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WCASA's Anti-Oppression Framework

Anti-Oppression Framework January 2017

Position Statement

WCASA believes that to achieve our mission of ending sexual violence, we must also end all forms of oppression. Anti-oppression work is, in fact, also sexual violence prevention work. We stand in solidarity with our allies working on issues of racial justice and other oppressions. Recognizing that women of color* face multiple layers of marginalization with race-ethnicity and gender, WCASA commits to focusing on all forms of oppression while keeping women of color at the center.

Strategies

- Devote full attention and investment to communities of color
- Recognize and value culturally-specific organizations and their work
- Listen to and honor the voices of women of color and then act, based on guidance
- Grow support for women of color in the movement
- Understand historical trauma and its ongoing impact today
- Educate ourselves about anti-oppression
- Aspire to be an ally
- Acknowledge your white privilege and use it to challenge systems of oppression

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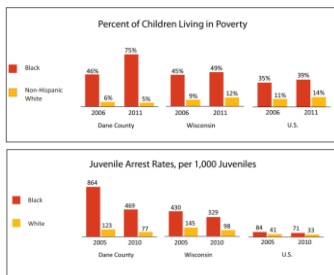
Institutional Racism



<https://www.youtube.com/watch?v=eBt5TgOXgNY>

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White Supremacy

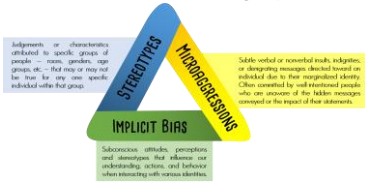


Race to Equity Report: <http://racetoequity.net/wp-content/uploads/2016/11/W/CCF-R2E-Report.pdf>

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Implicit Bias

- An implicit bias, or implicit stereotype, is the unconscious attribution of particular qualities to a member of a certain social group.



<http://ready.wisc.edu/education-a-foundation/module-4-implicit-bias-microaggressions/>

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Implicit Bias

Man calls cops over foul in pickup basketball game

White Woman Calls Cops on California Man Chilling in His Car Listening to Yoga CD



White man calls police on black family at neighborhood pool

By Chris Prevez

July 5, 2018 | 8:43pm | Updated

#NewportNancy: White Woman Calls Cops on Black Woman for Smoking in Parking Lot

A white woman called police on a black 12-year-old — for mowing grass



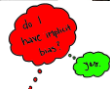
8

Implicit Bias

What was she wearing?



What was he wearing?



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Microaggressions

- The subtle, often unintentional, but offensive comment or action directed at a marginalized community.
- They unconsciously reinforce negative and harmful stereotypes.
- We need to actively push back against microaggressions and apologize if we have harmed someone



<https://www.youtube.com/watch?v=hDd3bzA7450>

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Intent vs Impact

- What was said, may not have been what was heard
- "The road to hell is paved with good intentions...."
- Your intentions shouldn't matter if it caused harm



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Action Steps

Five Tips For Being An Ally by Franchesca Ramsey



https://www.youtube.com/watch?v=_dg86g-QIMo

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Understand Your Privilege



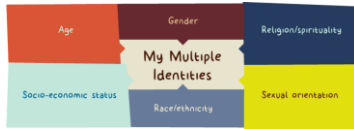
https://www.instagram.com/itsabouttheprivilege?utm_source=ig_profile&utm_medium=social&utm_campaign=share_facebook&utm_term=page_referer

- Deepen your understanding of your own identities and privileges
- Learn about the experiences of others
- Advocate for and help to retain WOC staff

**USE YOUR
WHITE
PRIVILEGE
TO FIGHT
WHITE
SUPREMACY**

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Understand Your Privilege



- Our identities are connected to one another
- We should recognize how our privileges have benefited us
- Helps us understand how oppression is connected
 - "We cannot fully address one form of oppression without addressing them all." – Kimberlé Crenshaw

DEAR, WHITE PEOPLE:
NO ONE IS ASKING YOU
TO APOLOGIZE FOR
YOUR ANCESTORS.
WE ARE ASKING YOU
TO DISMANTLE THE SYSTEMS
OF OPPRESSION THEY BUILD THAT
YOU MAINTAIN
AND BENEFIT FROM.

