

# The Antiracist Ally: Tackling Systemic Racism Through Awakened Critical Consciousness and Commitment to Inclusivity

3/12/21  
By Sucheta Kamath, MA, MA, CCC-SLP

**The Antiracist Ally:  
Tackling Systemic Racism  
Through Awakened  
Critical Consciousness  
and Commitment to  
Inclusivity**

Presented by Sucheta Kamath  
Founder/CEO ExQ®  
March 12, 2021

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**Speaker Disclosure**

Financial: Sucheta Kamath has received financial compensation for this presentation. She is the Founder/Owner of the private practice Cerebral Matters where she sees clients. And finally, as the CEO of ExQ software curriculum Sucheta benefits from its sales.

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**Handout**

**Download the Handout Here:**

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**Let's Pause And Think**

Email me [Sucheta@exqinfiniteknowhow.com](mailto:Sucheta@exqinfiniteknowhow.com)

What ideas are squaring with you?

What ideas are still circling in your head?

What would you like take with you into your practice?

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**Video: What do you see and how do you feel?**

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### Racist vs. Racism

Does it even exist



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### Race & Ethnicity

- Race and Ethnicity are BOTH biological construct
- Race is often defined as a biological construct, such as a shared genetic classification
- Ethnicity refers to a group that shares a common or distinct ancestry and cultural practices, generally according to a geographic region and often with psychological attachment

- Phinney, J. S. (1990). Ethnic Identity in adolescents and adults: Review of research. Psychological Bulletin, 108(2), 499-514. <https://doi.org/10.1037/0033-2909.108.3.499>



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Personal Preferences	Strong Personal Dislikes
Negative stereotype (causes interpersonal/group conflict)	
Prejudice / Implicit Bias (causes individual/group harm)	
Dehumanization (causes group/societal harm)	

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Stereotype	Prejudice	Dehumanization
A widely held but fixed and oversimplified image or idea of a particular type of person or thing	Prejudice/Bias produces devaluing someone from a disliked group  Example not liking the candidacy of someone for a job based on their outgroup nature	Dehumanization produces endorsement of extreme violence or even genocide toward the member of the disliked group  Example, killing of black children for no other reason than the color of their skin

American Psychological Association (APA)  
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Stereotype	Prejudice	Dehumanization
Asians are bad drivers  Woman are too emotional	In a rush, don't want to get into a cab driven by an Asian  Don't want to give them C-suit jobs	Seeing an Asian cab driver getting beat up, not feeling much empathy

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### Harmful Stereotypes

Example: Asians are bad drivers



**Family Guy**

the most deadly type of asian driver is the FOB female, they can be identified by glasses thicker than the **hubble telescope**, or on sunny days by the wearing of a welding shield and **white cotton** gloves(to keep their skin fair, ive been told) avoid contact with this type AT ALL COSTS, they have been known to be able to drive a car doing less than 3 mph on flat and level ground with no one involved.

this is being posted as a public service, learned from your other sure signs that can help you spot an asian driver

- 1 they make a left turn from the right lane
- 2 both hands on wheel in **death grip**
- 3 head never moves from **straight ahead** position ex: like checking mirrors
- 4 **red and gold** thing with tassels hanging from rear view mirror, blocking yet even more of their already severely limited field of view
- 5 flower pattern seat covers and doilie things near **rear window**
- 6 **NUMEROUS dings** scrapes and dents on bumpers and doors, the **sidewall** is completely scrapped off. this is caused by **MANY** botched attempts at parallel parking

**ANNUAL ASIAN**

**DRIVERS CLUB MEETING**

Urban Dictionary

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# The Antiracist Ally: Tackling Systemic Racism Through Awakened Critical Consciousness and Commitment to Inclusivity

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Stereotype	Prejudice	Dehumanization
Black race is inferior to all other races	Blame Blacks for their condition and lack of progress	Let's talk about it...
The problem lies Black people	Do not know the American history, treatment of blacks and	
	Minimize their issues or deflect	

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## Dehumanization & Genocide

### Slavery and Devolution of Treatment of the Blacks



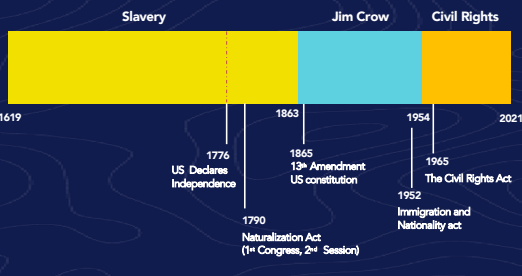
- Studies of genocide suggests that dehumanization is a necessary precondition for culturally and/or state-sanctioned violence
- Dehumanization makes it permissible to treat people in a way that would be morally objectionable if they were fully human"

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## What's There to Know?

