



# **Anti-Racism at the Crossroads**

© Sisters Patricia Chappell, Anne-Louise Nadeau, SNDdeN.

May only be used with permission



**BEFORE WE BEGIN...**

**The context  
Of our presentation**



# OUR ASSUMPTIONS

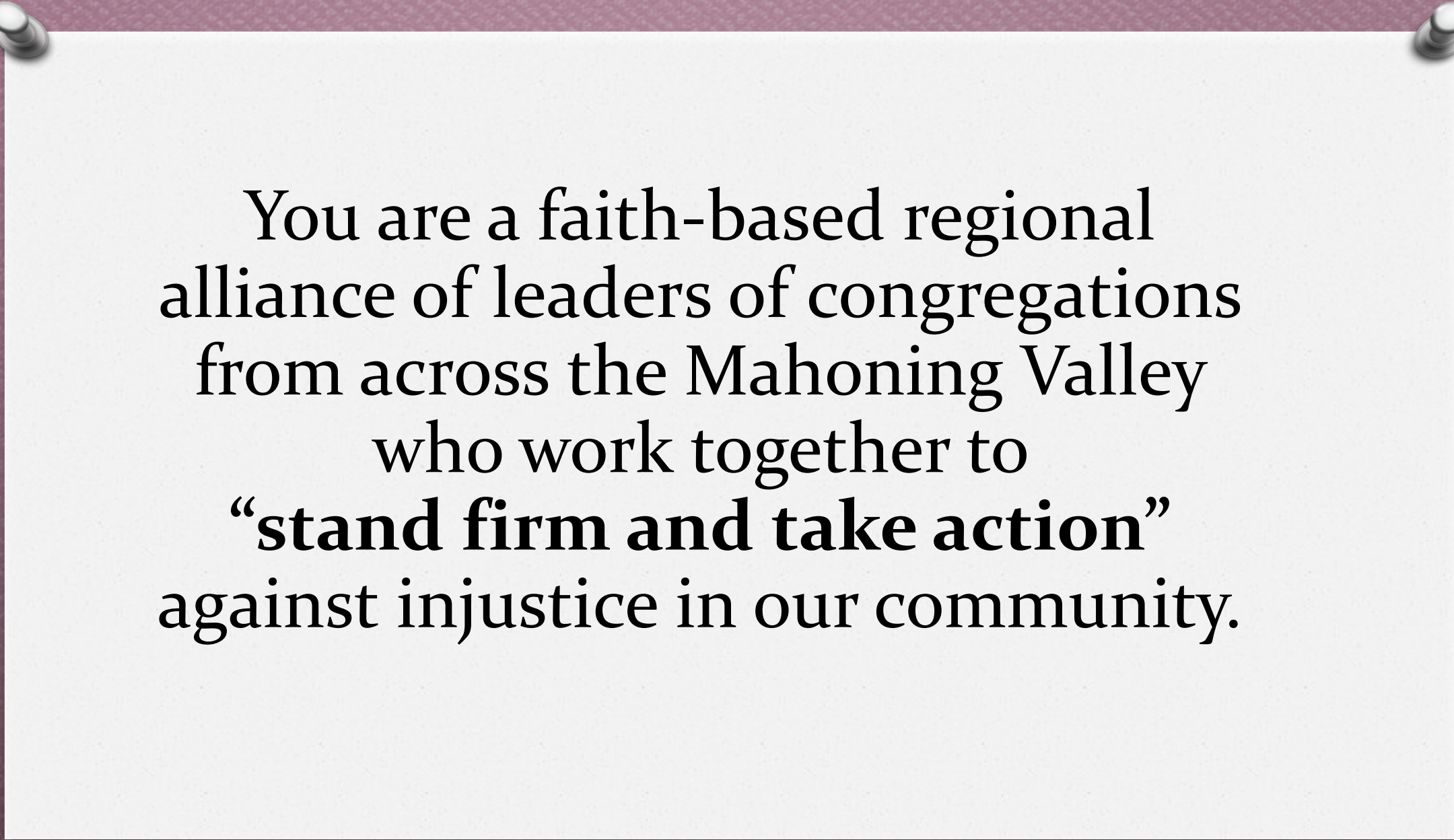
- o You love your Congregations and Agencies.
- o You find your mission life-giving since it is Biblically based.
- o You are proud of your ministries.
- o You smile at the long line of those who have gone before you and upon whose shoulders you stand.
- o You reverence your history.
- o Your love for the people of Youngstown that you serve is real and you have learned much from them.



# **ACTION**

**Alliance for Congregational  
Transformation Influencing our  
Neighborhoods**





You are a faith-based regional  
alliance of leaders of congregations  
from across the Mahoning Valley  
who work together to  
**“stand firm and take action”**  
against injustice in our community.



