

WELCOME TO UVM'S DIVISION OF DIVERSITY,
EQUITY, AND INCLUSION'S TEACH-IN SERIES

FINDING ANSWERS TOGETHER

TURNING THE CONVERSATION TO WHITENESS

Presented by: Kyle Dodson, Paul Marcus, Christa Hagan-Howe & Wanda Heading-Grant

Sponsored by



THE UNIVERSITY OF VERMONT
**DIVISION OF DIVERSITY,
EQUITY AND INCLUSION**

With Support From



THE UNIVERSITY OF VERMONT
CENTER FOR CULTURAL PLURALISM

You are on "mute" by default

Only our presenters will be speaking during the session.

Use the Q&A to ask questions

Our presenters will do their best to answer your questions and comments during the session. Chat has been turned off and we will use it for announcements.

This session is being recorded

We'll share the link on our website so you can view the session again or share it with a colleague within 48 hours.

LOGISTICS

- “Mute” by default
- Q&A - Questions* or Comments
- This session **is** being recorded
- Live Captions

SESSION OVERVIEW

- Turning the Conversation to Whiteness
- Question & Answer (Q&A)
- Closing Remarks

GROUP AGREEMENTS

- Stay Engaged
- Speak Your Truth
- Experience Discomfort
- Expect & Accept Non-Closure

PRESENTERS



The University of Vermont

THANK YOU...

- UVM COMMUNICATIONS
- ENTERPRISE TECHNOLOGY SERVICES
- PETER BROOKS
- TIFFANIE SPENCER
- JESSE SUTER
- PRESIDENT GARIMELLA
- PROVOST PRELOCK
- DIVISION OF DIVERSITY, EQUITY, & INCLUSION

CONNECTING & FRAMING

WITH DR. WANDA HEADING-GRANT

- Session Purpose & Goals
- End of this Three-Part Series But Not the End of the Work
- Entry Point for Understanding Racism & Systemic Racism
- Individual Control of Action & Continued Learning

— SYSTEMIC RACISM —



The University of Vermont

FOUR LEVELS OF RACISM

Cultural or Societal

Messages that through art, media, societal norms, and cultural assumption reinforce the idea that the white racial group is better than or superior to other racial groups.

Systemic

Laws, policies, systems that together work to hold and offer opportunities and advantages to white people and disadvantages for people-of-color.

Interpersonal

Individuals holding prejudice or bias and intentionally or unintentionally acting on racist ideas or assumptions.

Internalized

Folx from all racial groups receive and internalize messages about groups that they belong to as well as other groups



SYSTEMIC OR STRUCTURAL RACISM

- an **interlocking set of parts** that together make a whole
- an **established way of doing something**, such that things get done that way consistently and are assumed to be the 'normal' way things get done
- **runs by itself**; does not require planning or initiative* by a person or group



“In this country, American means white. Everybody else has to hyphenate.”

Toni Morrison

SUMMARY

- The U.S.'s history of whiteness has had a key role in establishing social control
- Whiteness shows up in overt and covert ways
- Whiteness creates and reinforces a set of rules — not living by those rules creates serious and even deadly consequences for people of color
- Whiteness is deeply intertwined with systemic racism

—

“If I hadn’t believed it,
I wouldn’t have seen it.”

—



The University of Vermont

WHITE SUPREMACY & WHITENESS



White supremacy is a **system** of economic and social exploitation, domination and marginalization of those constructed as people of color (or other than "white").

It is held in place by militarization and other forms of **violence** including the poverty they create.