### The America's Untold History of Slavery



1619 Slavery

1776 US Declares Independence

1790 Naturalization Act (1<sup>st</sup> Congress, 2<sup>nd</sup> Session)

1863 Jim Crow

1865 13<sup>th</sup> Amendment US constitution

1954 Civil Rights

1952 Immigration and Nationality act

1965 The Civil Rights Act

2021

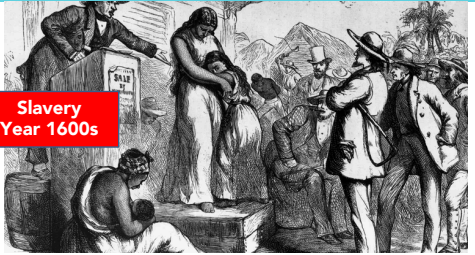
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## A Brief history of Anti-black Racism

Chattel slavery policy permitted children to be separated from their parents and forced into labor at any age

- Guttman (1976)



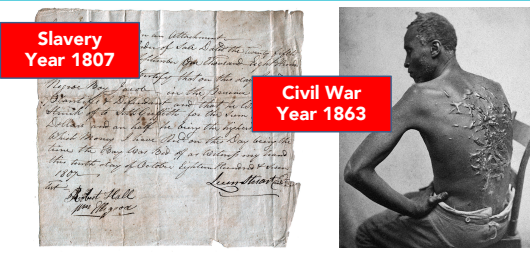
Slavery Year 1600s

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## Dehumanization as a necessary precondition

To morally exclude and inflict culturally and/or state-sanctioned violence



Slavery Year 1807

Civil War Year 1863

Frederickson, 2002; Jinhods, 1999; Santa Ana, 2002

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## A Brief history of Anti-black Racism

Story of George Junius Stinney Jr.: A first CHILD and youngest person in the history U.S.A. to be legally executed



- This 14-year-old black boy was the youngest person on record in the United States to be legally executed by the state of South Carolina
- Electrocutted without the benefit of a lawyer, witnesses, or a record of confession
- He was exonerated after 70 years

Jim Crow Year 1944

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**A Brief history of Anti-black Racism**  
 Story of Emmett Till: A 14-year-old Black boy who was dragged from his bed, disfigured, and lynched for allegedly whistling at a White woman




**Civil Rights Year 1955**

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**A Brief history of Anti-black Racism**  
 The Tuskegee Syphilis Study & the issue of consent



**Jim Crow into Civil Rights Years 1932-72**

- The United States Public Health Service conducted the 40-year study where undreds of African American men infected with syphilis were kept unaware about their disease AND were never given any treatment to cure it, even though the treatment had become commonplace
- The effects of the Tuskegee Study can still be seen today in that African Americans who have knowledge of the study report greater medical and research mistrust [Freimuth et al. 2001](#); [Shavers, Lynch, Burmeister, 2000](#)

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**RACISM IN U.S. SOCIETY:**  
 Evidence of Structural, Institutional & Systemic Racism



6 Places where the Impact of Racism is Most Palpable




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**Racial Inequity: Key Conclusive Observations**  
 REI's "Groundwater Approach" (1)

- Racial inequity looks the same across systems
- Socio-economic difference does not explain the racial inequity
- Systems contribute significantly to disparities

- Racial Equity Institute's Workshop  
 (https://www.racialequityinstitute.com/groundwaterapproach)




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**Racial Inequity: Key Conclusive Observations**  
 REI's "Groundwater Approach" (2)

- The systems-level disparities cannot be explained by a few 'bad apple' or ill-intentioned gatekeepers
- Poor outcomes are concentrated in certain geographic communities; usually poor communities & communities of color


- Racial Equity Institute's Workshop  
 (https://www.racialequityinstitute.com/groundwaterapproach)



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**Does Our Current Educational Approach Consistently Prioritize for Racial Equity and Equitable Outcomes?**



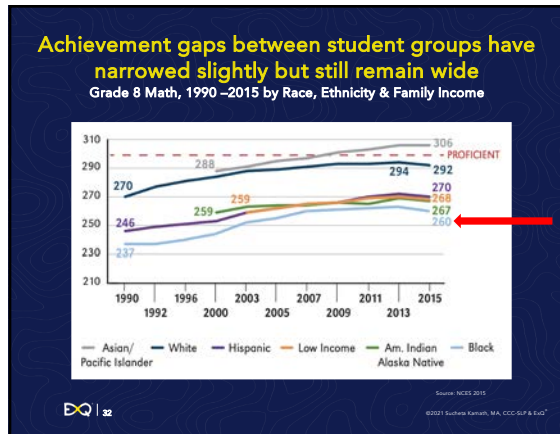
**EQUALITY**      **EQUITY**

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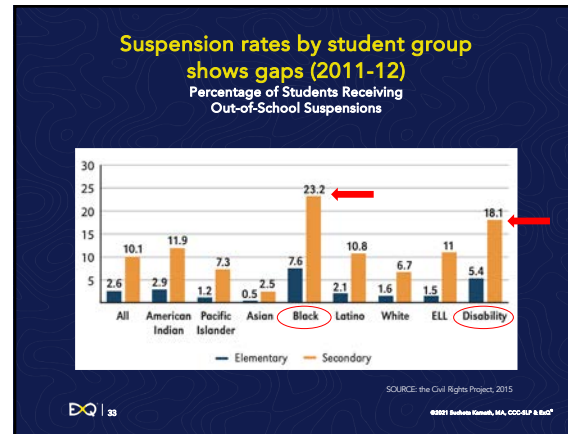
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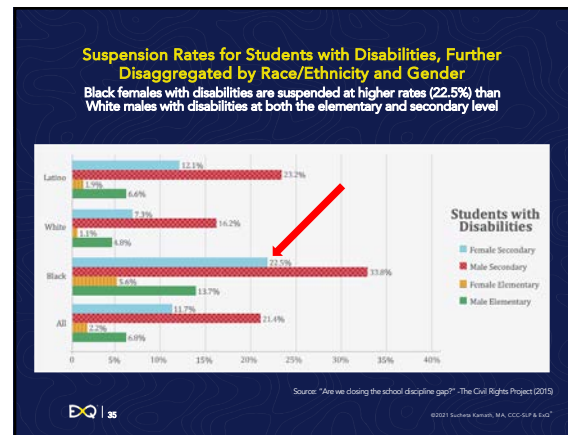
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### Black students are disproportionately represented in out-of-school suspensions for first referrals