# **Mahoning Valley**

Center for Racist and Anti-racist activities



# Dialogue

**Why is talking honestly about racism such a difficult and taboo subject?**

## Goal for this Segment

To invite us to explore a  
common  
definition of racism



# The term 'People of Color'

- o When we use the term 'People of Color' we are referring to:
  - o African Ancestry
  - o African American Ancestry
  - o Caribbean Ancestry (Jamaica, Haiti, Islands)
  - o Latin Ancestry (Mex., Salv., Nic., Guatemala etc.)
  - o Asian Ancestry
  - o Native American Ancestry
  - o Indian Ancestry

**PEOPLE NEED TO SELF-IDENTIFY**

# RACISM

(definition)

Racism is

**PERSONAL RACIAL PREJUDICE**

+

the **MISUSE OF POWER** by

**SYSTEMS and INSTITUTIONS**





**Examples of Personal Racial  
Prejudice**

# RACISM

(definition)

Racism is

**PERSONAL RACIAL PREJUDICE**

+

the **MISUSE OF POWER** by

**SYSTEMS and INSTITUTIONS**



# POWER is

## + (positive)

- o Energy
- o Ability to influence
- o Ability to produce an effect
- o Personal and collective

## - (misuse)

- o Authority over (obey)
- o Have control over
- o Instill fear/terror
- o Determine the outcome
- o Force people to be/do
- o Negate/deny the other

# RACISM

(definition)

