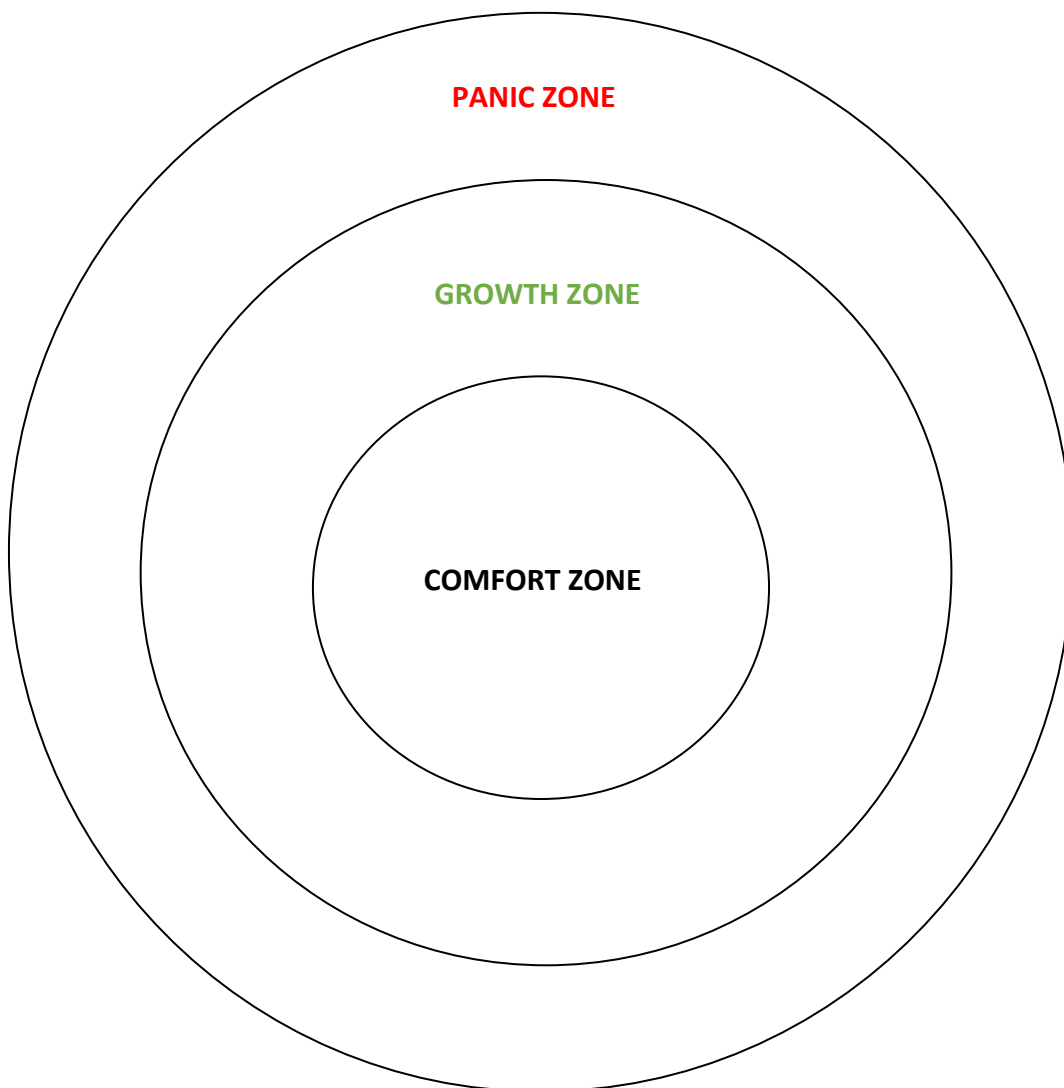


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# GROUP AGREEMENTS

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1. Respect is Mandatory
2. Keep Confidentiality
3. Listen to Understand, Not Respond or Solve
4. Step Up, Step Back
5. Get Into Your Growth Zone (see below)



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# RADICAL INCLUSION

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## Racism & Classism 101

Read over the definitions and statistics below. Take note of any feelings that arise, such as denial, anger, or sadness.

