



DIALOGUES ON RACE AND EQUITY

DRE in Our Neighborhood: A Discussion on Privilege

Leader Guide



DRE in Our Neighborhood - Privilege Leader Guide

Table of Contents

WELCOME AND INTRODUCTIONS (3 MINS)	3
GUIDELINES FOR DISCUSSION	3
BEGINNING OUR CONVERSATION: CONNECTING WITH ONE ANOTHER (10 MINS)	4
<u>A DISCUSSION OF PRIVILEGE</u>	4
ACTIVITY 1: ONE WAY TO LOOK AT A SYSTEM OF PRIVILEGE (11 MINS)	4
ACTIVITY 2: ANOTHER WAY OF LOOKING AT PRIVILEGE (8 MIN)	5
ACTIVITY 3: ARLINGTON HOUSING - BRINGING IT HOME: (18 MINS)	7
ACTIVITY 3: WHAT CAN WE DO? (8 MINS)	8
CLOSING (2 MIN)	8

Background Information:

(Participant Guide pg 1)

On September 19, 2019, the Arlington County Board adopted a [Equity Resolution](#) to examine and address racial inequities. Arlington, as well as cities across the nation, are grappling with historical policies and practices that have resulted in residential segregation, which in turn has created racial inequities in food security, housing security, income security as well as gross disparities in access to healthcare, education and worker protections. While there is strong political will to examine and address racial inequities in Arlington, without a shared understanding and informed examination of the impact of historically unfair systems, new policies supporting racial equity, diversity and inclusion may remain mostly on paper, no matter the good intentions of the plan.

[Challenging Racism](#) is an Arlington-based 501(c)(3) organization focused on educating people about the prevalence and inequities of institutional and systemic racism, and giving them the knowledge and tools to disrupt racism where they encounter it - in their family, work and community. We are excited to partner with Arlington County to support the Arlington County Manager's Office in its initial effort to open connection with the community on race and racial equity. DRE includes four elements: (1) a community wide assessment about perspectives on race and equity. (2) DRE in Our Community, series of community conversations, that foster greater understanding of the issues, provide skills to support productive conversations, and generate interest in further engagement; (3) DRE Together aims to engage nonprofit, civic associations, and businesses as partners in this work; and (4) DRE in your Neighborhood which consists of shorter conversations for use with community members and neighbors. You can find additional resources and the DRE final report [presentation](#) and [slide deck](#) on the Arlington County website.

Today, we are pleased you have joined us for DRE in Our Neighborhood discussion on Privilege.

Over the long term, these efforts can move us forward to a common goal and vision of ***“What does racial equity in Arlington look like, and how can we get there?”***

Welcome and Introductions (3 mins)

- Introduction of Leader(s) (1 mins)
- Objectives & Housekeeping (2 mins)
 - During this discussion you will...
 - Learn and practice Guidelines for Productive Conversations
 - Learn about privilege and systemic racism
 - Share your commitment for moving racial equity forward
- This session is scheduled for 1 hour and lasts from _____ to _____.

(Total Elapsed Time (TET) - 3 mins)

Guidelines for discussion

(4 mins) (Participant Guide pg 3)

There is value in learning to speak together honestly and to relate to each other with dignity, without rushing to common ground that would leave all the hard questions hanging. We learn to speak differently in order to live together differently.

From Better Conversations: A Starter Guide - On Being Civil Conversations Project

- Structure helps create a respectful and brave space
- We ask for a different kind of seeing, listening, and speaking

Here are our basic guidelines for this discussion: (SLIDE)

- Listen deeply - to others, to yourself
- We don't have to agree
- Accept discomfort
- Expect and accept lack of closure
- Equity of Airtime; 3 before me - let three more people speak before you speak again
- Both/And - not binary; Complexity; Not either/or.
- Use I language; Speak for yourself/own experience
- Lean into curiosity
- Remember to breathe

Statement of Intention

Leader shares the following statement:

We are not going to discuss whether racism exists, whether it is systemic, or whether it is real. Racism exists, it is systemic, and it is real. And we are working to eliminate racism in order to create a just and equitable world.