Racism is

**PERSONAL RACIAL PREJUDICE**

+

the **MISUSE OF POWER** by

**SYSTEMS and INSTITUTIONS**





Legal  
Protection

Education  
Schooling

Politics

Family

Racism

Economics  
Jobs

Religious  
Institutions

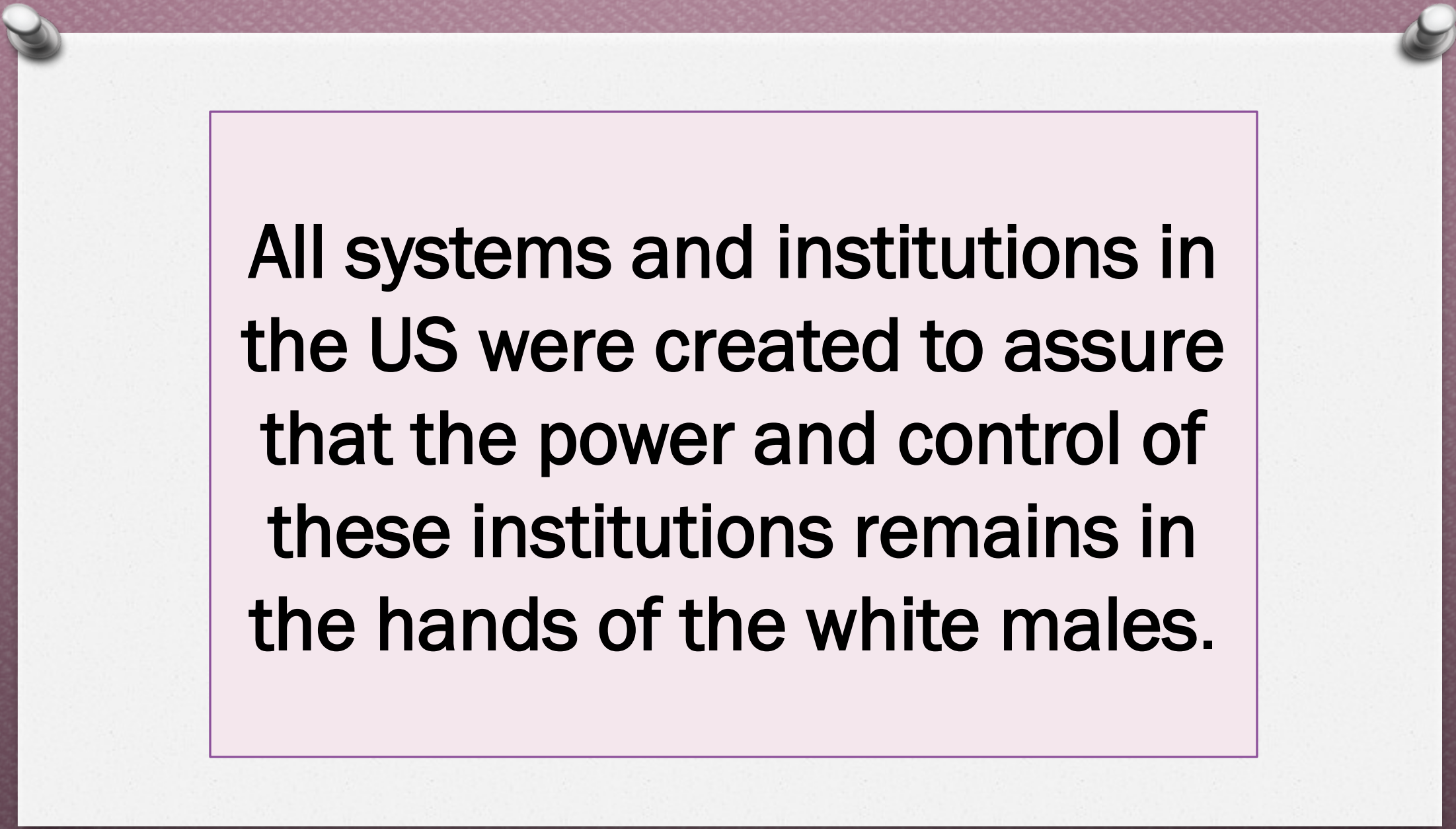
Social

**When power is MISUSED in marginalized and oppressed communities, these systems become the (the boot)**

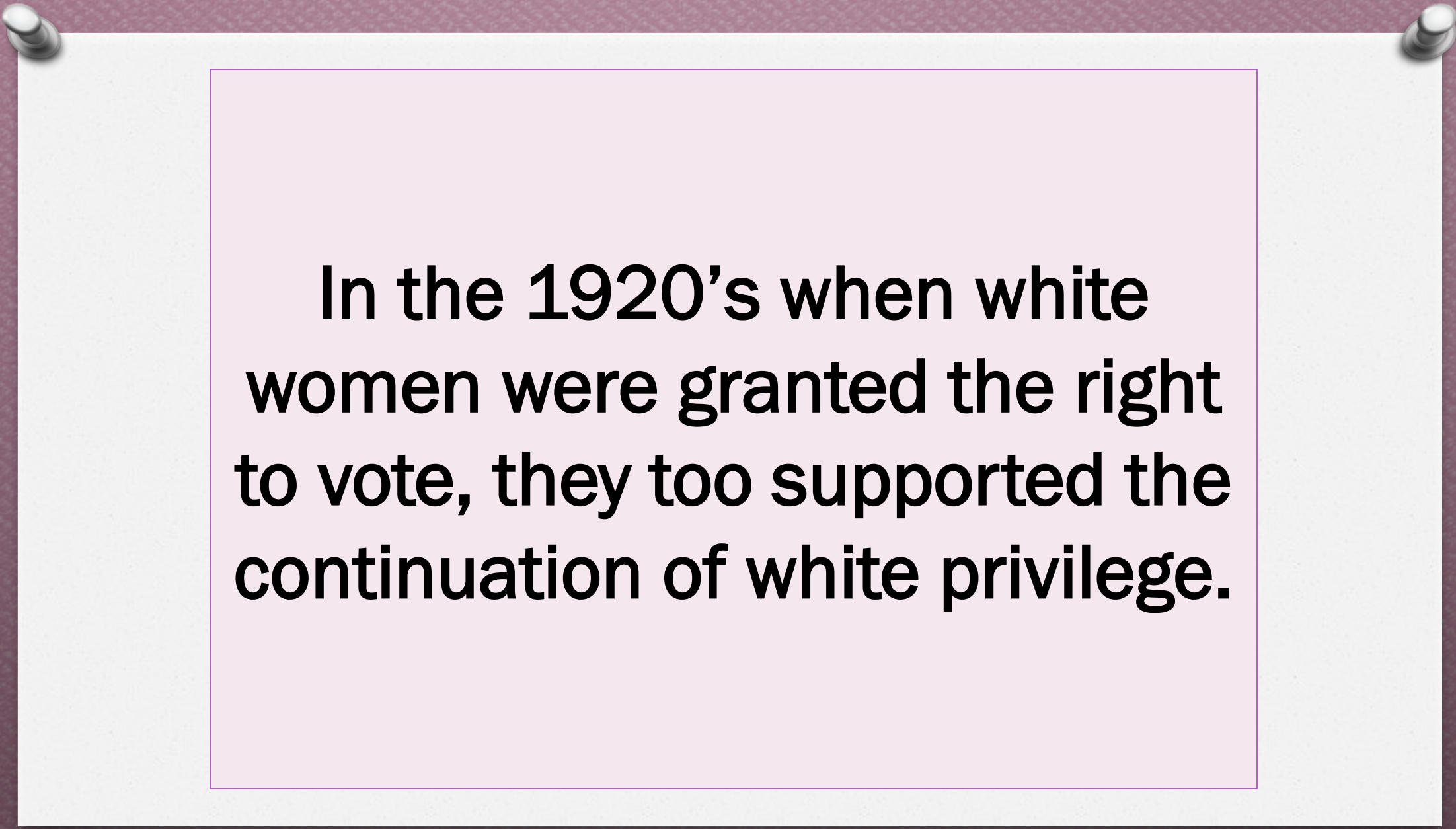


**on the neck of those communities.  
The reason that happens is because...**





**All systems and institutions in the US were created to assure that the power and control of these institutions remains in the hands of the white males.**



