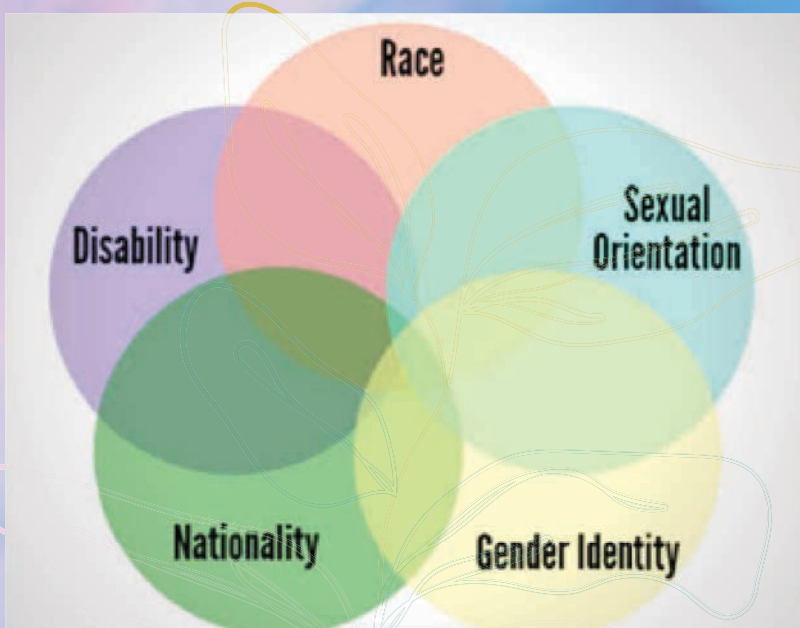
- Fatal police violence is the 6th leading cause of death for men ages 25-29 for all races, but Black men are affected disproportionately and face a lifetime risk of death at the hands of police.
 - White people make up 60% of the population and see 41% of killings, while the Black population is 13% and killings are at 22%.
- As of March 31st, 2021, 213 civilian shootings by police have already occurred. (1021 in 2020, 999 in 2019)
- Black citizens are 22% more likely to have a conviction involving police misconduct resulting in exoneration of the offending officer



INTERSECTIONALITY

Intersectionality - coined in 1989 by professor Kimberlé Crenshaw to describe how race, class, gender, and other individual characteristics “intersect” with one another and overlap.

“Intersectionality” has, in a sense, gone viral over the past half-decade, resulting in a backlash from the right.

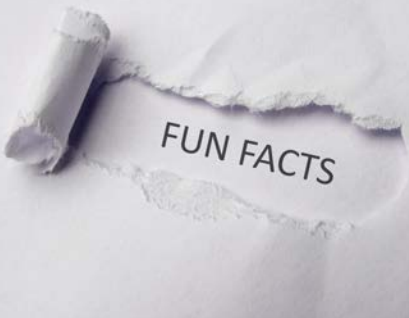


Meet Kimberlé Crenshaw





Crenshaw is a 60-year-old Ohioan who has spent more than 30 years studying civil rights, race, and racism. Crenshaw is an American lawyer, civil rights advocate, philosopher, and a leading scholar of critical race theory who developed the theory of intersectionality. She is a full-time professor at the UCLA School of Law and Columbia Law School, where she specializes in race and gender issues.

POC + LGBTQ



FUN FACTS

- 42% of people who are LGBTQ+ report living in an unwelcoming environment.
- 80% of gay and lesbian youth report severe social isolation.
- 6 in 10 LGBTQ+ students report feeling unsafe at school because of their sexual orientation. You can encourage your classmates to accept LGBTQ+ students by promoting your views on social media.
- 90% of teens who are LGBTQ+ come out to their close friends.
- Young people who are LGBTQ+ and who are “out” to their immediate families report feeling happier than those who aren’t.
- While non-LGBTQ+ students struggle most with school classes, exams, and work, their LGBTQ+ peers say the biggest problem they face is unaccepting families.