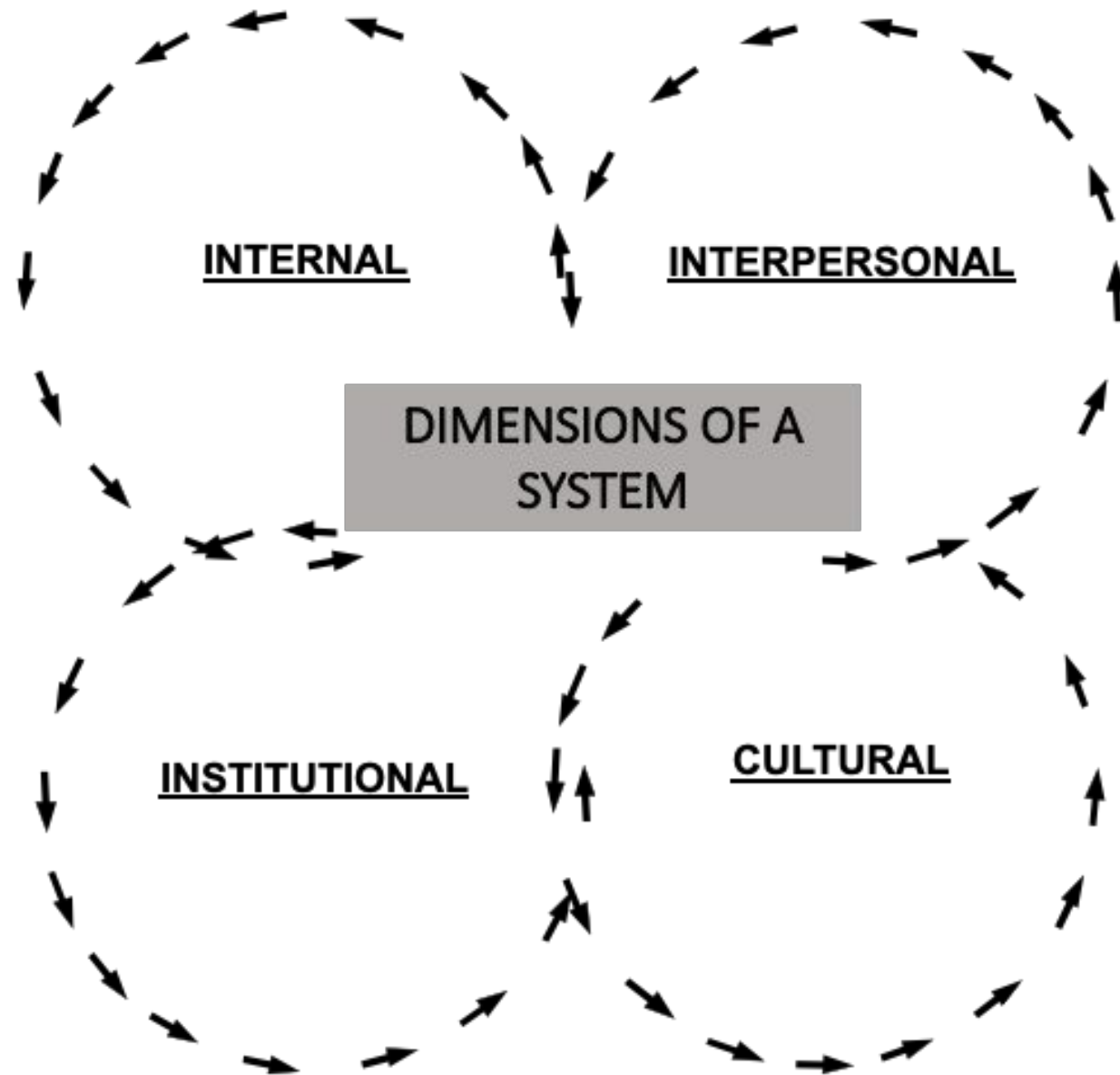
It depends on a **hierarchy** of "race" that constructs those defined as black as the bottom; those defined as "white" as the top; those who are indigenous as disappeared; other people of color as dangerous, expendable and/or foreign and "white" people who challenge the system as fanatics or traitors.

WHITE SUPREMACY SYSTEM



TRIPLE EVILS	THREE POISONS
Economic Exploitation & Poverty	Greed
Violence & Militarism	Hatred
Systemic Racism	Delusion (illusions)





“Racially minoritized people see Whiteness all the time and in everything—*in you*. Indeed, it is a prevailing entity. Although you have been socialized to deny Whiteness, you too know it exists. Denying its existence offers comfort and a sense of innocence, hence feelings of White guilt that emerge when Whiteness is named. When you refuse to acknowledge Whiteness or shy away from it because of the discomfort, you engage in “racism without racists.”

Eduardo Bonilla-Silva



—

“One of my best friends is Black.”

—



The University of Vermont

Q & A



The University of Vermont

FINDING ANSWERS TOGETHER

Evaluation: [**go.uvm.edu/systemicracismeval**](https://go.uvm.edu/systemicracismeval)

Resources: [**go.uvm.edu/amazing-grace**](https://go.uvm.edu/amazing-grace)

This Session Was Recorded

We'll share the link on our website so you can view the session again or share it with a colleague within 72 hours here: go.uvm.edu/amazing-grace

Sponsored by



THE UNIVERSITY OF VERMONT
**DIVISION OF DIVERSITY,
EQUITY AND INCLUSION**

With Support From



THE UNIVERSITY OF VERMONT
CENTER FOR CULTURAL PLURALISM