**In the 1920's when white women were granted the right to vote, they too supported the continuation of white privilege.**



- ❖ **Because racism has impacted every system in the US..it has crippled, damaged and infected all of us**
- ❖ **Consequently, racism hinders/prevents us from being in 'right relationship' with one another**

# RACISM CRIPPLES ALL OF US

(as white people)

Internalized  
racial  
Superiority  
(IRS)

(as people of color)

Internalized  
racial  
Oppression  
(IRO)



# Internalized Racial Superiority

## White Privilege

### Definition:

A complex, multi-generational process that teaches White people to believe, accept and live out superior definitions of themselves and their roles in society. (c) Crossroads

White privilege is both unconscious and conscious.

## White Privilege

### Manifestations:

Finding excuses, looking for explanations for behavior, becoming defensive, hurt and fragile

‘Looking good’, polite strategies

Experts on every subject and always knowing the ‘right’ way of doing things

# RACISM CRIPPLES ALL OF US

(as white people)

Internalized  
racial  
Superiority  
(IRS)

(as people of color)

Internalized  
racial  
Oppression  
(IRO)



# Internal Racial Oppression

## Racial Oppression Definition:

A complex, multi-generational process that teaches People of Color to believe, accept and live out negative social definitions of themselves and their roles in society. (c) Crossroads

Racial oppression is both unconscious and conscious.

## Manifestations:

Self Concept and Self Esteem

Pitting POC groups against each other

Never feeling competent enough, good enough

# RACISM CRIPPLES ALL OF US

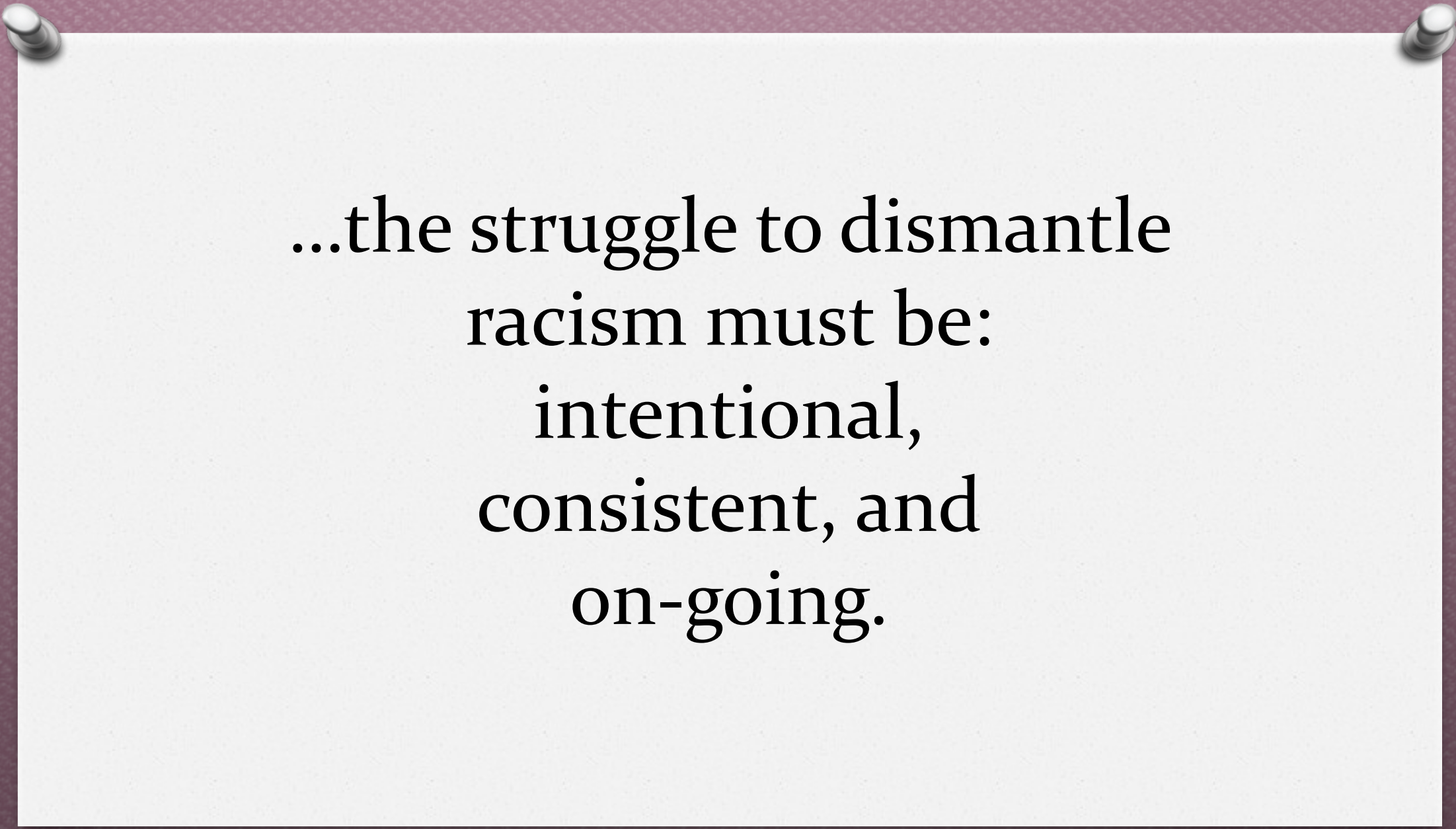
(as white people)