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- One in five youth in the juvenile justice system identify as LGBTQ, 85 percent of whom are people of color.
 - LGBT people of color face high rates of unemployment: 15 percent of African American LGBT adults are unemployed, as are 14 percent of Latinx LGBT adults and 11 percent of API LGBT adults—compared to 8 percent unemployment for the general population.
 - Gay and bisexual men of color continue to make up the majority of new HIV/AIDS infections in the U.S., with Black men accounting for 39 percent of 2014 HIV diagnoses among men who have sex with men, and Latinos accounting for 24 percent.
- 



A LITTLE HISTORY:

On June 28th, 1969, an historic act of resistance by the LGBTQ+ community began. *The Stonewall Riots* began in New York City's Greenwich Village after police raided The Stonewall Inn. When officers became violent after demanding "sex verification" checks on trans women, a protest broke out. Trans women of color, including **Marsha P. Johnson** and **Sylvia Rivera**, were at the forefront. The resulting riots lasted three days, sparking a national movement to end the never-ending **police misconduct** committed against LGBTQ+ people and establish **safe spaces** for community members to gather. **Pride Month** as we know it, would not exist without the efforts of Black trans activists throughout this period, acting in solidarity against police harassment and violence.

The spirit of LGBTQ+ **Pride** lives on today, visible in our **community's resilience** and the fight for equity and acceptance for all. At this pivotal moment in our country's history, this fight has never been more vital — **especially given the ongoing wave of violence against Black Transgender people**. Transgender people of color are disproportionately affected by violence, with nearly three out of four lethal anti-LGBTQ+ hate crimes committed against trans women and girls. (National Coalition of Anti-Violence Programs, 2013)

SOURCES

1. Honoring & Uplifting LGBTQ+ Lives on Stonewall's Anniversary - Oregon Food Bank
2. The Community - One of Us INC. (oneofusnj.org)
3. People of Color - Funders for LGBT Issues (lgbtfunders.org)

Racism Takes the "Care"

Out of Healthcare

When Black, Latino and white medical experiences are compared, the contrast is unsettling, and it starts literally from the moment we are born. There are, as we know, persistent and intolerable disparities in maternal health outcomes.

Race-based clinical guidelines that are taught to medical students and physicians without information about their origin and evidentiary basis exacerbate health care disparities. Fallout from this is not limited to non-receipt of indicated care but can also manifest as the receipt of contraindicated care.

Learning about cultural norms and traditions can positively impact health care outcomes. Languages and traditions are incredibly diverse and have many nuances that impact literacy, child-rearing practices, elder care, and self-healing.



It doesn't HAVE to be this way!

- **Standardize language used to describe race/ethnicity.**
- **Appropriately contextualize racial/ethnic differences in disease burden.**
- **Generate and impart evidence-based medical knowledge when it comes to race.**

Representation Matters!

During visits to schools in Flint, Michigan, students initially said they were interested in working retail jobs or playing pro basketball. Weeks later, after meeting medical students who looked like them, the students said they, too, wanted to become doctors.



RACISM IS A MENTAL HEALTH ISSUE BECAUSE RACISM IS TRAUMATIC



LATINX/O

Hispanic children and adolescents are:

- at significant risk for mental health problems
- in many cases at greater risk than white children

Among students in grades 9-12:

- 18.90% had seriously considered attempting suicide
- 15.70% had made a plan to attempt suicide
- 11.30% had attempted suicide
- 4.10% had made a suicide attempt that required medical attention.

BLACK

- Black people make up less than 50% of brain disorder research cohorts
- Black folks are 20% more likely to experience serious mental health problems than the general population...
- ..and are TWICE as likely to develop Alzheimer's Disease.
- Suicide rates for Black children under the age of 13 are twice as high as children of European ancestry!

AAPI

Asian folks were LESS likely than white respondents to report that a doctor:

- EVER talked to them about lifestyle issues or mental health issues
- understands their background and values

And MORE likely to say the doctor at the last visit DIDN'T:

- spend as much time with them
- listen to them
- involve them in decisions

Post Traumatic Slave Syndrome/ Ancestral Trauma

A Definition of Post Traumatic Slave Syndrome (PTSS):

"**Post traumatic slave syndrome** is a condition that exists when a population has experienced multigenerational trauma resulting from centuries of slavery and continues to experience oppression and institutionalized racism today. Added to this condition is a belief (real or imagined) that the benefits of the society in which they live are not accessible to them. This, then, is **Post Traumatic Slave Syndrome**."

Traumatic events in many cases can lead to lasting effects such as anxiety, depression, and PTSD. Post traumatic stress disorder is commonly seen amongst survivors of war, sexual abuse, and mass-shootings. PTSD is socially associated with extreme violence, but PTSD can also manifest through more nuanced trauma such as repeated verbal, and emotional abuse. Racism is an example of experiencing prolonged trauma. Throughout time we've been socialized to either internalize or externalize racist ideologies and/or behaviors within the western culture. Generations of collective abuse and trauma eventually lead to the trauma being socialized into their cultural behaviors. **Dr. Joy Degruy** coined this term **Post Traumatic Slave Syndrome** to explain the collective ancestral trauma African Americans have experienced through years of enduring racism systematically, institutionally, and socially since their ancestors had been brought here to America against their wills.



The Key Behaviors Reflective of PTSS:

Vacant Esteem:

Inadequate development of a healthy esteem coupled with feelings of worthlessness, depression, and an overall self-destructive attitude on life.



Racist Socialization/ Internalized Racism:

"Learned Helplessness, literacy deprivation, distorted self-concept, antipathy or aversion for the following":

- The members of one's own identified cultural/ethnic group,
- The mores and customs associated with one's own identified cultural/ethnic heritage,
- The physical characteristics of one's own identified cultural/ethnic group.



Ever Present Anger:

Heightened feelings of suspicion towards the perceived motives of others. Violent and aggressive behavior of self, property, and others including members of one's own group (friends, relatives, and/or acquaintances).



PTSS Equation-

Remember M.A.P. :

"Multigenerational trauma together with continued oppression and **Absence** of opportunity to access the benefits available in the society Leads to..."

Post Traumatic Slave Syndrome = M + A = P"

<https://www.joydegruy.com/post-trauma>

REPRESENTATION MATTERS IN FILM AND TV

BLACK FILM/ TV

- MOONLIGHT (2016)
- FRUITVALE STATION (2008)
- BLACK- ISH (2014-)
- DEAR WHITE PEOPLE (2017-)
- BLINDSPOTTING (2018)
- GET OUT (2017)
- FAST COLOR (2018)



AAPI FILM/TV

- SLAYING THE DRAGON (1988)
- THE GRACE LEE PROJECT(2005)
- FRESH OFF THE BOAT(15- 20)
- CRAZY RICH ASIANS(2018)
- WHITE RABBIT (2018)
- MASTER OF NONE (2015- 17)

LATINX AND HISPANIC FILM/TV

- THE RING (1952)
- REAL WOMEN HAVE CURVES (2002)
- ROMA (2018)
- COCO (2017)
- DESIERTO(2015)
- BORDERTOWN(2016)



MENA (MIDDLE EASTERN/NORTH AFRICAN) FILM/TV

- THE BIG SICK (2017)
- RAMY (2019-)
- AMREEKA (2009)



BOOKS

- "THE HATE U GIVE" BY ANGIE THOMAS
- "THE JOY LUCK CLUB" BY AMY TAN
- "THE STARS AND THE BLACKNESS BETWEEN THEM" BY JUNAUDA PETRUS
- "DON'T ASK ME WHERE I'M FROM" BY JENNIFER DE LEON
- "THE HOUSE ON MANGO STREET" BY SANDRA CISNEROS
- "THEY CAN'T KILL US ALL" BY WESLEY LOWERY

PODCASTS

- CODE SWITCH
- THE DIVERSITY GAP
- YO. IS THIS RACIST?
- DEAR WHITE WOMEN



TERMS AND DEFINITIONS:

Accountability: an obligation or willingness to accept responsibility or to account for one's actions.

Ally: A person who is a member of a dominant/privileged social group who takes a stand against oppression; they work to interrogate and eliminate oppressive attitudes and beliefs in themselves and their communities.

Bias: An orientation toward something or someone, this orientation can be positive, negative or neutral; a bias can be informed by a previous experience. In other words, biases can be rational.

Culture: A shared way of life among a social group. This shared way of life includes commonalities in: geography, language, history, traditions, rituals, belief systems, etc.

Cultural Relativism: Asserts that since each culture has its own history, values, and practices, people should not make value judgements about cultural differences.

Diversity: the inclusion of people of different races, cultures, etc. in a group or organization.

Empowerment: The process of becoming stronger and more confident, especially in controlling one's life and claiming one's rights.

Ethnicity: 1. Membership in a particular cultural group. 2. Often confused with race; ethnic groups are self formed and identified whereas racial groupings were created by a single group and imposed on everyone else.

Equality: The state of being equal, especially in status, rights, and opportunities.