### Racism

**Racism** is a system of power, privilege and oppression based on race. Two elements are required in order for racism to exist: racial prejudice, and social power. In the United States, whites have social power to turn their prejudices into laws, policies, and cultural norms. This has resulted in privilege for whites, and oppression for people of color.

**Race** is a social category created by society. It is not biologically based. The United States census lists five racial identities: White, Black or African American, American Indian or Alaska Native, Asian, and Native Hawaiian or other Pacific Islander.

Racism is REAL but Race is NOT.

### Classism

**Classism** is a system of power, privilege and oppression based on class. Class is generally determined by a person's income, housing, and educational status. In a classist system, people of lower-class backgrounds are treated differently than those with higher class backgrounds.

According to the nonprofit Class Action, in a classist system, "policies and practices are set up to benefit more class-privileged people at the expense of the less class-privileged people, resulting in drastic income and wealth inequality and causing basic human needs to go unmet." See <http://classism.org/about-class>.

### Intersectionality

**Intersectionality** is a framework for understanding a person as affected by a number of systems of advantage and disadvantage. For example, one person may be advantaged by their race (white), but disadvantaged by their class (low-income).

## Impacts of Racism

	Asian	Black	Latinx	Native American	White
Poverty Rate (2018)	10.1%	20.8%	17.6%	25.4%	10.1%
Average Wealth Holdings (2019)	\$75,000*	\$24,100	\$36,100	**	\$188,200
Homeownership Rates (2019)	57.7%	42.1%	47.5%	50.8%	73.3%
Unemployment (November 2021)	3.8%	6.7%	5.2%	**	3.7%
COVID-19 Risk of Death Compared to White Persons (November 2021)	.9x	1.9x	2.1x	2.2x	n/a
Average Infant Mortality Rate Per 1,000 Births (2018)	3.6	10.8	4.9	8.2	4.6

\* This is the average wealth holding for “Other” groups, including Asian Americans and others.

\*\* Statistic unavailable.

### SOURCES FOR “IMPACTS OF RACISM” STATISTICS

Poverty Rate: <http://PovertyUSA.org/facts>

Average Wealth Holdings: The Federal Reserve, <https://www.federalreserve.gov/econres/notes/feds-notes/disparities-in-wealth-by-race-and-ethnicity-in-the-2019-survey-of-consumer-finances-20200928.htm>

Homeownership: Census Bureau via USAFacts, <https://usafacts.org/articles/homeownership-rates-by-race/>

Unemployment: Bureau of Labor Statistics, via Inequality.org <https://inequality.org/great-divide/year-in-inequality-10-charts/>

COVID-19: CDC, <https://www.cdc.gov/coronavirus/2019-ncov/covid-data/investigations-discovery/hospitalization-death-by-race-ethnicity.html>

Infant Mortality Rate: CDC,

<https://www.cdc.gov/reproductivehealth/maternalinfanthealth/infantmortality.htm>

## Sidebar: “But My Town is All White!”

Many communities in the U.S. remain racially segregated, including public housing communities. It is essential to understand that this did not happen by accident, but as a result of race-based policy. Learn more by watching “Segregated by Design,” a 17-minute video based on the book “The Color of Law” by Richard Rothstein, accessible at: <https://vimeo.com/328684375>.

## For Your Reference: Racial Equity Video Links

### **Selective Attention Test**

<https://www.youtube.com/watch?v=vJG698U2Mvo>

### **Implicit Bias**

<https://www.youtube.com/watch?v=1JVN2qWSJF4>

### **How to overcome our biases? Walk boldly toward them**

A TED Talk by Vernā Myers

[https://www.ted.com/talks/verna\\_myers\\_how\\_to\\_overcome\\_our\\_biases\\_walk\\_boldly\\_toward\\_them#t-1053227](https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them#t-1053227)

# Inclusion, Exclusion, and Bias

Think about a time you felt included. What happened? How did it feel?

Think about a time you felt excluded. What happened? How did it feel?

Have you ever been negatively impacted by other people's implicit biases? Have you ever been positively impacted by them?

Are you aware of your own implicit biases? Remember, everyone has them! We can't overcome them if we don't face them. This is an ongoing process – we encourage you to be brave in your self-assessment! The reward is increased self-knowledge and more trusting relationships.

**Not everything that is faced can be changed, but  
nothing can be changed until it is faced.  
- James Baldwin**