T.A.S.K.E.D.

WITH BECOMING ANTIRACIST

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The T.A.S.K.E.D. Model

T- Topic
A- Awareness
S- Skills
K- Knowledge
E- Engaged
D- Discussion
Shared Agreements

• Speak only for yourself

• Share even if you think it’s an unpopular point of view

• Work with a focus on improving your collective experiences

• Mistakes will be made

• Do not share anything someone else says today outside of this session without permission
Awareness and Knowledge of Racism

- Origins of Racism
- Practice of Racist Ideas
- Impact of Racist Ideas and Action
Definitions

Racist: One who is supporting a racist policy through their actions or inaction or expressing a racist idea.

Antiracist: One who is supporting an antiracist policy through their actions or expressing an antiracist idea.

...Our Journey to Antiracism is Lifelong
The Four Dimensions of Racism

● Institutional- policies & practices that reinforce racist standards within a workspace or organization

● Structural- multiple institutions collectively upholding racist policies and practices

● Interpersonal- racist acts and micro-aggressions carried out from one person to another

● Internalized- the subtle and overt messages that reinforce negative beliefs and self-hatred in individuals
Awareness and Knowledge of Racist Ideas

Gomes De Zurara 1410-1474

Leo Africanus 1494-1554
Awareness and Knowledge of Racist Ideas

Anti-Indigenous People Propaganda 1700

Anti-Mexican propaganda 1850
Awareness and Knowledge of Racist Ideas

Anti-Chinese Propaganda
1880s

Representation of ‘The White Man’s Burden’
1890’s
Impact of Racist Ideas

Housing Redlining
Reflection in Action

• What racist practices & ideas are you aware of?
• What are the impacts of racist ideas & practices?
• What racist ideas & practices have you experienced in University Housing?
Awareness and Knowledge of Antiracist Ideas and Practices

Origins of Antiracism

Practice of Antiracism
Awareness and Knowledge of Antiracist Ideas

Angela Davis

Ibram X. Kendi
Positioning to be Antiracist

Advocacy  Allyship  Solidarity

Co-Conspiracy  Coalition Building

...Mistakes will be made
Relational Antiracist Skills

- Acknowledge the presence of racism and your relationship to it
- Educate yourself and others
- Learn from someone who is different from you
- Perspective Taking, see life from someone else’s perspective
- Intentional Engagement, greet and respond to people
- Interrupt offensive jokes and comments
- Speak up for people whose voices are not present
- Do not assume you completely know someone else’s experience

Self Awareness  Self Management  Relationship Management
Institutional Antiracist Practices

- **Policy Change**
  - Investigate & change policies that uphold racist ideas and practices

- **Employee Resource Groups**
  - Create affinity spaces to support the needs of underrepresented staff

- **Hiring**
  - Diversify hiring committees

- **Retention**
  - Develop employee retention and programs & improve workplace culture/climate
Impact of Antiracist Ideas
Reflection in Action

• What Antiracist practices and ideas are you aware of and engaged in?

• What Antiracist practices and ideas are present in University Housing?
Start, Stop, Continue

- What can you **start** doing to encourage antiracism in your organization?

- What can you **stop** doing that would encourage antiracist practices in your organization?

- What can you **continue** to do to encourage antiracism in your organization?
Everyone’s Everyday Work

The critical role of leadership:
• Everyone leads from where you are.
• Be honest with yourself about your capacity.
• Engage in Critical Conversations.
• Have high level communication about the importance of diversity and inclusion across your organization.

We know who we serve.
The question becomes how do we serve the communities that we have identified?
Antiracist Work Requires L.U.C.K.

Building Community and Trust Takes L.U.C.K.

- **Leverage** relationships
- Be **Uncomfortable** – discomfort proceeds comfort
- **Curiosity** – maintain a healthy curiosity
- **Knowledge** of yourself first then seek knowledge of others
Reading List

• The Color of Law: A Forgotten History of How Our Government Segregated America
  By: Richard Rothstein

• White Fragility: Why It’s So Hard for White People to Talk About Racism
  By: Robin DiAngelo, Michael Eric Dyson - foreword

• The Souls of Black Folk
  By: W. E. B. Du Bois

• The Water Dancer (Oprah’s Book Club): A Novel
  By: Ta-Nehisi Coates

• Born a Crime: Stories from a South African Childhood
  By: Trevor Noah

• How to Be an Antiracist
  By: Ibram X. Kendi

• Up from Slavery: An Autobiography
  By: Booker T. Washington

• Stamped from the Beginning: The Definitive History of Racist Ideas in America
  By: Ibram X. Kendi
Reporting Bias

Campus Resources:
https://bart.illinois.edu/
https://oae.illinois.edu/

Department Resources:
Housing Human Resources
Direct Supervisor or Above

Nondiscrimination Policy

The commitment of the University of Illinois to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on individual merit and be free from invidious discrimination in all its forms. It is the policy of the University not to engage in discrimination or harassment against any person because of race, color, religion, sex, pregnancy, disability, national origin, citizenship status, ancestry, age, order of protection status, genetic information, marital status, sexual orientation including gender identity, arrest record status, unfavorable discharge from the military, or status as a protected veteran and to comply with all federal and state nondiscrimination, equal opportunity, and affirmative action laws, orders, and regulations. This nondiscrimination policy applies to admissions, employment, and access to and treatment in the University programs and activities. Complaints of invidious discrimination prohibited by University policy are to be resolved within existing University procedures. For additional information on the equal opportunity, affirmative action, and harassment policies of the University, please The Office of Diversity, Equity and Access (ODEA). For additional information on Title IX, ADA, or 504, please contact the Title IX Coordinator at the Title IX and Disability Office.

-Illinois Student Code, 1-108(a)-(d)