(TET - 7 MINS)

DRE in Our Neighborhoods - Privilege (Leader Guide)

Beginning our Conversation: Connecting with one another (10 mins)

Small Group Introduction (10 mins)

Each member in the group should introduce themselves to the group. They should answer the following questions.

- One word to describe how you are feeling right now in this space with this group.
- What do you hope to gain from this conversation?

Group dynamics:

This activity can be done in either small groups or a large group. If there are more than 8 people, we suggest breaking into 2 small groups. For small groups, each group will choose a **spokesperson** who will provide a **short** summary in Large group - **Please summarize the group answers to “What do you hope to gain from these conversations?”**.

If the group is not already familiar with one another, have people share their names first.

(For details on creating and managing the small group breakouts —> <https://support.zoom.us/hc/en-us/articles/206476313-Managing-Breakout-Rooms>)

(TET - 17 mins)

A DISCUSSION OF PRIVILEGE

ACTIVITY 1: One way to look at a system of privilege (11 mins)

(When you share the video, remember to select the two check boxes on the bottom left of the screen when you select “Share screen” – The options you need to check are “Optimize Screen Share for Video Clip” and “Share Computer Sound”. Also no one speaks in the video, the only sound is music. You should tell participants there is only music to set the expectation.)

Introduce the video with the title and share that after this short 2 minute video we will take a poll.

Large group - Video: What is it like to be Left-Handed? (2 mins)

<https://youtu.be/g1swN72r5Fk>

(This uses the poll function in Zoom and needs to be set up BEFORE the workshop. Use this [video](#) for information on setting up a Zoom poll.)

DRE in Our Neighborhoods - Privilege (Leader Guide)

ZOOM Poll - choose one (1 min)

- Option 1. My dominant hand is LEFT and I was surprised by some of what I saw in the video.
- Option 2. My dominant hand is LEFT and I was NOT surprised at all by what I saw in the video.
- Option 3. My dominant hand is RIGHT and I was surprised by some of what I saw in the video
- Option 4. My dominant hand is RIGHT and I was NOT surprised at all by what I saw in the video.
- Option 5. I do not have a dominant hand and I was surprised.
- Option 6. I do not have a dominant hand and I was NOT surprised.

Share results of the poll. (1 mins)**Questions for the whole group** - Please respond in Chat: (2 mins)

- What did you notice that was not apparent to you before?
- What systems did you see evident in the video?
- What did you notice about the “invisibility” of these systems?

(Leader or Zoom master shares chat responses with the large group.)

Opportunity for sharing: (3-4 people) (5 mins)

Ask participants the following questions - Have you had an experience like this? Would you like to share with the group? What systems did you notice at play in the video? (For the leader – There are a lot of systems in the video including schools. You should also make notice of the systems at play to move the discussion along.)

TET (28 mins)

Leader reads the following – “The first portion of this discussion was about the invisibility of privilege. Most of us have never noticed the systems at play which support the dominant culture of “right-handedness”.

Now we will transition to systemic privilege and how it plays out in broader systems which we can still see today in our Arlington Community.

Read the two quotes in the next section by Ijeoma Oluo and Eddo-Lodge to help ground the next part of the conversation.

ACTIVITY 2: Another way of looking at privilege (8 min)

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

DRE in Our Neighborhoods - Privilege (Leader Guide)

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

“White privilege is an absence of the consequences of racism. An absence of structural discrimination, an absence of your race being viewed as a problem first and foremost.”

– *Reni Eddo-Lodge, Why I'm No Longer Talking to White People About Race*

Developing Common Understanding - Definitions (Slides & Participant Guide pg 5)

(Put up the slides for the first definition of Privilege. You can ask a participant to read or read the aloud yourself. Each definition is on a separate slide and also in the Participant Guide.)

