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The Race to....

SOCIAL  
JUSTICE



## Safe, Shared Space for Learning:

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1. Everyone is invited to participate
2. Everyone has the right to pass
3. Respect is shown for all opinions and perspectives



## Safe, Shared Space for Learning:

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4. Air space is shared
5. Confidentiality is preserved
6. What's said here, stays here and what's learned here, leaves here!
7. Ouch.. then educate



# Critical Race Theory: (CRT)

A Framework for **Discussing** Social Injustice in America!

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**Presenter:** Keva White, LCADC, LSW





# What is CRT?

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“a framework for examining power structures that maintain racial inequalities and developing strategies for action and change.”



# The Five Tenets of CRT:

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1. Racism as Ordinary
2. Critique of Liberalism
3. Whiteness as Ultimate Property
4. Interest Convergence
5. Unique Voice of Color



# T1: Racism as Ordinary

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- Racism is the “usual” way of doing business in the U.S.
- Racism is normalized in political, social and economic structures.
- Racism is perpetuated through social structures/ institutions.





## Action Step#1

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Emphasize open acknowledgement of the (*dominant*) role race has historically played and continues to impact our society. Especially communities of color!



## T2: Critique of Liberalism

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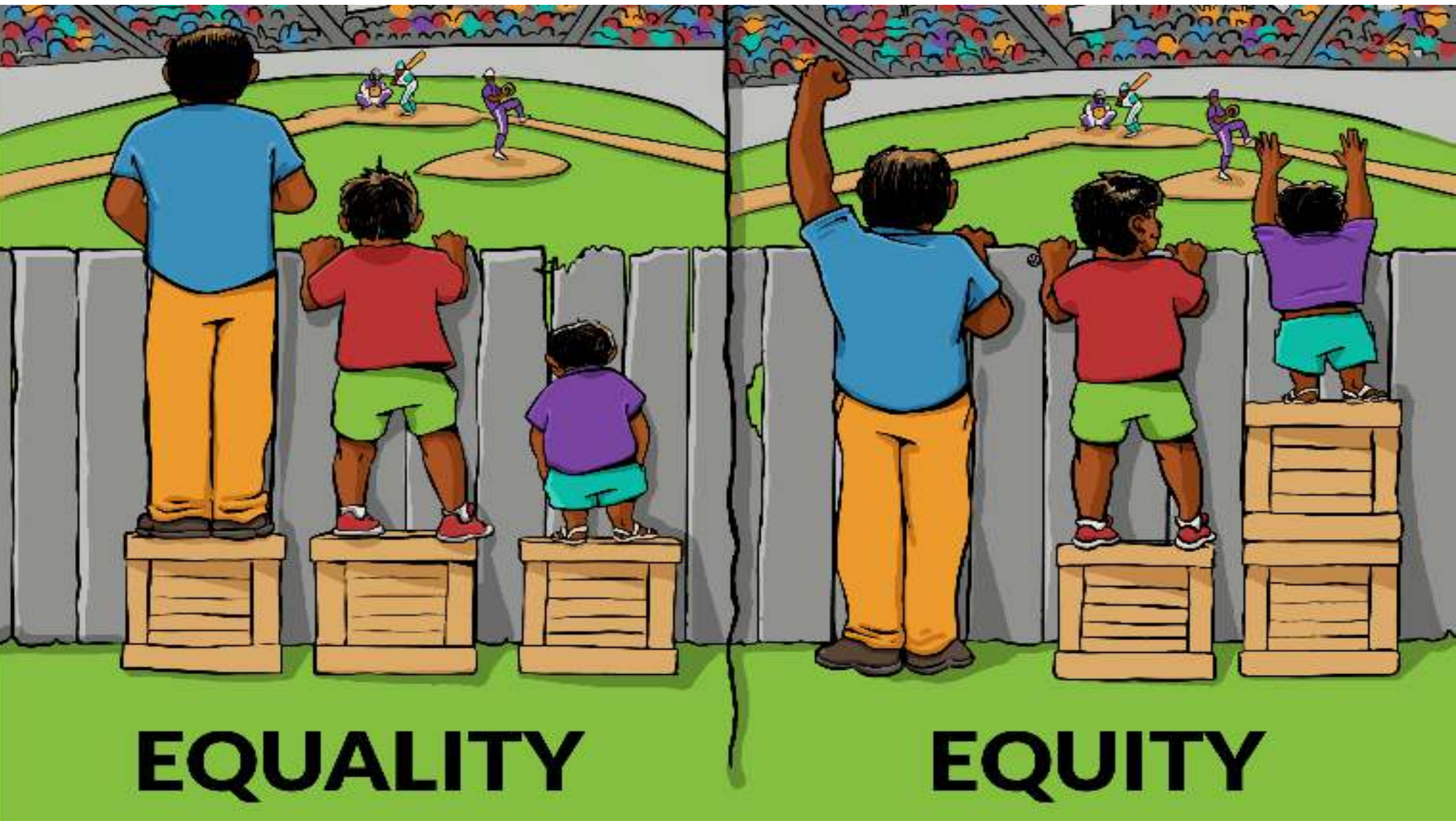
- Neutrality of law promotes incremental change towards equality.
- Liberal approach focuses more on promoting equality rather than equitable distribution of resources, rights and civil liberties.



## Action Step#2

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Sustained implementation of policies that promote equitable distribution and access to essential benefits & civil liberties afforded to **all** American citizens!



**EQUALITY**

**EQUITY**



## T3: Whiteness as Ultimate Property!

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- American society is based on property/asset rights and acquisition in terms of wealth building opportunities.
- Whiteness (*skin tone*) is the “ultimate property” of value, not necessarily the property itself.



# T3: Whiteness as Ultimate Property!

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## Action Step#3

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Promote a **fair and just**, equitable distribution and access to assets, benefits, resources, and **humane treatment** regardless of race and ethnicity.



## T4: Interest Convergence

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CRT theorist contend that civil rights for African American's are achieved only when converging with the interest of Whites and should be measured with enthusiasm.





## Action Step#4

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Engage in more authentic commitments to social gains and upward mobility for all races.



## T5: Unique Voice of Color

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“People of color’s experiential knowledge offers a direct contradiction to the “othering” process, allowing people of color to critically reflect upon their position within a racist society.”



## Action Step#5

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Diffuse socially constructed narratives of minority groups by disqualifying the “Single Story” and cultivation of histories of all members of society regardless of race.

# OPEN DISCUSSION

