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Why do we need to talk about SJ (Social Justice)?

- Misunderstandings
- Lack of focus on a system
- "Color Blind" phenomenon
- Activist, but narrow-sided – we have to keep learning
- Ally building



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What is Social Justice?

**Diversity**  
Refers to the extent a group reflects individuals from **different** identifiable backgrounds.  
— The Denver Foundation

**Cultural Competence**  
Defined as a set of values, behaviors, attitudes, and practices within a system, organization, program or among individuals, which enables them to work effectively, cross culturally. — The Denver Foundation

**Social Justice**  
Social justice is the view that everyone deserves equal economic, political and social rights and opportunities.  
— National Association of Social Workers



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"When we identify where our privilege intersects with somebody else's oppression, we'll find our opportunities to make real change."

—Ijeoma Oluo, *So You Want to Talk About Race*



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### Social and Self -Identities

**Race**  
Black/African American, African, Asian, Hispanic/Latino/a/x/, American Indian/Native, Middle Eastern, White/Caucasian  
Prefer to self describe

**Sex**  
Male, Female, Intersex  
Prefer to self describe

**Gender**  
Cis-Male, Cis-Female, Trans-Male, Trans-female, Non-Binary/third gender.  
Prefer to self describe

**National Origins**  
Prefer to self describe

**Class**  
Wealthy, Upper Middle, Lower Middle, Working Class,  
Prefer to self describe

**Sexual Identity**  
Gay, Lesbian, Bisexual, Pansexual  
Prefer to self describe

**Ability**  
Temporarily Able Bodied, Self described

**Religious Identity**  
Atheist, Agnostic, Spiritual, Christian, Islamic/Muslim, Jewish, Hinduism, Mormonism,  
Prefer to self describe

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### Intersectionality

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### Worksheet

Social Identity Reflections Worksheet

	Group Membership	Most aware of at work	Most aware of community	Most aware of overall	Least aware of	Olives privilege at work	Olives privilege in community	Greatest effect on their colleagues	Greatest effect on how community see you
Sex									
Gender									
Race									
Sexual Identity									
Religious/Spirituality									
Age									
National Origins									
Ability									
Class									
Other									

Adapted from Social Identity Profile by Michael Davis, Associate Executive Director, GUIDE, Inc.

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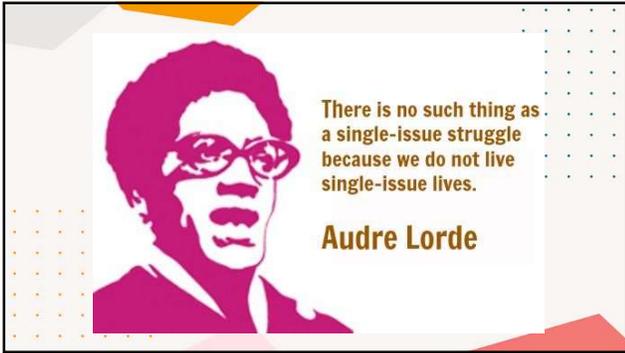
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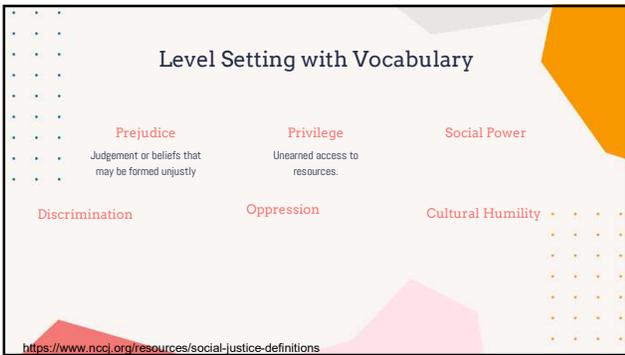
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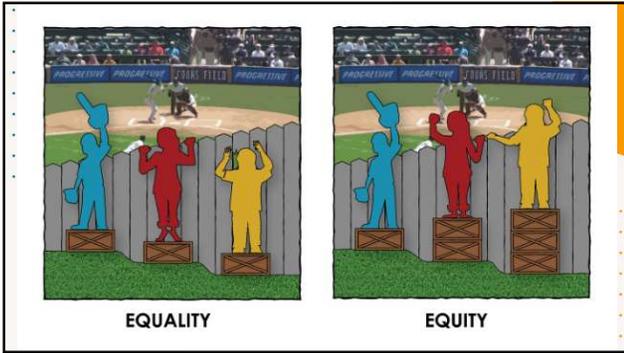
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What's the problem with being "not racist"? It is a claim that signifies **neutrality**: "I am not a racist, but neither am I aggressively against racism." But there is no neutrality in the racism struggle. The opposite of "racist" isn't "not racist." It is "anti-racist."