Internalized  
racial  
Superiority  
(IRS)

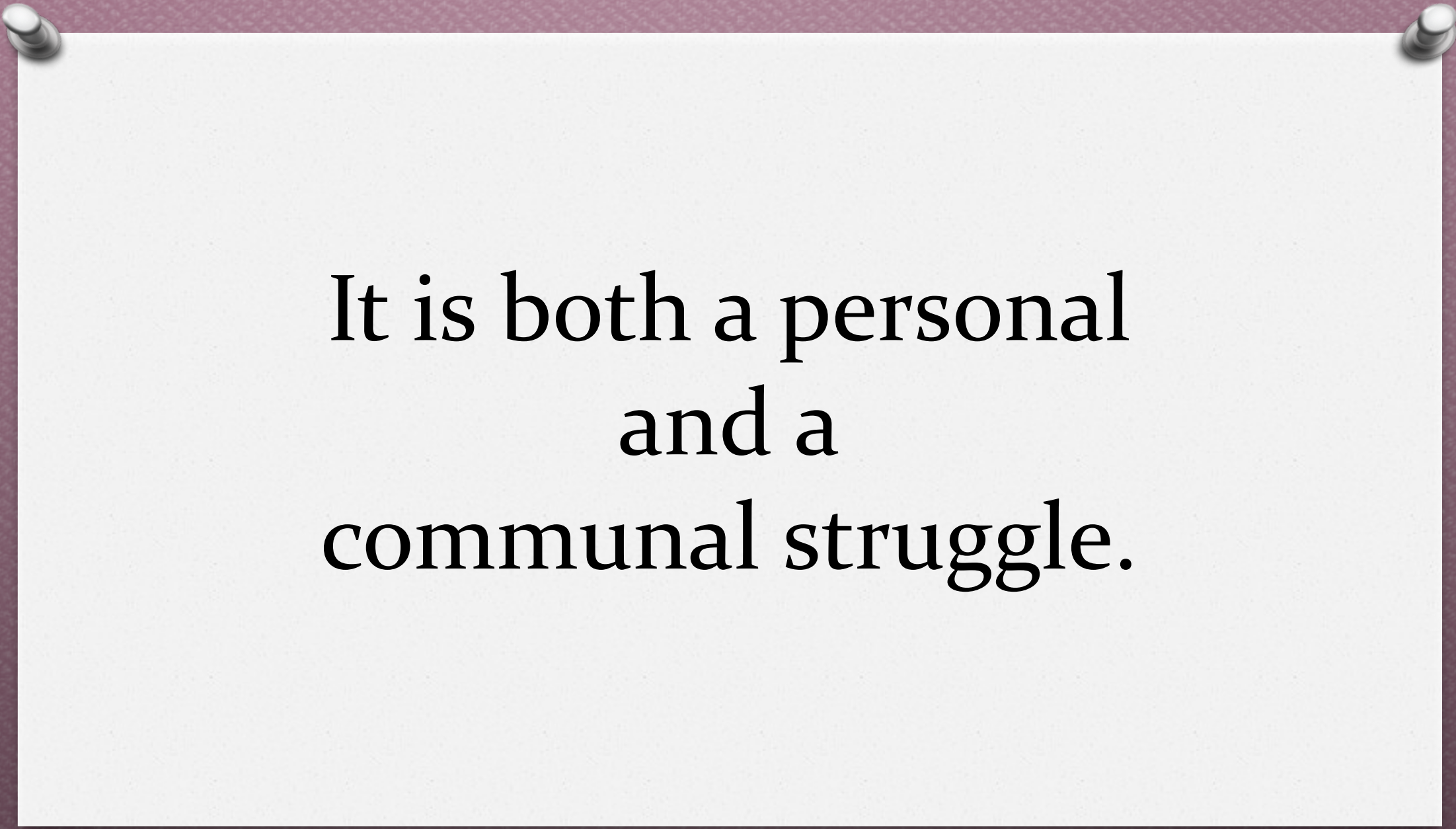
(as people of color)

