

# Community Guidelines

- Intent ≠ Impact
- Lean into discomfort
- Admit ignorance
- Share the air
- Step up/step back
- Actively listen
- Be patient
- Give credit (\*props\*)
- What's learned here leaves here; what's said here stays here
- Oops/ouch!
- Assume good intentions
- Beware of overgeneralizing (~be precise; define terms)
- Be mindful of your own privilege(s)

Today, just two days after our country celebrated its Independence Day, we would like to recognize the Indigenous men and women who fought and died in the American Revolution. In particular, Crispus Attucks, a man of African and Massachusett descent, was killed at the Boston Massacre — the first casualty in the fight for American independence. However, well before this revolution began, widespread disease and warfare devastated the Indigenous population, forcing them from their traditional lands. Even still, hate speech against Native Americans lives on in our Declaration of Independence — a scapegoat for the colonial uprising. We urge you all to consider what freedom, independence, and revolution mean to you, and how that might intersect with the lived experiences of those most marginalized in this country.

# Announcements

- Please get in touch about leading a session!  
*Remember: we are here to help you in any way you need*
- EIJC Website Revamp - added new resources, search, FAQs - let us know if there is anything you wish to see!
- [eijc@cfa](mailto:eijc@cfa) is now a working email ;-)
- Support Black-owned businesses and artists around Boston!  
[Boston Beat](#) is a website dedicated to supporting and highlighting Black-owned businesses and local artists in the Greater Boston Area. In addition to maintaining lists of Black-owned businesses around Boston, including restaurants and retail, we provide the latest news on artist events and new releases.

# NMAAHC Talking About Race

<https://nmaahc.si.edu/learn/talking-about-race>

# Power & Oppression

**Power:** “The ability to make others do what you would have them do.” (*What is Power?* TEDEd)

- Power is never static
- Power is like water (it flows and freezes)
- Power (and powerlessness) compounds

**Oppression:** “The combination of prejudice and institutional power that creates a system that regularly and severely discriminates against some groups and benefits other groups.” (*NMAAHC Talking About Race: Social Identities and Systems of Oppression*)

**“Once a situation of violence and oppression has been established, it engenders an entire way of life and behavior for those caught up in it - oppressors and oppressed alike.”**

Paulo Freire, *Pedagogy of the Oppressed*

# Social Identities



**“Society’s institutions [...] all contribute or reinforce the oppression of marginalized groups while elevating dominant social groups.”**

*NMAAHC, Talking About Race: Social Identities and Systems of Oppression*



Social identities are used as a marker to elevate or disadvantage an individual or group (e.g., race) and to indicate perceived ability or inability (e.g., the model minority). Once they are established, they are very difficult to change.



Ignoring - or evading - the ways in which others are marginalized also reinforces structures of oppression. For example, while race is a social construct, it has very real consequences on the lived experiences of People of Color. Under this mentality, “social problems are thus reduced to individual problems” (SOCWomen worksheet).



# OPPRESSION MATRIX



<b>TYPE OF OPPRESSION</b>	<b>PRIVILEGED SOCIAL GROUP</b>	<b>BORDER SOCIAL GROUPS</b>	<b>OPPRESSED SOCIAL GROUPS</b>	<b>SOCIAL IDENTITY CATEGORY</b>
<b>RACISM</b>	White People	Biracial People	Asian, Black, Latina/o, Native People	Race
<b>SEXISM</b>	Biological Men	Transsexual, Intersex People	Biological Women	Sex
<b>TRANSGENDER OPPRESSION</b>	Gender conforming biological men and women	Gender ambiguous biological men and women	Transgender, Genderqueer, Intersex People	Gender
<b>HETEROSEXISM</b>	Heterosexuals	Bisexuals	Lesbians, Gay men	Sexual Orientation
<b>CLASSISM</b>	Rich, Upper Class People	Middle Class People	Working Class, Poor People	Class
<b>ABLEISM</b>	Able-bodied People	People with Temporary Disabilities	Disabled People	Ability/Disability
<b>RELIGIOUS OPPRESSION</b>	Protestants	Roman Catholic (historically)	Jews, Muslims, Hindus, Sikhs	Religion
<b>AGEISM/ADULTISM</b>	Adults	Young Adults	Elders, Young People	Age



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<b>CLASSISM</b>				Class
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**“There is no hierarchy of oppression.”**

*Audre Lorde*

This is not meant to start an “oppression olympics” but rather to make us aware of the intersecting complexities we experience so that we may most effectively leverage our relative privilege for good, and better understand the experiences of others.



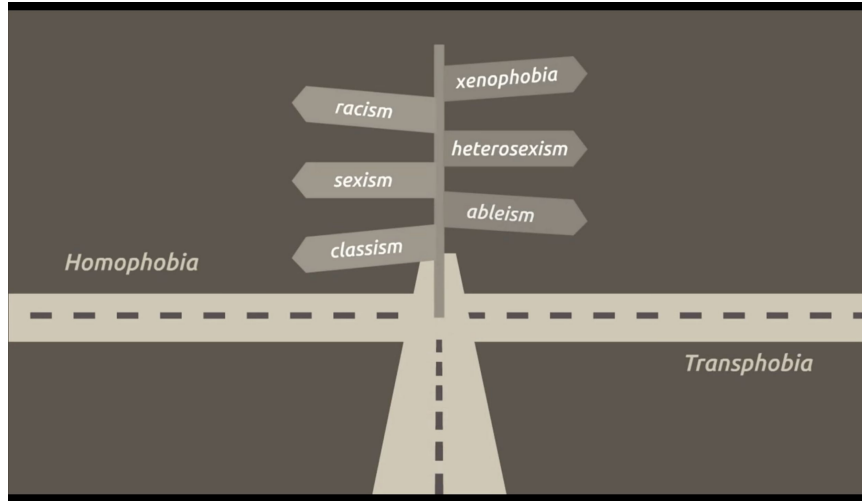
# Intersectionality

“Discrimination, like traffic through an intersection, may flow in one direction, and it may flow in another. If an accident happens in an intersection, it can be caused by cars traveling from any number of directions and, sometimes, from all of them.”

Without the intersectionality frame, the structures formulated by various axes of oppression become distorted. The “intersectional experience is greater than the sum” of the individual axes of oppression. Failing (or refusing) to acknowledge the dimensionality of oppression flattens the experiences of marginalized people.

“If [activists’] efforts instead began with addressing the needs and problems of those who are most disadvantaged and with restructuring and remaking the world where necessary, then others who are singularly disadvantaged would also benefit. In addition, it seems that placing those who currently are marginalized in the center is the most effective way to resist efforts to compartmentalize experiences and undermine potential collective action.”

All quotes on this slide are from *Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics* by Kimberlé Crenshaw, 1989.



[Image credit](#)

# Breakout Room Discussions

## Consider these quotes:

“So long as we are divided because of our particular identities we cannot join together in effective political action.” - *Audre Lorde*

“If you have come here to help me, you are wasting your time. But if you have come here because your liberation is bound up with mine, then let us work together.” - *Lilla Watson*

## Discuss specific probing questions:

1. “How do you think individuals, institutions, and the dominant American society” justify inhumane treatment of certain groups of people? ([NMAAHC](#))
2. How do statements like “I don’t see race” reinforce the cycle of power and oppression?
3. What are some ways in which you notice “oppression and privilege are denied, ignored, minimized or justified” ([SWS Factsheet](#))? Where do you notice this the most? Now that you have heard about it here, do you think you’ll see it more in other places? Where, and in what ways?
4. How can you “read power” and “write power” in your day-to-day life?