- Dr. Ibram X. Kendi  
*How to Be An Antiracist*

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**Activity**

Think back about the founding fathers of the United States

- If you were a reporter in the room, how would you describe the founding fathers...
  - What was their race?
  - What was the sex and gender?
  - What was their socio-economic status?
  - What was their ability status?
  - What was probably their sexuality?

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What are some systems we have in our household everyday?

Who designed those systems?

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**Now think about...**

All of the systems these founding fathers designed for the United States. What can you think of...

Here are some of the systems...

- Education
- Legal
- Government
- Financial (banks, taxes, etc.)
- Elections
- Transportation
- International Affairs
- Housing
- Government programs

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**Let's Explore Today's Privilege**

Who Holds Privilege in the US now?

- Race/Ethnicity
- Gender
- Sex
- Class
- Sexual Identity
- Ability
- National Origins

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**What we know**

Up to as much as 8x the number of liquor stores in some low-income communities of color

Marijuana grow plants and pot shops are targeting the same communities for their businesses

- Denver Post published that in some low-income areas there is 1 marijuana license per 47 residents

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**What we know**

Marijuana legalization has not decreased the prison population in any state.

Youth Marijuana use has increased since legalization in most states

Black/African American community has highest death rates from tobacco-related cause yearly

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### Racist Policy

"Institutional racism" and "structural racism" and "systemic racism" is redundant. Racism itself is institutional, structural, and systemic. ... When someone discriminates against a person in a racial group, they are carrying out a policy or taking advantage of the lack of protective policy. We all have the power to discriminate. Only an exclusive few have the power to make policy.

- Dr. Ibram X. Kendi  
*How to Be An Antiracist*

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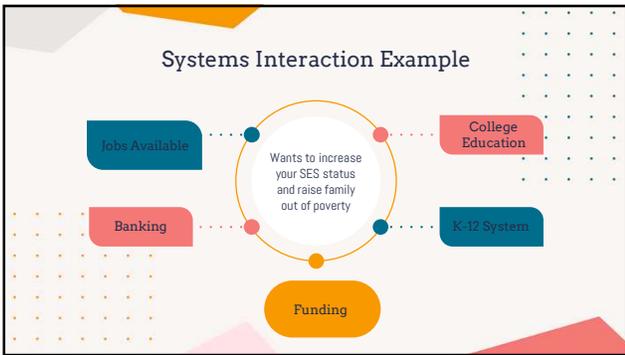
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"One endorses either the idea of a racial hierarchy as a racist, or racial equality as an antiracist.

One either believes problems are rooted in groups of people, as a racist, or locates the roots of problems in power and policies, as an antiracist.

One either allows racial inequities to preserve as a racist, or confront racial inequities, as an antiracist.

The is no in between safe space or "not racist."

The claim of "not racist" neutrality is a mark for racism."

Dr. Ibram X. Kendi

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**Tips for Organizational Success**

- Conduct a “diversity audit”
- Look at organizational policies
- Remember all politics are local
- Educate your CPAW, Board, and Staff
- Connect with different communities in your community
- Find those gatekeepers
- SHOW UP



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**Tips for Personal Success**

- Listen to people of color or diverse backgrounds
- Honor or Acknowledge their experiences
- Ask questions and understand BEFORE giving thoughts
- Educate Yourself
- Reflect
- Improve
- Repeat



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Remember, social justice and equity is a journey, not a destination.

There are always areas in which to grow and learn, so embrace the process and expect challenges and bumps along the way.

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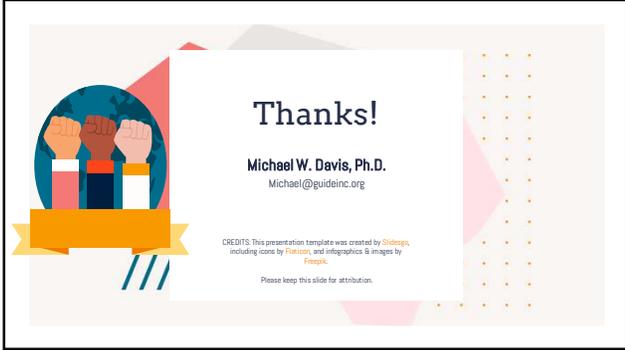
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