Internalized  
racial  
Oppression  
(IRO)





...the struggle to dismantle  
racism must be:  
intentional,  
consistent, and  
on-going.

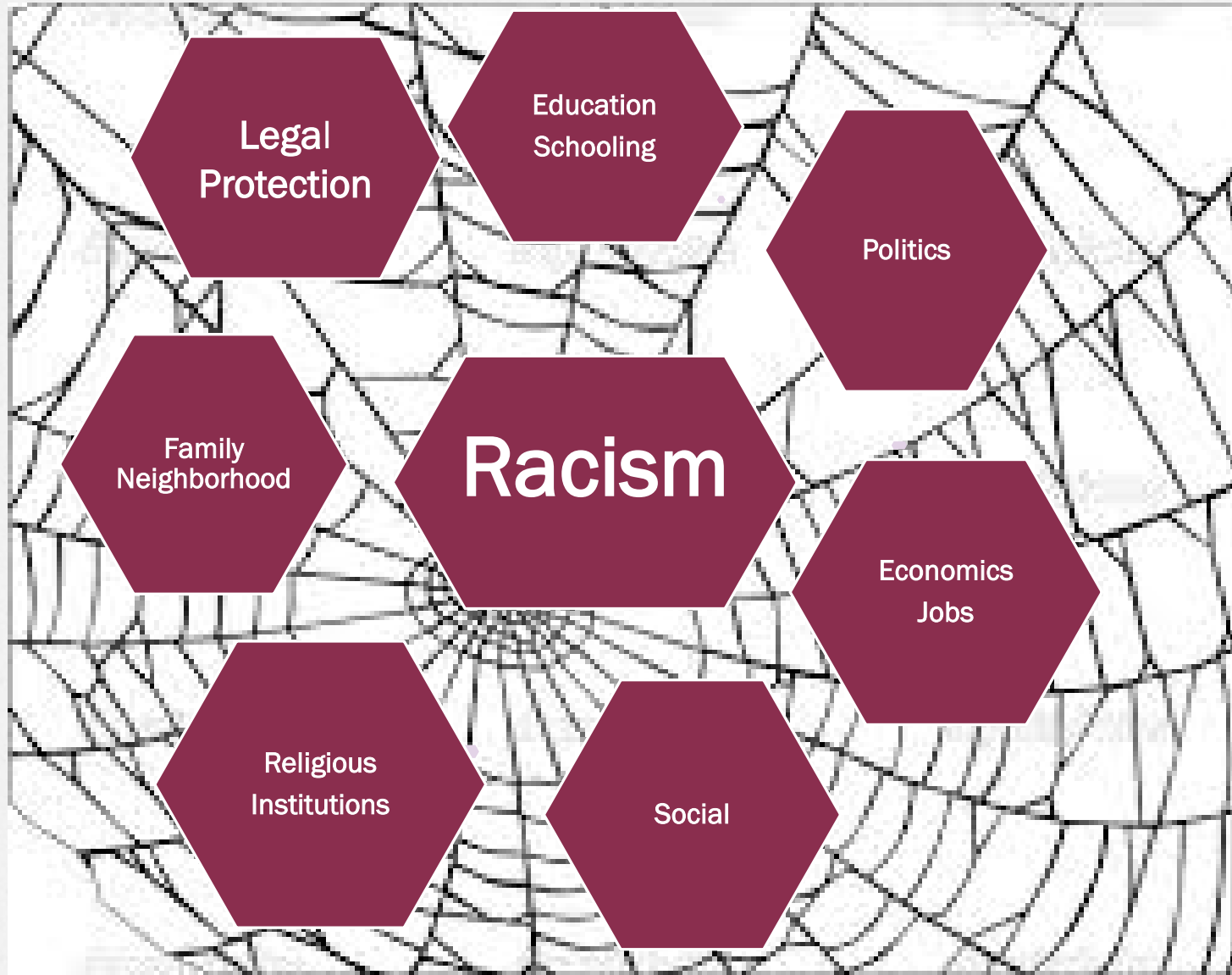


It is both a personal  
and a  
communal struggle.



