



STAND AGAINST RACISM TOOLKIT

WHY STAND?

Join YW Boston in raising awareness and driving action this April.

In a time when black people continue to be disproportionately targeted by police and children set out to march for their lives, all of us have a responsibility to do what we can to address all manifestations of racism. This year, we are calling on you to help bring your community together in conversations facilitated with content curated by local leaders who are deeply committed to helping eliminate racism in Boston and beyond. We're counting on you to become agents of change in your communities and organizations.

How to Participate in Stand Against Racism 2019

Groups and individuals may choose one or both ways to engage.

1. Fill out a Pledge Board

Bring your groups together to fill out a free pledge board provided by YW Boston. Have individuals write & share their pledges on how each will commit to helping eliminate racism in 2019. Display the boards where people can see and read them.

2. Host a Discussion around our Curated Content

With your team, colleagues, friends, or family, host a conversation around an article, book or video selected by YW Boston's guest curators. Each curator has drafted unique discussion questions to guide your group in finding new pathways for eliminating racism.

How to Amplify Your STAND

We need support engaging as many people as possible in having these important conversations. Help our Stand Against Racism campaign reach as many as possible.

Share your STAND on social media

Share your photos on social media using the hashtags #BostonRacialEquity and #YWeStand. Tag @ywboston and we will include all photos shared by April 29th in our Stand Against Racism video recap. Tag your friends, family, colleagues or other organizations who might be interested in participating in STAND.

Invite others to take a STAND

Email people in your networks inviting them to join your STAND or to register for their own. A sample invitation email is included below:

This year, our organization has made a commitment to participate in the Stand Against Racism. This campaign gives us an opportunity to think about and share pledges we would like to make in order to help eliminate racism and create more equity in the City of Boston. In addition to taking a few minutes to sign the pledge boards provided by YW Boston, you might be interested in organizing your own community conversation with colleagues and friends, centered around content selected by YW Boston's guest curators. Stop by _(meeting place here)_ to fill out our team's pledge board and/or head over to YW Boston's website to register your own STAND: ywboston.org/sar-2019-registration/

Support YW Boston's Mission

Help support our mission of eliminating racism and empowering women by making a donation to YW Boston or starting your own Stand Against Racism Facebook Fundraiser. For more information, visit ywboston.org/STAND2019



GENERAL GUIDELINES

How to host a discussion around curated content

Step 1: Pick an article, book, video, or TEDTalk, selected by our guest curators.

Step 2: Think about your target audience. Who do you want to convene? Below are some examples:

- Your company's Employee Resource Networks
- A close group of friends
- Your local religious institution
- Your board of directors
- Additional support groups
- Your family

Step 3: Choose a way to have a discussion. Be innovative – convening your community can happen anywhere! Below are some examples of different ways to engage:

- Host a screening at your institution, with small group discussions afterward
- Gather your friends for after dinner drinks and conversation around an article
- Engage your book club to focus on all racial equity content selected by YW guest curators

Step 4: Guide your conversation using curator discussion questions. Include an action component. What will the participants do after the conversation? Actions can include anything from pledging to interrupt and challenge racist comments, to deciding as a group to continue hosting conversations and educational opportunities, to creating a plan to direct company resources to businesses owned by people of color.

Step 5: Create visibility. Share a picture, key learnings or “take-aways” from your group's discussion online, and tag #BostonRacialEquity @ywboston – we want to see how you've convened!

Browse our curated content and make a selection at
ywboston.org/2019-stand-curators



PLAN YOUR STAND

CHOSEN PLEDGE BOARD PICK UP DATE

PLEDGE IDEAS

CHOSEN CURATOR CONTENT

DISCUSSION PARTICIPANTS

CONTENT DISCUSSION DATE(S)

NOTES

Share @YWBoston
#BostonRacialEquity



ADDITIONAL RESOURCES

I. Definitions and Frameworks

Implicit Bias: automatic associations of stereotypes or attitudes about particular groups

Microaggressions: brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, which communicate hostile, derogatory, or negative racial slights and insults toward people of color. The "normalized" {verbal and non-verbal) violent behaviors that daily challenge the full humanity and dignity of people who are or appear to be members of a minoritized population. Due to their frequency, microaggressions have a cumulative (negative) impact on the psychological, emotional, and/or physical well-being of the recipients of these assaults.

