

One human family Why so many divisions?

Presented to the Upper School
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Addressing Bias, Discrimination and Dehumanization

Among our goals for this community is to foster:

- a respectful community of learners that grows through interaction
- a safe, constructive space to share our work with one another
- a comfortable place to be uncomfortable
- a safe space where it is OK for us to wrestle with our differences, agreements and disagreements
- a place for active listening and participation

Both/And

Identities are personal-individual **AND** they have profound social consequences/impacts on life chances.

Social identities like race, ethnicity, gender, sexual orientation, etc. are a fiction **AND** they are *real* because history, unequal experiences and unequal social status are attributed to and shape these identities.

Example - "Race" is an illusion **AND** it is a powerful, unequal social reality.

Education around identity, bias, discrimination and hatred is an intellectual/cognitive process **AND** a reflective/feeling/dialogic process.

Learning/talking/hearing about difference can be hard, uncomfortable **AND** with resilience it can be transformative and liberating for all.

We can't move beyond identity matters until we as a society and culture eliminate the unequal societal consequences of individual-communal identities.

My/your parents' generation tried the “color-blind”/identity-blind approach and it didn't work. Why?

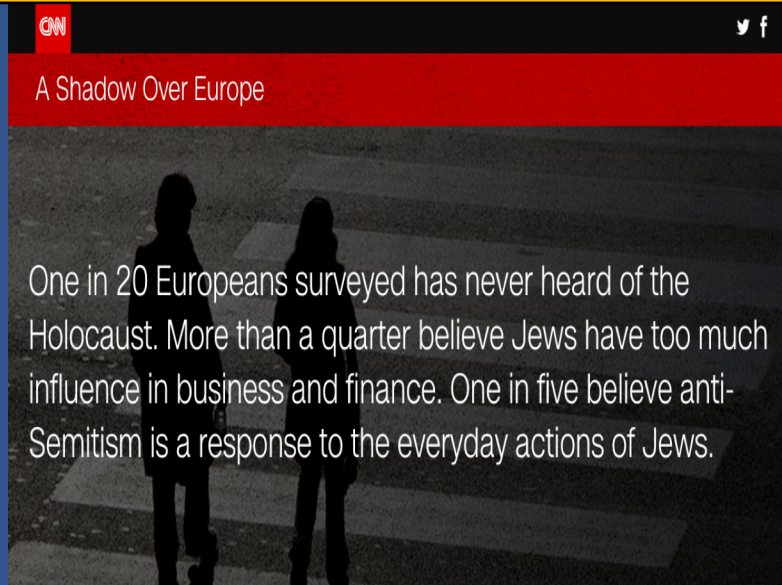
The social problems of inequity have to be studied, contemplated, talked about, and individual and collective action must be taken in order for them to be overcome.

DENIAL EXACERBATES OUR PROBLEMS . . .

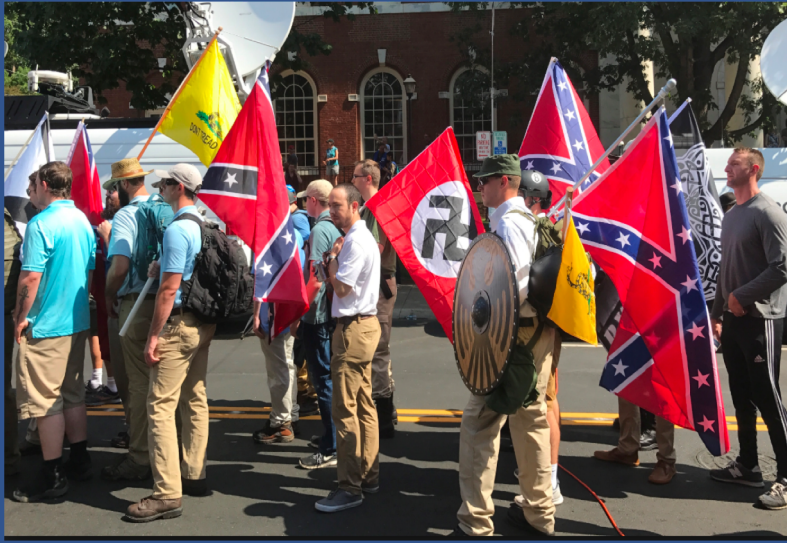
1. Engaging "diversity" as an educational endeavor
2. Listening to and believing each other's experiences
3. Entering an educational process for fuller understanding, dialogue and transformation
4. Learning to be allies, undoing bias, discrimination and hatred

These processes help to eliminate the continuum of dehumanizing attitudes and behaviors.

Why did we have an overtly racist, antisemitic threat in 2019?



Aftermath of the Pittsburgh synagogue massacre 2018



Unite the Right Rally in Charlottesville 2017



Dylan Roof committed the Charleston church massacre in 2015.

Something larger is going on.
We need nuanced understanding and
thoughtful collective responses.

Essential Questions

1. How and why does antisemitism persist today?
2. How and why does racism persist today?
3. What role have racism and antisemitism played in world and US history?
4. How have antisemitism and racism intersected in the American past and the present?
5. How does exploring the history of antisemitism and racism and their various forms of expression inform our decision-making processes when we are faced with bias, stereotypes, microaggressions, injustice, threats and violence?
6. How have communities attempted to prevent and repair the damage caused by antisemitism, racism and other forms of hatred and discrimination?

Where do you start?

Learning more about the long history of anti-Jewish feeling, the dynamics of antisemitism in U.S. society, along with the complexity of American Jewish identities

Learning more about the long history of anti-people of color racism in European-influenced worlds, including the United States, along with the complexity of people of color identities

Identifying historical and present-day linkages between racism and antisemitism

To stop hate, we have to get really smart about it all . . .

Upstander: a person who has chosen to make a difference in the world by speaking out against injustice and creating positive change.

What lessons can I take from history, the graffiti incident, and the persistence of discriminatory, hateful attitudes to apply to my life today?

Thank You!

and carry on in solidarity . . .