# IF

We want to create an entity  
which embodies inclusivity and  
justice...  
a new set of values must emerge.





# TRADITIONAL VALUES

- ✓ Either/Or thinking → Efficiency
- ✓ Scarcity World View → Maintaining the organization
- ✓ Secrecy Model → Need to know basis
- ✓ Individual Action → Fosters Competition

# IF

We want to create an entity  
which embodies inclusivity and  
justice...  
a new set of values must emerge.



# Transformational Values

- ✓ Both/And thinking with bias towards action

Inclusivity → **Effective**

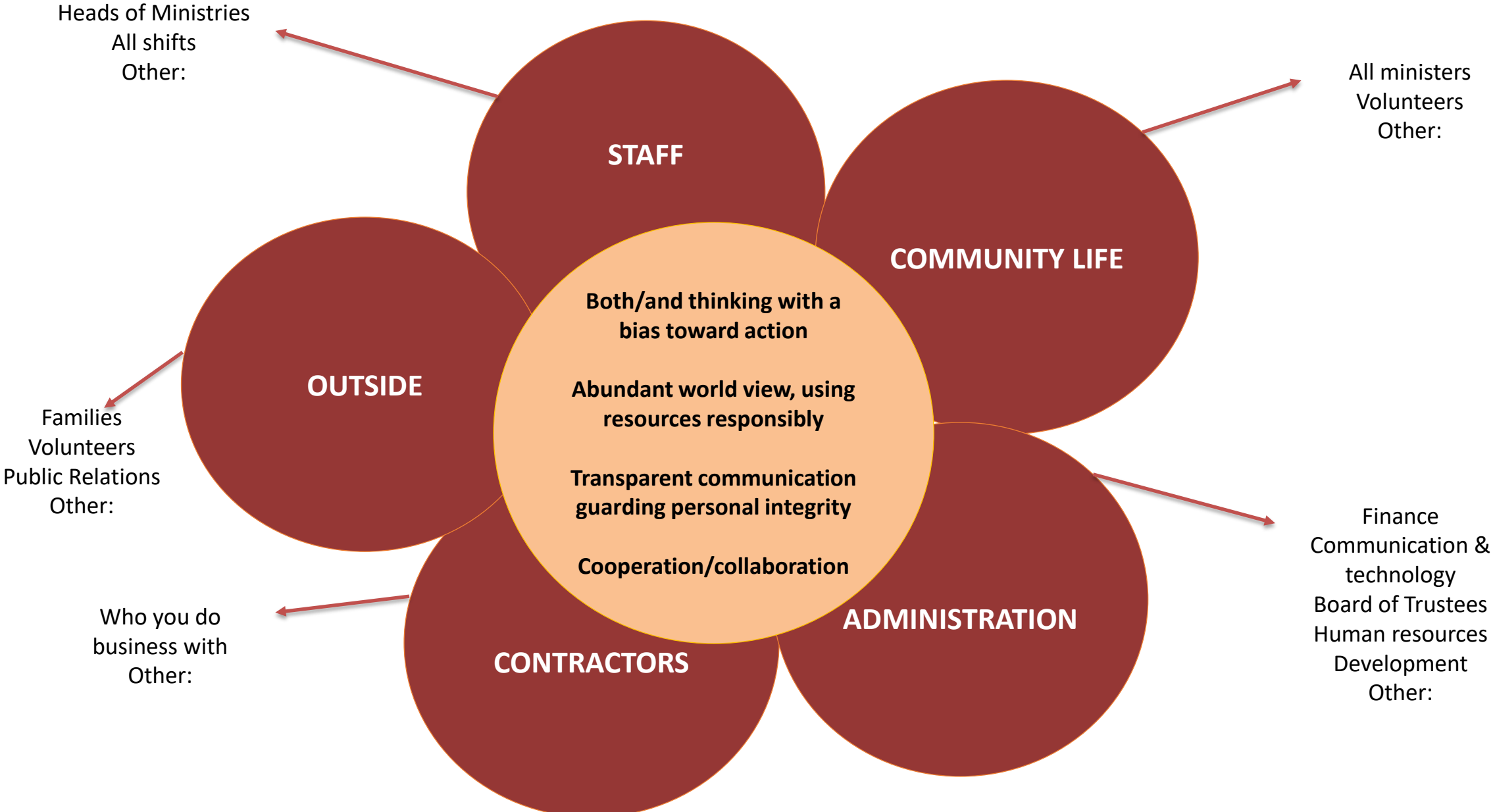
- ✓ Abundant worldview that uses resources responsibly