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Listen



- Read books and articles by Authors of Color
- Follow People of Color on social media
- Subscribe to newsletters of organizations led by People of Color
- Listen to learn, not to speak
- Most importantly, **BELIEVE** People of Color when they share their experiences of racism

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Speak Up, Not Over



- People of Color know their experiences best
- Speak to what You know
- Be aware of how much space you are taking up in spaces geared toward People of Color

◦ Note to Self:
White people
taking part in
#BlackLivesMatter
Protests

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Mistakes Happen



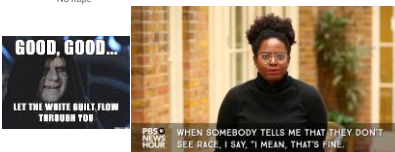
- Mistakes **WILL** happen
- Brief, but meaningful apology
 - "I'm sorry. I will do better."
- Follow up with action steps, connect with your accountability partner



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White Fragility

- "You have the time to feel guilty. We don't have the time for you to feel guilty. Your guilt is a form of acquiescence in what continues to occur. Your guilt helps to keep things the way they are."
- Andrea Dworkin, "I Want A Twenty-Four Hour Truce During Which There Is No Rape"



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

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Nine Phrases Allies Can Say When Called Out Instead of Getting Defensive

by Sam Dylan Finch,
Everyday Feminism

1. I Recognize That I Have Work to Do.
2. I'm Going to Take Some Time to Reflect on This.
3. I Appreciate the Labor You've Put In.
4. I Apologize, I'm Going to Do Better.
5. How Can I Make This Right?
6. What I'm Gathering Is *[Insert What You've Learned]*.
7. Do You Have Resources You'd Recommend?'
8. Thank You.
9. I Believe You.

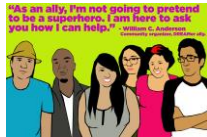
<https://everydayfeminism.com/2017/05/allies-say-this-instead-defensive/>

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Ally is a Verb



- Most important step!
- Center People of Color in your work
- Be prepared to be called in
- Do the work to unlearn and unpack the privileges you have
- Have an accountability and affirmation partner



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White Folks Work

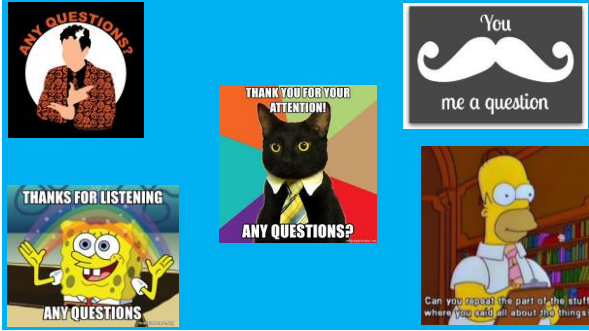
- Meet every other Monday
- Required for white staff, open to POC
- Past topics
 - At the Dark End of the Street
 - Everyday White People
 - Me & White Supremacy
 - Waking Up White
- Current topic
 - Project 1619
 - Website: <https://www.nytimes.com/interactive/2019/08/14/magazine/1619-america-slavery.html>
 - Curriculum: <https://pulitzercenter.org/lesson-plan-grouping/1619-project-curriculum>
 - Podcast: <https://www.nytimes.com/column/1619-project>

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The collage features six book covers. At the top left is 'How to Be an Antiracist' by Ibram X. Kendi. To its right is 'Me and White Supremacy' by Layla F. Saad. Further right is 'White Fragility' by Robin DiAngelo. Below these are 'So You Want to Talk About Race' by Ijeoma Oluo, 'Why I'm No Longer Talking to White People About Race' by Reni Eddo-Louis, and 'An Indigenous Peoples' History of the United States' by Roxanne Dunbar-Ortiz.

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