Race	Percent referred for disciplinary action	Percent of these whose 1st referral was for a code of conduct violation	Percent of 1st referrals resulting in out-of-school suspension
Black	75.1	94.2	26.2
White	64.8	92.7	18.0
Hispanic	46.9	93.3	9.9

Source: Fabelo et al, Breaking Schools' Rules, The Council of State Governments/ Public Policy Research Institute, July 2011

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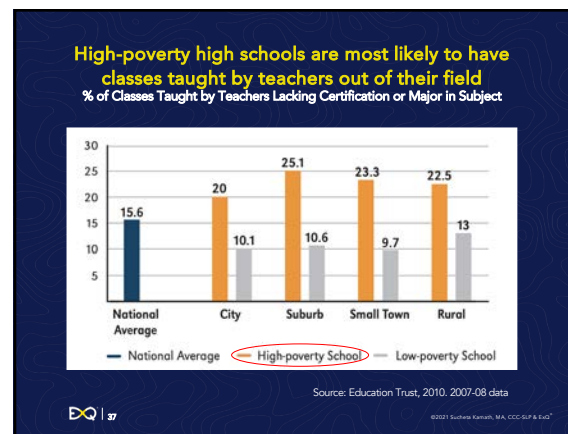


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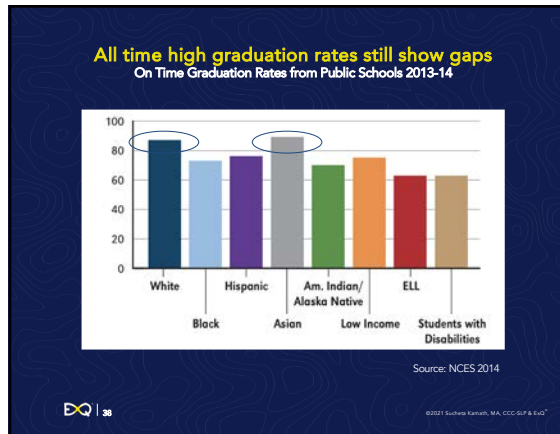
According to the 2015 Report, the main engines of the observed differences in suspension rates are school policies, practices, and leadership, rather than differences in student behavior

Source: "Are we closing the school discipline gap?" -The Civil Rights Project (2015)

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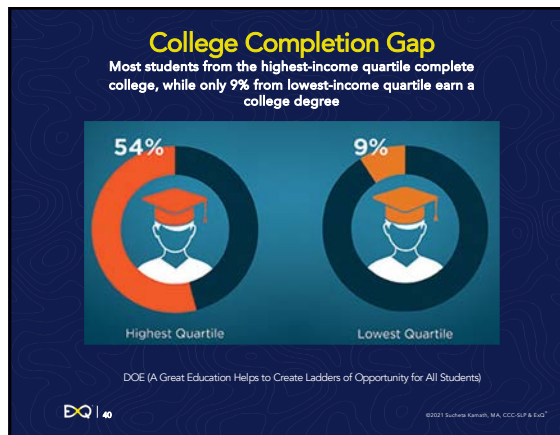
### Deep Structural Disparities

Public school education & the opportunity gaps

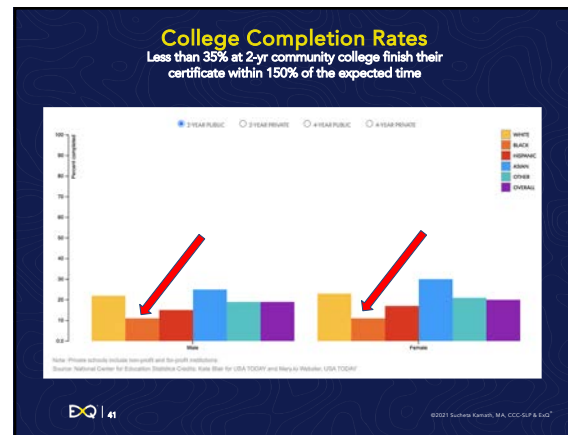
“Social science research has consistently shown that public school students with higher-income parents are likelier to attain higher levels of education than their lower-income peers.”