→ **Power is shared**

- ✓ Transparent communication guarding personal integrity → **consensus decision-making**

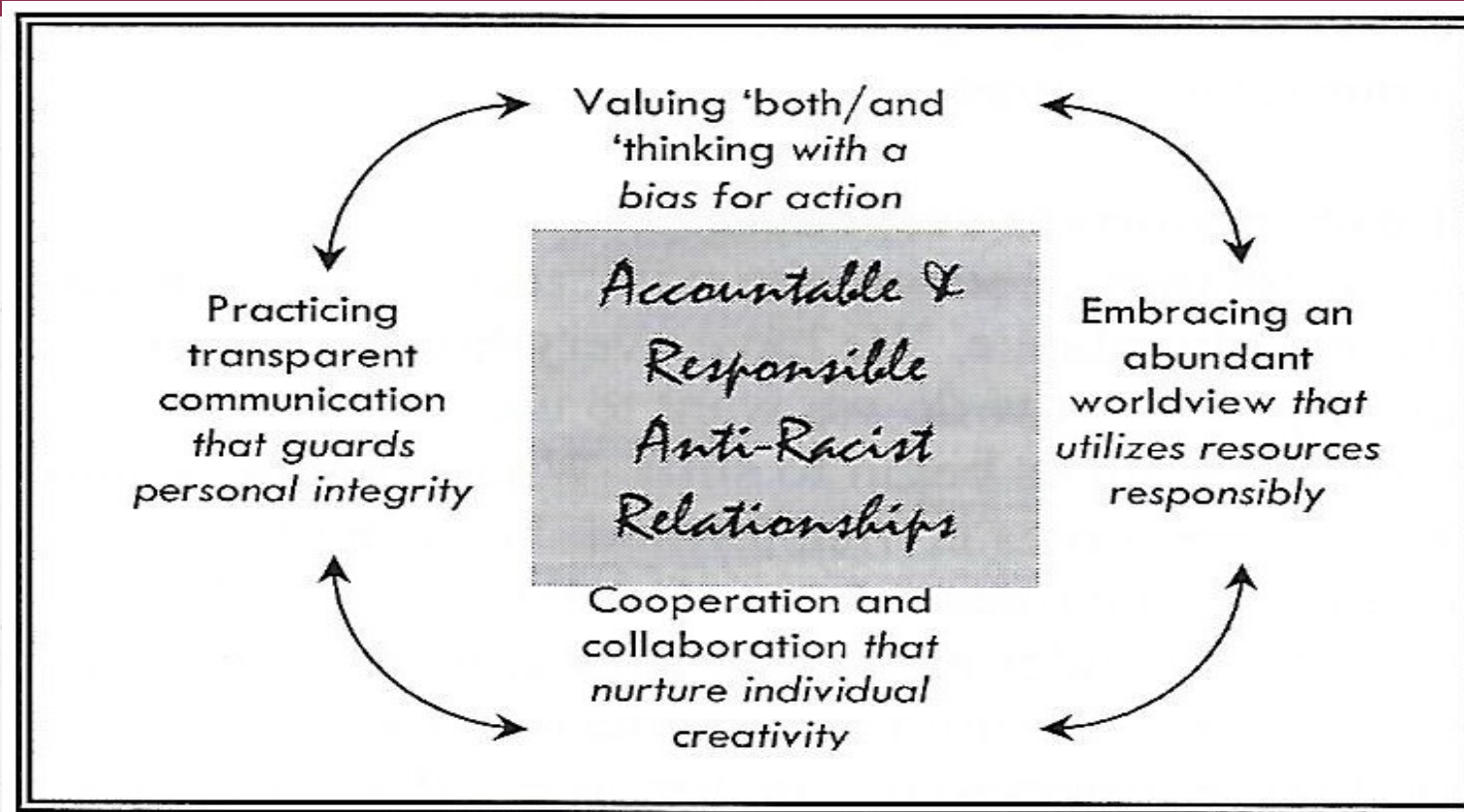
- ✓ Cooperation & Collaboration → **collective, responsible relationships**

# Transformational Values require paradigm shift





# All of these values will help create an environment conducive to genuine anti-racist relationships





How does ACTION begin to operate out of the transformation values which help create an environment conducive to genuine anti-racist relationships?





THANK YOU  
and we ask  
GOD'S BLESSINGS TO BE WITH  
ALL OF YOU AND YOUR MINISTRY  
OF ACCOMPANYMENT WITH  
GOD'S  
GOOD PEOPLE.