Equity: Aims to promote fairness and justice; implies a need for fairness (not necessarily equality) in the distribution of gains and losses, and the entitlement of everyone to an acceptable quality and standard of living.

Ethnocentrism: Prejudicial/bigoted/xenophobic evaluation of other cultures according to preconceptions originating in the standards and customs of one's own culture.

Hate Crimes: Committed when a perpetrator intentionally selects and commits a crime toward someone based on actual or perceived membership in a particular group, usually defined by race, religion, ability, ethnic origin, gender identity or sexual orientation.

Human Rights: Inalienable fundamental rights "to which a person is inherently entitled simply because a person is a human being," and which are "inherent in all human beings" regardless of their nation, ability, location, heritage, language, sex, gender, race, skin, color, beliefs or religion, ethnic origin or any other aspect of a person's identity.

Human Trafficking: The illegal and/or immoral forced relocation of people, typically for the purposes of forced labor and/or commercial sexual exploitation.

Institution: A society or organization founded for a religious, educational, social (race, class, gender), or similar purpose that is historically rooted and evolves with the culture; normalizes social behavior and thinking through the promotion and preservation of a set of dominant values. (Common examples: Media, Government, Education, Health Care, Family, Religion, Legal System)

Intersectionality: The ways in which oppressive institutions (like racism, sexism, transphobia, ableism, xenophobia, classism, etc.) are interconnected and impact individual and group identity; cannot be examined separately from one another.

Marginalize: Treat (a person, group, or concept) as insignificant or peripheral.

Microaggression: "Casual" degradation of any marginalized group. Three categories include microassaults (deliberate discriminatory behaviors like wearing a t-shirt with a confederate flag on it), microinsults (unintentional and unconscious like "paying a compliment that is actually racist") and microinvalidations (unintentional or unconscious like claiming you're "color blind")

Oppression: Prolonged cruel or unjust treatment or control; oppressor/agent-oppressed/target.

Post Traumatic Slave Syndrome: Post traumatic slave syndrome is a condition that exists when a population has experienced multigenerational trauma resulting from centuries of slavery and continues to experience oppression and institutionalized racism today. Added to this condition is a belief (real or imagined) that the benefits of the society in which they live are not accessible to them.

Power: The capacity or ability to direct or influence the behavior of others or the course of events.

Racial Profiling: 1. Structural and institutional racial xenophobia. 2. Refers to the practice of a law enforcement agent or agency relying, to any degree, on race, ethnicity, religion, national origin in selecting which individuals to subject to routine or investigatory activities such as traffic stops, searches, and seizures. 3. A manifestation of racial prejudice that materializes on institutional and structural levels. 5. The systemic targeting, surveillance, policing, and harassment of people of color that begins with the assumption that people of color are more likely to be criminals.

Prejudice: An assumption of knowledge about something or someone not rooted in personal experiences with the particular something or someone in question; prejudice is informed by stereotype rather than experience.

Privilege: A special right, advantage, or immunity granted or available only to a particular person or group of people (may be achieved or ascribed).

Racism: The belief that all members of each race possess characteristics or abilities specific to that race, especially so as to distinguish people as inferior or superior to another race of people. In the U.S. context it is a systematic discrimination against People of Color that benefits white people. This discrimination can be personal, cultural and/or institutional.

Social Construction: An unreal “real” thing. Social constructions are not “natural”; they do not exist outside of language and human imagination; in this sense they are unreal. However, our way of life is built upon the belief in or dedication to socially constructed categories such as “race.” As such, though “unreal” social constructions have real world consequences for all of us.

Status: The relative (to culture, environment) social, political, economic, or other standing of someone or something; achieved (earned) or ascribed (inherited, given).

System: Patterned network of relationships constituting a coherent whole that exist between individuals, groups, and institutions.

System Disruption: (“Interruption”) alteration or breakdown of a system, often in a community setting (usually social, civic in nature); may be violent or non-violent.

White Fragility: The defensive reactions so many white people have when white people's racial worldviews, positions, or advantages are questioned or challenged. For a lot of white people, just suggesting that being white has meaning will trigger a deep, defensive response. And that defensiveness serves to maintain both white people's comfort and positions in a racially inequitable society from which white folks benefit.

White Supremacy: The centering of whiteness in everything; maintenance of whiteness through laws, policies, language, experiences, wealth, social networks, policing, geography, employment, housing, opportunity, education, voting, and representation (political, in media, etc.).