— Pedro Noguera, Ph.D. The dean of the University of Southern California’s Rossier School of Education (MSNBC)

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### Special Ed Struggles During COVID-19:

District response to the survey questions

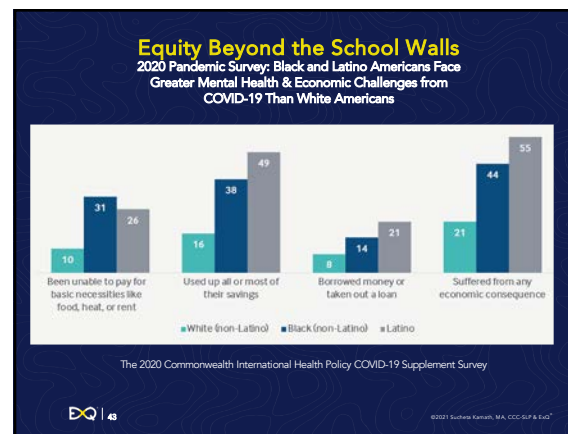
- 82%** harder to provide hands-on accommodations and instructions
- 73%** harder to provide instructional accommodations
- 57%** hard to engage families for help with IEP requirements

**Analysis showed that**

- School districts found it more or substantially more difficult to provide services required by IDEA in the context of remote instruction
- Responses were similar across low-poverty, rural as well as urban districts suggesting that there’s a grace need to support districts and schools in educating students with disabilities is widespread.

American Institute for research (2020): National survey of Public Education Response to COVID-19: Spotlight on students with disabilities

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**Deep Structural Disparities**  
The pandemic has affected people of color disproportionately more



"Persistent wealth gaps, inadequate access to health care, poor living conditions, and unsafe work environments are just a few of the root causes for why this pandemic has affected people of color disproportionately. Of course, getting the pandemic under control is critical, but we also have to dismantle the racist policies and practices that have led us here."

— David Blumenthal, M.D., Commonwealth Fund President

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**America's Struggle With Equity (1):**



A 2011 Department of Education study showed that 45% of high-poverty schools received less state and local funding than that was typical for other schools in their district.

Comparability of State and Local Expenditures Among Schools Within Districts: A Report From the Study of School-Level Expenditures (2011)

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**America's Struggle With Equity (2):**



A 2019 Ed Builder report showed that the majority-white districts receive \$23 Billion more than majority non-white districts

Ed Build Report (2019)  
<https://edbuild.org/content/23-billion>

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**We Haven't Prioritized Equity (Enough)**


Because, if we did, we would have taken the time to understand poverty and its impact on the developing brain, made a greater commitment to changing policies, doubled-down on our financial investments, and moved away from punitive actions



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**Achievement Gap is more like an Opportunity Gap**



**CONCLUSION:**  
"The route to achieving equity will not be accomplished through treating everyone equally. It will be achieved by treating everyone justly according to their circumstances."

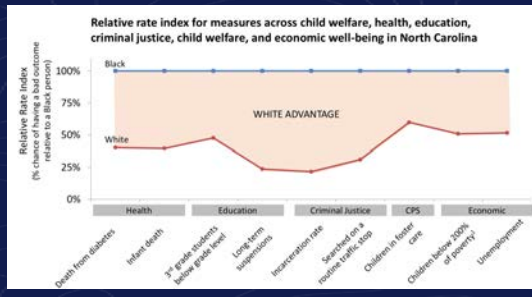
Paula Dressel, Race Matters Institute

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**Bad Outcomes America's Untold History**

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in North Carolina



Metric	White	Black
Death from diabetes	~40%	~100%
Infant death	~40%	~100%
3rd grade students below grade level	~40%	~100%
Long term incarcerations	~25%	~100%
Reincarceration rate	~25%	~100%
Severely poor's mortgage rate 100	~40%	~100%
Children in foster care	~40%	~100%
Children below 200% of poverty	~40%	~100%
Unemployment	~40%	~100%


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### Let's Pause And Think


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What ideas are squaring with you?



What ideas are still circling in your head?



What would you like take with you into your practice?

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### Unaddressed Racism Continues to Be a Source of Grave Societal Woes

Blinding us from exercising imagination and foresight



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"We in the developed world, are like homeowners who inherited a house on a piece of land that is beautiful on the outside, but whose soil is unstable loam and rock, heaving and contracting over generations, cracks patched but the deeper ruptures waved away for decades, centuries even."



— Isabel Wilkerson, Author of the Book Caste

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### Eight Pillars of American Caste System

By Isabelle Wilkerson

- Pillar 1:** Divine Will and the Laws of Nature
- Pillar 2:** Heritability
- Pillar 3:** Endogamy and the Control of Marriage and Mating
- Pillar 4:** Purity Versus Pollution
- Pillar 5:** Occupational Hierarchy
- Pillar 6:** Dehumanization and Stigma
- Pillar 7:** Terror as Enforcement, Cruelty as Means of Control
- Pillar 8:** Inherent Superiority Versus Inherent Inferiority

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### Who Does Racism Benefit?

Self-Interest => Power/Wealth => Privilege => Racism



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### Systemic Racism and Capitalism :

- The saga of minimum wage
- Zip Code Destiny
- Disadvantages lead to Wealth Gap

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**The 13<sup>th</sup> Amendment (1865) states, "Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction."**

**FROM SLAVE TO CRIMINAL WITH ONE AMENDMENT**

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**Slavery To Prison Labor**

- For the first half of the 19th century, slavery was at the core of the American economy
- Its products not only established the United States' position in the global economy but also created markets for agricultural and industrial goods grown and manufactured in New England and the mid-Atlantic states
- More than half of the nation's exports in the first six decades of the 19th century consisted of raw cotton, almost all of it grown by slaves (mostly in the south)

- Beckett, Sven. "Slavery and Capitalism." December 12, 2014, Chronicle of Higher Education

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**Prison Labor And Modern Slavery**  
Average citizens are neither aware nor concerned about these matters

**PRISON-INDUSTRIAL COMPLEX**

- Multibillion dollar industry
- Average wage \$0.30-\$0.60
- Some states don't pay their prisoners any wages
- Has been part of US Economy since late 19th century
- Despite the hard-won protections secured by the labor movement over the past 100 years, incarcerated workers do not enjoy most of these protections

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"Again, we have deluded ourselves into believing the myth that capitalism grew and prospered out of the Protestant ethic of hard work and sacrifice. The fact is that capitalism was built on the exploitation and suffering of black slaves and continues to thrive on the exploitation of the poor – both black and white, both here and abroad."