Privilege - Privilege can be defined as a set of unearned benefits given to people who fit into a specific social group. Society grants privilege to people because of certain aspects of their identity including race, class, gender, sexual orientation, language, geographical location, ability, and religion, to name a few.

White Privilege/Advantage - White privilege (or white skin privilege) is a variety of opportunities and preferences assigned to White people because of their race, which are unavailable to people of color. These advantages bestow power on White people, whether White people intend or not.

Systemic Racism/Structural Racism - Systemic Racism or **structural racism** involves levels of racism built right into every level of our society in ways that might surprise you. This kind of racism infects the very structure of our society.

Leader – Tell participants – We will now take another poll. We are asking where have you seen or experienced systemic racism in the Arlington community. You can check as many as apply. If you don't see one that is applicable, share it in the chat. (This is a data capture point and have a question on the form regarding the top 3 as identified by the poll. Please note the top choice, second choice and third choice by percentage in your notes.)

ZOOM Poll:

Where have you seen or experienced systemic racism in the Arlington community? Check as many as apply. Share other systems where you have seen racism in the chat if they are not included here. **(2 mins)**

- Housing
- Education
- Job Market/Employment
- Policing/Law Enforcement
- Healthcare

DRE in Our Neighborhoods - Privilege (Leader Guide)

- Public Space
- Community Groups (Kiwanis, Rotary, Scouts, civic associations, etc.)
- Recreation/Sports Organizations
- Religious/Faith Based
- Transportation

Share the poll results (1 min)

For guidance on how to use a Zoom poll →

<https://www.youtube.com/watch?v=erz4xtQHoVs&feature=youtu.be>

TET (36 MINS)

ACTIVITY 3: Arlington Housing - Bringing it home: (18 mins)

Leader – African Americans have lived in Arlington for generations, but Arlington has not always been a welcoming place. This video, just produced by the Arlington Alliance for Housing Solutions reveals some of the history of discrimination and segregation in housing in Arlington. This video is about 8 minutes. (8 mins)

Race and Housing in Arlington: <https://youtu.be/ijuP07GiFqY>

Group Conversation: (10 mins)

Use the same guidelines as earlier on whether you split into small groups.

Groups should select a spokesperson and scribe for each group - different from last time and answer the following questions within the group. The scribe should summarize the discussion points and share in the chat while the spokesperson should discuss them in the large group.

- What is privilege?
- What systems of privilege did you identify in the video?
- How does the system of racial privilege in housing impact other areas of privilege?

Large Group (6 mins)

- Each Group Reports
- Summary

(TET 44 MINS)

Activity 3: What Can We Do? (8 mins)

A Synthesis Statement: (Participant Guide pg 6 & SLIDE) (1 min)

Leader reads the following statement.

No one is without agency or power. But we have seen in our discussion that there are systems in place that convey advantage or privilege to certain members of our society and it is hard to deny that the advantage falls primarily to white-body people. So here are some questions that might help guide your thinking as you begin to make a plan for taking action.

(Leader - The items below are contained on a slide. As you read the bullets from the slide, ask participants to think about the ways they can shape the conversation. Ask them to journal/write down their thoughts. You will ask for 1 or 2 people to share their commitments to racial equity aloud with the group and for everyone to share their their commitment to racial equity in the chat..)

- What is your circle of influence?
- Do you lead a company?
- Do you coach a team?
- Do you belong to a civic organization?
- Are you part of a community of faith?
- What is your superpower?
- What do you see in your circle of influence that needs to change?

Closing (2 min)

Thank you for spending this time with us. You may have more questions than answers at this point. That is not unusual.

We will be providing a list of resources after this session so you can go back to some of the videos you saw, or learn more about something that interests you. There are also great resources including the county's RACE page. Thank you for participating in this very important conversation.

(TET 54 MINS)

[Please fill out the online feedback form.](#)