Political Violence : 1. A tool in the spectrum of violence used to exploit the most vulnerable people and communities in our society. 2. The targeted coercive or abusive use of political systems, policies and/or practices in the service of acquiring, maintaining, and/or building power (institutional or structural) for a majoritized community.

Violence against women of color: A combination of violence directed at women of color and their communities, such as police violence, war, and colonialism, and violence used within communities against women of color, such as sexual and domestic violence.

Xenophobia: Fear and/or loathing of people who have social group identities or memberships that are different from your own; the “other” or “those people.” Often used to describe anti-immigrant sentiment but can include any group considered “other”.

https://www.ywboston.org/wp-content/uploads/2016/02/MISS_VIT_BLD-SUPP-FOR-MISS_TRN-AND-DEVEL_SJ-GLOSSARY_MARCH_2016.pdf

<https://www.merriam-webster.com/>

<https://robindiangelo.com/wp-content/uploads/2018/08/zeit-campus-transcript.pdf>

Resources at PCC

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Remote Academic Advising:

Contact someone regarding your degree, future plans, transfers, GRAD Plan planner, academic standing and more.

<https://www.pcc.edu/advising/>

Campus Outreach & Advocacy Project:

The Advocacy Project provides confidential supportive services to students who have experienced harm. This includes: safety planning, ongoing check ins/support, advocacy, and assistance with protection orders, TANF and SNAP etc.

Monday-Friday between 8-4pm, hayley.hayes@pcc.edu, 503-619-7041

Corona Virus General Resources for Students:

Updates and information based on online and remote resources.

<https://www.pcc.edu/coronavirus/information-for-students/>

PCC Free Counseling:

PCC Counseling is offering individual and group counseling services as well as social work services through a remote telehealth platform.

To make an appointment, please call **971-722-8153** and leave a message with your name, G number if you have it, and the best way to reach you. You will be contacted by a PCC counselor who will do an intake appointment with you and will discuss our services.

971-722-8153 | <https://www.pcc.edu/counseling/>

Disability Services

Disability Services leads the PCC community to recognize disability as a valued aspect of diversity, embrace access as a matter of social justice, and to promote universal design and inclusive environments.

www.pcc.edu/disability-services/

Resources at PCC

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Multicultural Centers

The Multicultural Centers were founded to address institutional racism and the unique needs of students of color at PCC. The Multicultural Centers support the academic achievement, leadership development, and advancement of students of color at PCC.

www.pcc.edu/multicultural/

Queer Resource Center

The Portland Community College **Queer Resource Centers** provide advocacy, education, leadership development, programming, and retention services for students with marginalized genders and sexualities to create an inclusive and intersectional campus climate promoting gender justice, sexual liberation, and equity for all people.

<https://www.pcc.edu/queer/>

Veteran's Resource Center

Welcome student veterans! We have an active veterans community that can help you adjust to college life.

<https://www.pcc.edu/veterans/>

Women's Resource Center

Women's Resource Center staff are here to offer connection, resources, and advocacy to support the success of all women and gender minority students. All genders welcome. The Portland Community College **Women's Resource Centers** apply the principles of intersectional, multicultural feminism to resist and dismantle sexism, racism, and other forms of oppression in order to support the success of women students at PCC.

<https://www.pcc.edu/women/>

Want to become a Student Educator for the Illumination Project?



visit

<https://www.pcc.edu/illumination/>

Sources for Info in the Education Booklet

Many sources are listed on the pages where the information was found. If there was not room on that page the sources are listed here.

1. <https://www.american.edu/ocl/counseling/upload/understanding-white-privilege.pdf>
2. <https://www.learningforjustice.org/magazine/fall-2018/what-is-white-privilege-really>
3. <https://www.youtube.com/watch?v=4l84jxCNsmo>
4. <https://blacklivesmatter.com/about/>
5. <https://www.naacp.org/criminal-justice-fact-sheet/>
6. <https://www.aclu.org/blog/racial-justice/race-and-criminal-justice/how-black-lives-matter-changed-way-americans-fight>
7. <https://www.pnas.org/content/116/34/16793>
8. <https://www.statista.com/statistics/585152/people-shot-to-death-by-us-police-by-race/>
9. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7331505/>
<https://www.medicalnewstoday.com/articles/white-fragility-definition>