



ZOOM INFORMATION

To Ask Questions:

Use Q&A Function

Questions may be grouped and
we may not get to all questions

The presentation portion of the seminar
will be recorded.



WHY WE ARE HERE: TO TALK ABOUT RACISM

Racism is a longstanding problem in our country, including for Black and Brown neighbors here in Northeastern Pennsylvania.

We are here to seize the moment to ensure our region is a welcoming and inclusive community for diverse communities of color.

Talking about racism is difficult, but with curiosity, knowledge, and a willingness to listen, we can ensure a more

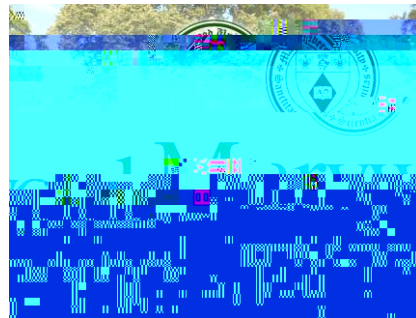


THE GREATER SCRANTON MLK COMMISSION

OUR MISSION: to promote Dr. King's principles of non-violence, equity, and love through education and service.

OUR PURPOSE:

COLLABORATION: SPONSORS & SPEAKER ORGANIZATIONS





HOW TO APPROACH TODAY'S CONVERSATION

Listen with openness – not to agree/argue, but to hear/understand

Listen with empathy and humility – imagine what the issue feels like for people with lived experiences different from yours, especially those in communities of color

Listen with justice in mind

TO DAY'S SESSION : DEFINING AND IDENTIFYING RACISM

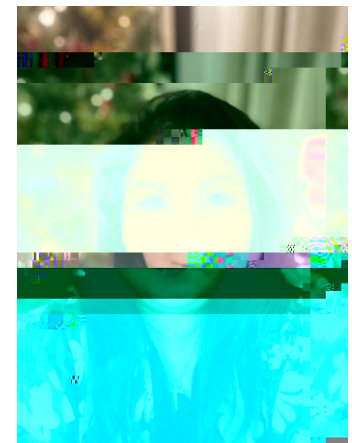
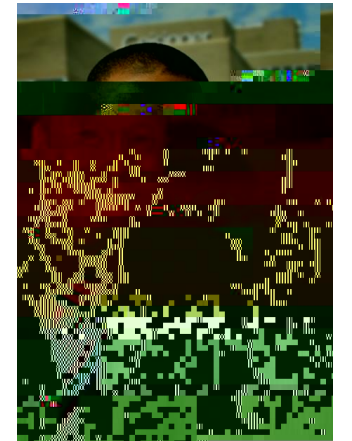
Session 1: Defining and Identifying Racism

Moderator: Cathy Ann Hardaway, MLK Commission President

Presenters:

Arthur Breese, Director of Diversity, Geisinger

Teresa Grettano, PhD, Associate Professor, Department of English & Theatre, The University of Scranton



WHY START WITH DEFINITIONS?

We start with definitions to gain clarity of concepts, terms, beliefs, behaviors, and consequences.

We start with definitions to make sure we are "speaking the same language" to avoid disagreement or confusion over terms instead of ideas.

Definitions matter! [Especially to Merriam-Webster!](#)

Most of the information we present tonight came from two sources:

Racial Equity Tools

ABC News "What do terms like systemic racism, microaggression and white fragility mean?" by Halimah Abdullah, 6/14/2020

DEFINING RACISM AND WHITE SUPREMACY

Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.

Racism can be exerted on an individual and an institutional or systemic level.

Individuals may not be racist but systems we live in are. We may not have a hand in creating the racist structures we are living in today, but we have a responsibility to fix them.

The different forms of racism we discuss tonight feed into each other, support each other, and perpetuate a system in the US that benefits white people and oppresses people of color, especially Black Americans.

DEFINING RACISM AND WHITE SUPREMACY

White Supremacy is often imagined through the KKK and Nazism. This is how it was discussed in the Presidential Debates on Tuesday night.

It is broader than that. It's systemic in the way that racism is systemic. It's the idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to people of color and their ideas, thoughts, beliefs, and actions.

a political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.

Examples: models for medical research, religious imagery, representation in the media, beauty norms, workplace behavior



INDIVIDUAL RACISM, PREJUDICE, AND DISCRIMINATION

SYSTEMIC, STRUCTURAL, AND INSTITUTIONAL RACISM

Systemic Racism is a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity.

Examples

Food deserts in Wilkes Barre

School districts in NEPTD I3/F1 24 TfqqoNEPTDu0 0 1 88193100(I.BT(ser)-1(1)ss5full



QUESTIONS?



THANK YOU FOR JOINING THE CONVERSATION

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Upcoming Sessions:

Thursday, October 15: Discussing Black Lives Matter

Moderator: Lia Richards Palmiter, PhD, MLK Commission, Marywood University

Presenters:

Glynis Johns, Founder, Black Scranton Project

Yerodin Lucas, PhD, Interim Director Office of Equity & Inclusion and Title IX Coordinator, Marywood University



JOIN US AGAIN

Register at www.surveymonkey.com/r/TalkingAboutRacism