

Session 3

Institutional / Structural Racism

These materials can help us find ways of seeing beyond individual racism, to see *structural or systemic* racism. Ta-Nehisi Coates and Beverly Daniel Tatum are important voices in this discussion. Take a couple of hours each week to digest; feel free to reach out to your groups.

- Identifying and unwinding structural racism: [The Case for Reparations](#) Ta-Nehisi Coates
- Black ghettos are no accident – how state-sponsored racism shaped US cities, adapted from his book *The Color of Law* (2017) <https://aeon.co/videos/black-ghettos-are-no-accident-how-state-sponsored-racism-shaped-us-cities>
- MOVING THE RACE CONVERSATION FORWARD Intro video 4:38 mins <https://youtu.be/LjGQaz1u3V4> An eye-opening way to watch news and media coverage of race: Is it through an individual or systemic lens? These reports help us to see *how we* see what's happening. (Download the 2-part report by plugging in your email address once you open the link below) <https://www.raceforward.org/research/reports/moving-race-conversation-forward>
- OPB Documentary - [Portland Civil Rights: Lift Ev'ry Voice](#) Civil Rights in Portland (1hour 22mins)
- AN INTERVIEW (TRANSCRIPT) WITH BEVERLY DANIEL TATUM http://www.pbs.org/race/000_About/002_04-background-03-04.htm Beverly Daniel Tatum, is a clinical psychologist, professor and President of Spelman College. She is an expert on race relations and author of [Why Are All The Black Kids Sitting Together in the Cafeteria?](#) and [Assimilation Blues: Black Families in a White Community](#).
- [The Black Church](#) PBS [Love and Terror in the Black Church](#) by Michael Eric Dyson. The role of the Black Church historically, and in the wake of the Emanuel AME shootings.
- ["Is This Working?"](#) This American Life radio show -- Intro (4 mins) and Act 1 Time Out (17 mins) The School-to-Prison Pipeline -- does it begin in preschool? (listen or read the transcript)
- Story of Harold Washington and the white backlash set off when he became Chicago's first black mayor <https://www.thisamericanlife.org/84/harold>
- [Locked Out of the American Dream, video interview with Michelle Alexander](#) (35:25 mins) Michelle Alexander is the author of [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#)
- [Kimberly Jones, author of I'm Not Dying with You Tonight on the protests following the murder of George Floyd](#)
- SYSTEMIC RACISM - FIVE ONE-MINUTE VIDEOS - very brief, pithy descriptions of five areas of systemic racism. Notice the links to sources for the information if you'd like to look more deeply: <https://www.raceforward.org/videos/systemic-racism>

Recommended:

- [The Rev Al Sharpton at memorial service for George Floyd](#) approx 26 minutes
- "The 13th" documentary on Netflix

Facilitation

The facilitator's role is to guide the group through the proposed agenda. Please print out a copy of the agenda below for your meeting. The facilitator is not expected to have any special knowledge about the topic, and responds to each question as a participant. The facilitator's role incorporates three jobs:

- Make sure all voices are heard. We suggest "going around" to have each person speak during most sections of the agenda, rather than open discussion.
- Keep time and keep the group moving through the agenda.
- Ensure that a facilitator is set for the next meeting

Proposed Agenda

A. 6:00 - 6:10 Large Group settle in and site.

B. 6:10 - 7:30 Mindful Sharing (80 minutes)

- a. Instruction: Mindful sharing involves each participant sharing from personal experience. There is no discussion or cross-talk during this time period, only personal sharing.
- b. *Each person in the group can share 3-5 minutes on each question (gauge the time depending on the number of people in your group). Speak to whatever questions are most salient.*

QUESTION 1: Were there any stories in any of the materials that caused more intense emotional response? Are there places where you noticed yourself numbed out when reading? What dharma practices can help you stay present with difficult experiences?

QUESTION 2: In your consideration of the quote from Ta-Nehisi Coates, "Two hundred fifty years of slavery. Ninety years of Jim Crow. Sixty years of separate but equal. Thirty-five years of racist housing policy. Until we reckon with our compounding moral debts, America will never be whole." What came up for you? How do you relate to his idea of reparations and its potential for creating a new narrative of our country's history? What thoughts and emotions come up? Which ones, if any, do you want to follow?

QUESTION 3: What do you imagine as the cost to all members of society of structural racism? This session focused on structural racism targeting the black community. How do you think structural racism plays out for other racialized communities (this includes white people)?

C. 7:30 - 7:35 Sit (5 minutes)

7:35 - 7:45 Group Reflection (10 minutes)

- a. Instruction: Group Reflection is like Mindful Sharing in that there is no discussion or cross-talk, however the focus is on what kind of experience the participants had during the meeting rather than on the content covered.
- b. Each person in the group can share 1-2 minutes about what it was like to participate in the group. PROMPT: What was it like to engage in *Mindful Sharing* today? How has this been for you so far?

D. 7:45 - 7:50 Next Meeting (5 minutes)

- a. Who will facilitate next?

E. 7:50 - 8:00 Return to Large Group & Closing sit