- Martin Luther King, Jr

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**Let's Pause And Think**  
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What ideas are squaring with you?

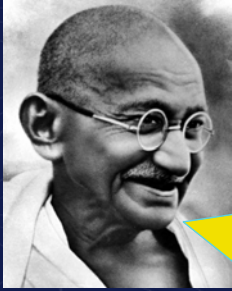
What ideas are still circling in your head?

What would you like take with you into your practice?

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"Our ability to reach unity in diversity will be the beauty and the test of our civilization."  
- Mahatma Gandhi

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**The Bias Blindspot:**  
How well do we really know ourselves?




BLINDSPOT

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I am biased  
I'm not biased!  
Am I biased?

Research shows that we are not aware of the sources of our beliefs (the WHY is unclear or inaccessible to our conscious mind). When we stereotype or judge with bias happens, we are unaware of it  
- Emily Pronin, Ph. D. (Princeton University)

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However, we see others to be more susceptible to biases than we ourselves are.  
Emily Pronin, Ph. D. (Princeton University)

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Our motivated interests and capacity to reason makes us deduce that the "other side" is influenced by:

- Prejudice
- Ideology or even by
- Self interest

- Emily Pronin (Yale University)

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**Stereotyping:**  
Brain is a Categorizing Machine



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### Understanding Stereotypes (1)

- Everyone uses stereotypes (our brain is designed that way)
- Stereotypes are not distributed equally
- Those who lack the *default* characteristics of their society are most likely to be stereotyped

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### Stereotyping:

Brain likes to make complex things simple

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### Stereotypes are NOT harmless:

What's natural to the brain is yet not harmless

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### Understanding Stereotypes

- Everyone stereotypes (Brain is designed that way)
- We all seek comfort (but we must HNESTLY figure out what we're comfortable with and WHY)
- We must ALL go back and check our assumptions - whites and people of color

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### The Blindspot:

Brain is Influenced by What Others Think

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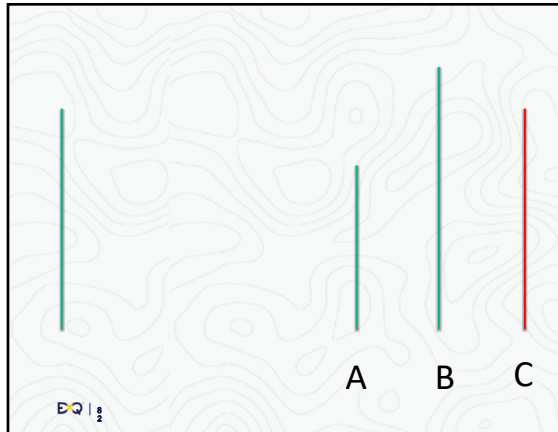
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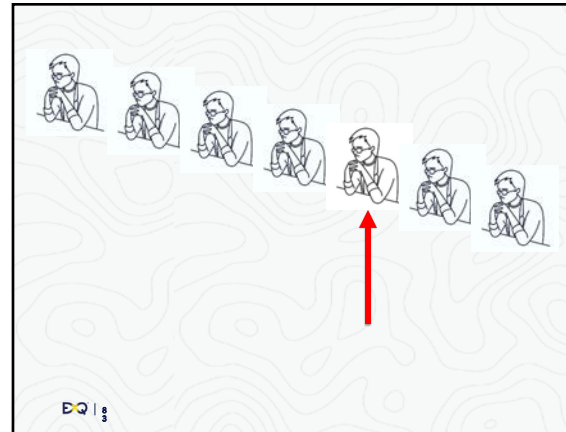
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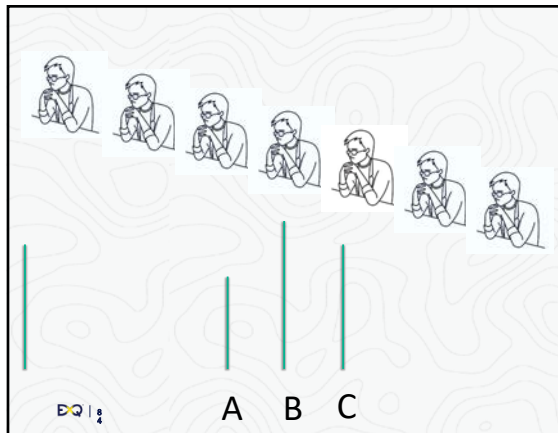
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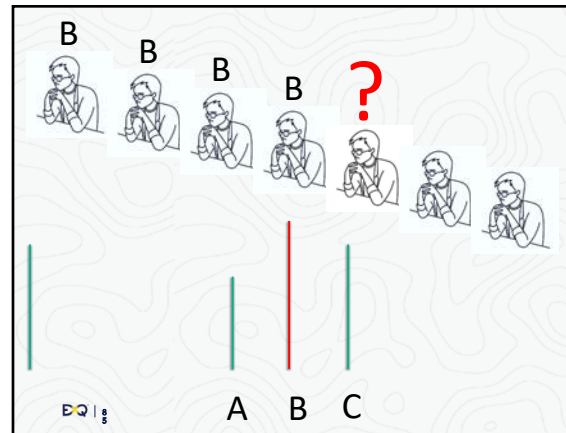
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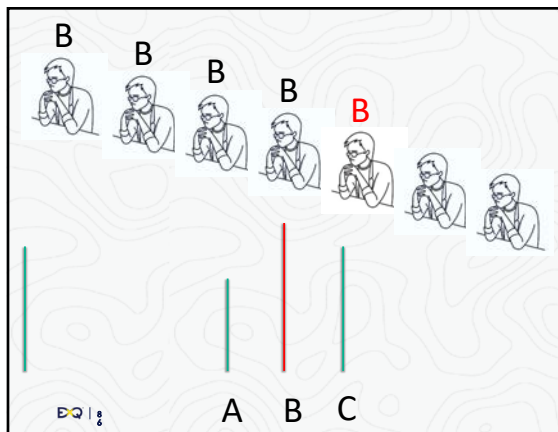
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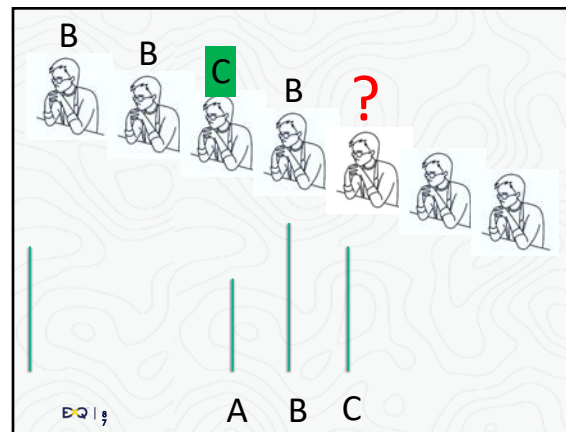
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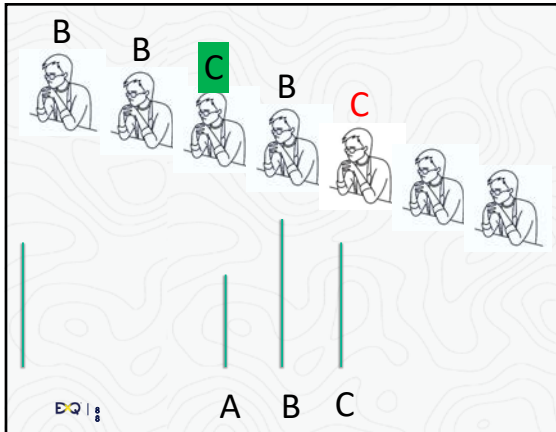
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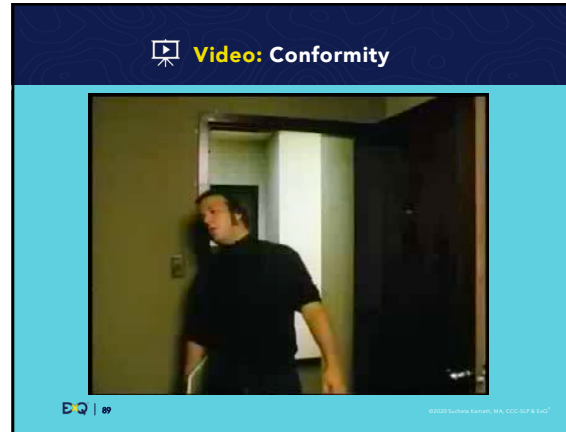
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**IMPLICIT BIAS**

**Study**

- 176 Police officers (mostly white avg age 37) were tested on dehumanization of Blacks by researchers at UCLA
- Researchers reviewed police officers' personnel records to determine use of force while on duty and also gave them psychological task in which they paired blacks and whites with large cats, such as lions, or with apes
- Those who dehumanization Blacks were more likely to use force or violence against a black child in custody

Resource: The Essence of Innocence: Consequences of Dehumanizing Black Children by Goff et al.

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**IMPLICIT BIAS & IMPACT ON PERCEPTIONS**

**Findings**

Black Boys are Viewed as Older, Less Innocent Than Whites

"We found evidence that overestimating age and culpability based on racial differences was linked to dehumanizing stereotypes"

- Phillip Atiba Goff, PhD (UCLA)  
(Author of the study)

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### IMPLICIT BIAS & TRUSTWORTHINESS

**Study 3**

- Photos of capital inmates shown to entry-level criminal justice students for them to evaluate the trustworthiness of the faces
- Students rated pictures of light-skinned inmates as more trustworthy when they preceded pictures of dark-skinned inmates.

Light skinned inmates are viewed more trustworthy



- The Essence of Innocence: Consequences

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"Children in most societies are considered to be in a distinct group with characteristics such as innocence and the need for protection. Our research found that black boys can be seen as responsible for their actions at an age when white boys still benefit from the assumption that children are essentially innocent,"

- Phillip Atiba Goff, PhD (UCLA)

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### Let's Pause And Think

Email me Sucheta@exqinfiniteknowhow.com

- What ideas are squaring with you?
- What ideas are still circling in your head?
- What would you like take with you into your practice?

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### Our Profession: Implicit Bias, Inequity and Intersectionality



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### Profiling Our Profession (1)

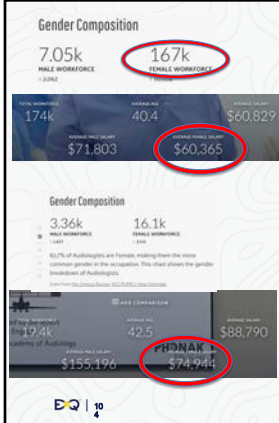
Is the data reflective of the population?

- Total SLP workforce 174K
  - 95.9% are females
  - 83.7% are White
  - 5.24% are Black
- Total Audiology workforce 19.4k
  - 82.7% are females
  - 82.4% are White &
  - 7.37% are Asian
- Hence, white and female is considered the *default* for our group
- Anyone who is not white or female is going to be subjected to being stereotyped

<https://datasus.io/profile/soc/speechlanguage-pathologists>

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### Intersectionality: Gender Bias and Income



- In 2019, SLPs earned an average of \$60,829, \$5,305 more than than the average national salary of \$55,524.
- But male female gap is WIDE as ever

<https://datasus.io/profile/soc/speechlanguage-pathologists>

<https://datasus.io/profile/soc/audiologists>

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# The Antiracist Ally: Tackling Systemic Racism Through Awakened Critical Consciousness and Commitment to Inclusivity

3/12/21  
By Sucheta Kamath, MA, MA, CCC-SLP



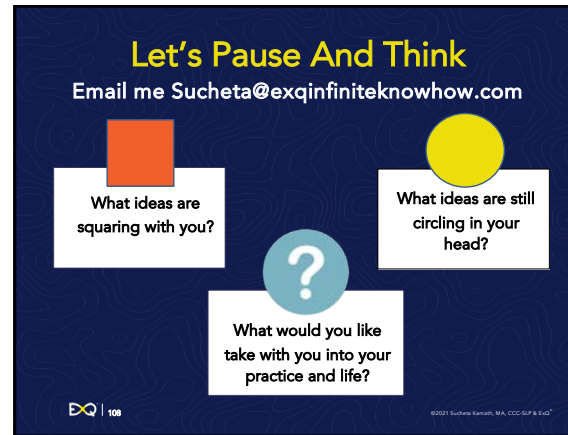
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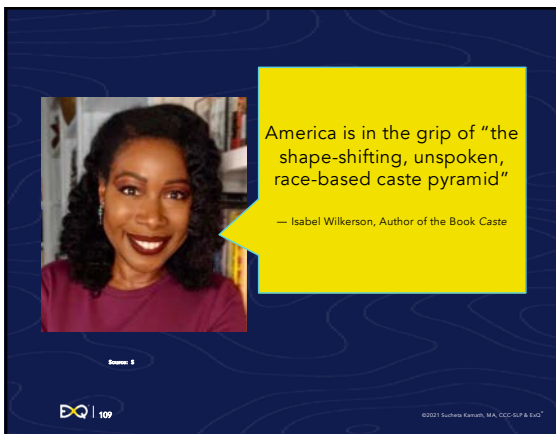
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An Ordinary Photograph but Captures an Act of an Extraordinary Courage  
Story of August Landmesser

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The Work Begins with YOU!  
The Work for Whites is Slightly Different than that of People of Color

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**BOTH Groups Need Racial Healing**

- Guilt, shame, anger, frustration and anxiety are prevalent responses to implicit bias and societal injustices related to race
- Investigate your emotional relationship with issues of race
- Common reaction is psychic numbing or compassion fatigue and disengagement
- Without relationships there is no beginning but without laws there's no end

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**Dos & Don'ts**

- Do not expect to be taught or shown. Take it upon yourself to use the tools around you to learn and answer your questions
- Do not participate for the gold medal in the "Oppression Olympics" (you don't need to compare how your struggle is "just as bad as" a marginalized person's)
- Do not behave as though you know best
- Do not take credit for the labor of those who are marginalized and did the work before you stepped into the picture
- Do not assume that every member of an underinvested community feels oppressed

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**The Concept of Racial Healing**

- Unlearn the stereotyped racial messages you have internalized and the wounds racism creates in you
- Open your eyes to the costs of racism and work to stop participating, either knowingly or actively
- Armed with the new knowledge, influence your interpersonal interactions and access to those who are victims of racism

- Anneliese Singh, Ph.D.  
(Author of "The Racial Healing Handbook")

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"The good news is that healing from racism is a process of proactive individual actions and strategies that you can practice throughout your lifetime. And the even better news is that as you begin to heal from racism, you can learn to give folks in your personal and professional circles the opportunity to heal from racism too."

- Anneliese Singh, Ph.D.  
(Author of "The Racial Healing Handbook")

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**The Anti-Racist Strategies**

#1: Read, study and reflect on history of this country



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**History will repeat itself, unless understood**


- Read, learn and reflect on the American History
- Share your new insights with your family, friends and community
- Give your time to the equity and justice movements
- Overworked people can fund various social justice initiatives
- Those who have both (Time and Treasure), do both

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**The Anti-Racist Strategies**

#2: Truly understand that *Racism and Capitalism are conjoined twins*



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**Investigate Work & Life Practices**

- Get involved
- Get behind polices
- ASHA & PAC
- State Organization

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**The Anti-Racist Strategies**

#3: Acknowledge, Explore and Showcase the Black Lived Experience



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**Let's Pause And Think**  
Email me Sucheta@exqinfiniteknowhow.com

What ideas are squaring with you?

What ideas are still circling in your head?

What would you like take with you into your practice?

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**Knowing the Unknowns**

- Dinner table
- Fire-side community chats
- Moth stories or Story Corp

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**The Anti-Racist Strategies**  
#4. Examine and address systemic racism in your organization

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**How White Colleagues Can Do Better**

- White educators can work to manage white fragility in themselves and among colleagues.
- White colleagues can work to ensure that labor is evenly distributed in their schools.
- White colleagues must educate themselves about the issues that matter.

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**Political Activism:**  
Remember, racist policy is ANY policy that creates racial inequity or racial injustice - it is not about the intent of the policy but HOW it impacts the constituents

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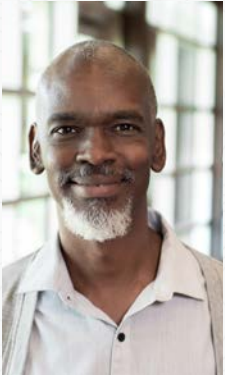
**Where to Begin:**  
Ways to pursue and advocate for Antiracist Policy

- Warrant - If "No knock" warrants were illegal then Briana wouldn't have been killed
- Policing - Every single time a police officer harms a citizen we must require an independent review process. High disparity in the internal review process tends to be biased & can be avoided

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### Start Culture-Rounds


- Fire-side community chats
- Moth stories or Story Corp

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### The Anti-Racist Strategies

#### #5. Acknowledge one's Own White Privilege and Discuss Racial Injustices with Courage



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### The Anti-Racist Strategies

#### #6. Make Race *Top of the Mind* for you and your family



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### Antiracist Family to Antiracist community

- Discuss your clients' experiences and how systems disproportionately affect minorities
- Explore New Ways to Explore your Children's Thinking
- Assess your support of policies that may be widening the race gap

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### Five Engaging Questions

Ways to help children think and talk about their race and experiences of those from others races:

- 1 What do you notice about...?
- 2 What do you notice when...?
- 3 What do you think...?
- 4 How does this remind you of...?
- 5 Why?

Adapted from Dr. Lauren M. Shea

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**The Anti-Racist Strategies**  
#7. Diversify Your Workplace & Pay Forward Your Privilege



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**Diversified Workplace**

- Evaluate how leadership teams have been and are being formed
- Assess and modify hiring practices and student recruitment
- Build boardrooms where minorities have been given a seat
- Build communities that have transparency around race, equity and diversity



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**Strategize Your Team Approach based on Research about Effects of Diversity on Group Performance**




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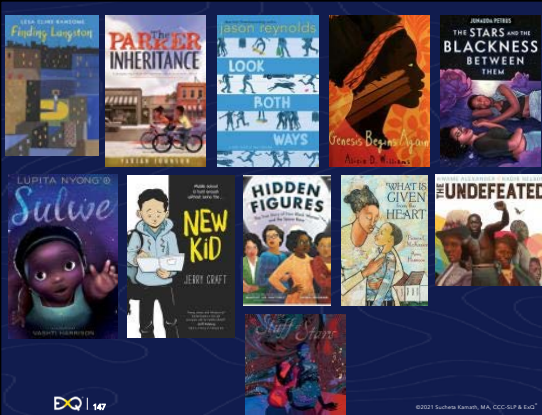
**Expand your Therapeutic Repertoire:**  
Include books & literature from African American authors and illustrators for that demonstrates an appreciation of African American culture and universal human values



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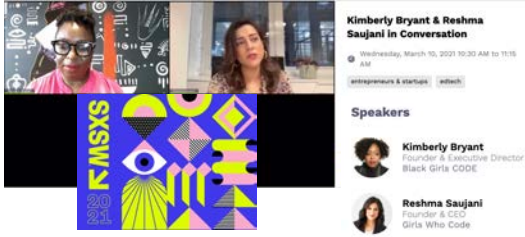


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**"You can't be what you can't see"**  
- Reshma Saujani, Founder of Girls Who Code



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**More and More Good Deeds we Do, Less & Less Open we Become to Self-Examination**  
- Dangers of Being Morally Righteous



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**SUMMARY**

**Being An Antiracist Ally Is a Life-Long Commitment**

- Shoulder the responsibility of others' struggle as your own
- Understand that your education is up to you and no one else
- Understand that in spite the pain you feel, the conversation is **not** about you
- Examine your mistakes and willingly own them
- Transfer or extend the benefits of your privilege to others
- Place the voices of the oppressed ahead your own and amplify them
- Stand up, even when you feel scared


Resources Created by: Amelie Lamont

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**Video: What do you see and how do you feel?**



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**Ceremonious KKK Initiation of Children**

Just as intentional effort was made to spread racist beliefs, let's put similar intentional effort to dismantle those beliefs!



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**Let's Pause And Think**  
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