Racism: describes a system of power and advantages based on race. It is a system that involves cultural messages and institutional policies/practices, as well as the beliefs and actions of individuals.

Racial anxiety: discomfort about the experience and potential consequences of interracial interaction. People of color can be anxious that they will be the target of discrimination and hostile or distant treatment. Whites can be anxious that they will be assumed to be racist and, therefore, will be met with distrust or hostility.

Stereotype: a trait and/or characteristic assumed to be true of all members of a particular social group. Many American cultural practices and public policies are rooted in racial, gendered and class based stereotypes such as Asians are the model minority.

Stereotype Threat: refers to the risk of confirming negative stereotypes about an individual's racial, ethnic, gender, or cultural group.



ADDITIONAL RESOURCES

Systems of inequity involve societal power and advantages given to certain groups over others, cultural messages and institutional policies/practices, as well as the beliefs and actions of individuals.

<p>Interpersonal:</p> <p>The way individuals treat each one another. Bias and discriminatory behaviors and attitudes that occurs among individuals often informed by stereotypes, which can be conscious or unconscious.</p>	<p>Institutional:</p> <p>Bias and discriminatory policies and practices that result in inequitable distribution of resources and opportunities. How institutions, organizations, and systems manifest and reinforce ideology.</p>
<p>Ideological:</p> <p>The very intentional ideological development of isms. The assumptions, beliefs, messages, and symbols that reinforce systems of inequity and drive social injustices.</p>	<p>Internalized:</p> <p>Bias and prejudice that manifests within oneself giving rise to thoughts and feelings about one's superiority or inferiority; influenced by the messages we receive from the dominant culture.</p>

An Interrelated System - none of these four constructs exists separately; each is completely supported by the others. Change occurs when all four levels are challenged.



ADDITIONAL RESOURCES

I. Overview of the 4 I's of oppression

a. Interpersonal

- i. Definition: bias and discriminatory behaviors and attitudes that occurs among individuals often informed by racial stereotypes. Also referred to as racial prejudice.
- ii. Example:
 1. Direct slurs
 2. Microaggressions, mixing up the names of two Asian people or touching the hair of a black person

b. Ideological

- i. Definition: assumptions, beliefs, messages, and symbols that reinforce systems of racial inequity and drive social injustices
- ii. Example:
 1. Latinx people are lazy, white people came upon hard times

c. Institutional

- i. Definition: bias and discriminatory policies and practices that result in inequitable distribution of resources and opportunities. This type of racism manifests within our institutions and organizations
- ii. Example:
 1. GI Bill helped WWII Vets adapt to Civilian life via things like low-cost mortgages, low interest loans, etc. Blacks didn't have access to these benefits. In part Banks wouldn't lend to POC
 2. Drug enforcement policies – today we're hearing about the opioid epidemic, etc. as mental health problems. Yet, in the past drug wars have resulted in the incarceration of communities of color. When issue is white its reframed as mental health

d. Internalized

- i. Definition: bias and prejudice that manifests within oneself giving rise to thoughts and feelings about one's racial superiority or inferiority; influenced by the messages we receive from the dominant culture
- ii. Example:
 1. POC using lightening cream to be whiter
 2. All white is the norm and is okay. White parents not noticing anything missing from child's life when all teachers are white



ADDITIONAL RESOURCES

Strengths: What is great about our institution? What are we doing well? What are you proud about regarding the institution?

Aspirations: What would the institution look and feel like if it was more racially equitable? What markers could be in place to make sure we're on the right track?

Interpersonal:

Institutional:

Ideological:

Internalized: