Providing High Quality
Online Interactive Training Services
The Race to....

SOCIAL

JUSTICE
Safe, Shared Space for Learning:

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:

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!

**Presenter:** Keva White, LCADC, LSW
What is CRT?

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

The Five Tenets of CRT:

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

- 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.

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

- 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.

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

EQUALITY

EQUITY
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!
Action Step #3

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

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.

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

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