
White Privilege and Allyship

Sustainable San Mateo Happy Hour
February 23, 2021
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Why did I join today?

Ground Rules

- Respect
 - ◆ Recognize the presence of oppression
- Step Up/Step Back
- Vegas Rule



White Privilege



What is White Privilege?

- Real and True
 - Think
STRUCTURALLY
- Not anyone's fault
- Deep and Insidious

“A collection of unearned assets that I can count on cashing in each day, but about which I was meant to **remain oblivious**”

-Anti-bias educator Peggy McIntosh

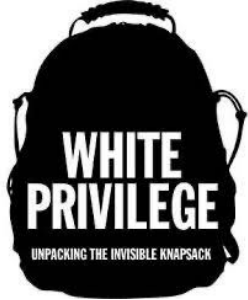


What is White Privilege?

- Individualism and Universalism
- THE NORMAL

“In this country, American means to be white. Everyone else has to **hyphenate.**”

-Toni Morrison



What is White Privilege?

- Hand and hand with oppression
- Intersectional
- Comes with measurable advantages

“What white privilege means for white people is that their whiteness has not been a social, political, professional, financial, or legal hindrance. They have the privilege of the benefit of the doubt which manifests as **the privilege to just be.**”

-Damon Young, Editor and Chief of Very Smart Brothers

**Wealth of Avg White
Family**

\$171,000

**Wealth of Avg Black
Family**

\$17,150

White families have 10X more wealth than
Black families

Why do you think this is?

Black or African American households have significantly less wealth than white households, regardless of important demographic factors

Inflation-adjusted median wealth in 2016, by race, marital status, age, and income level

Demographics	White	Black or African American
Education		
No college	\$81,650	\$9,100
College or more	\$325,600	\$57,250
Marital status		

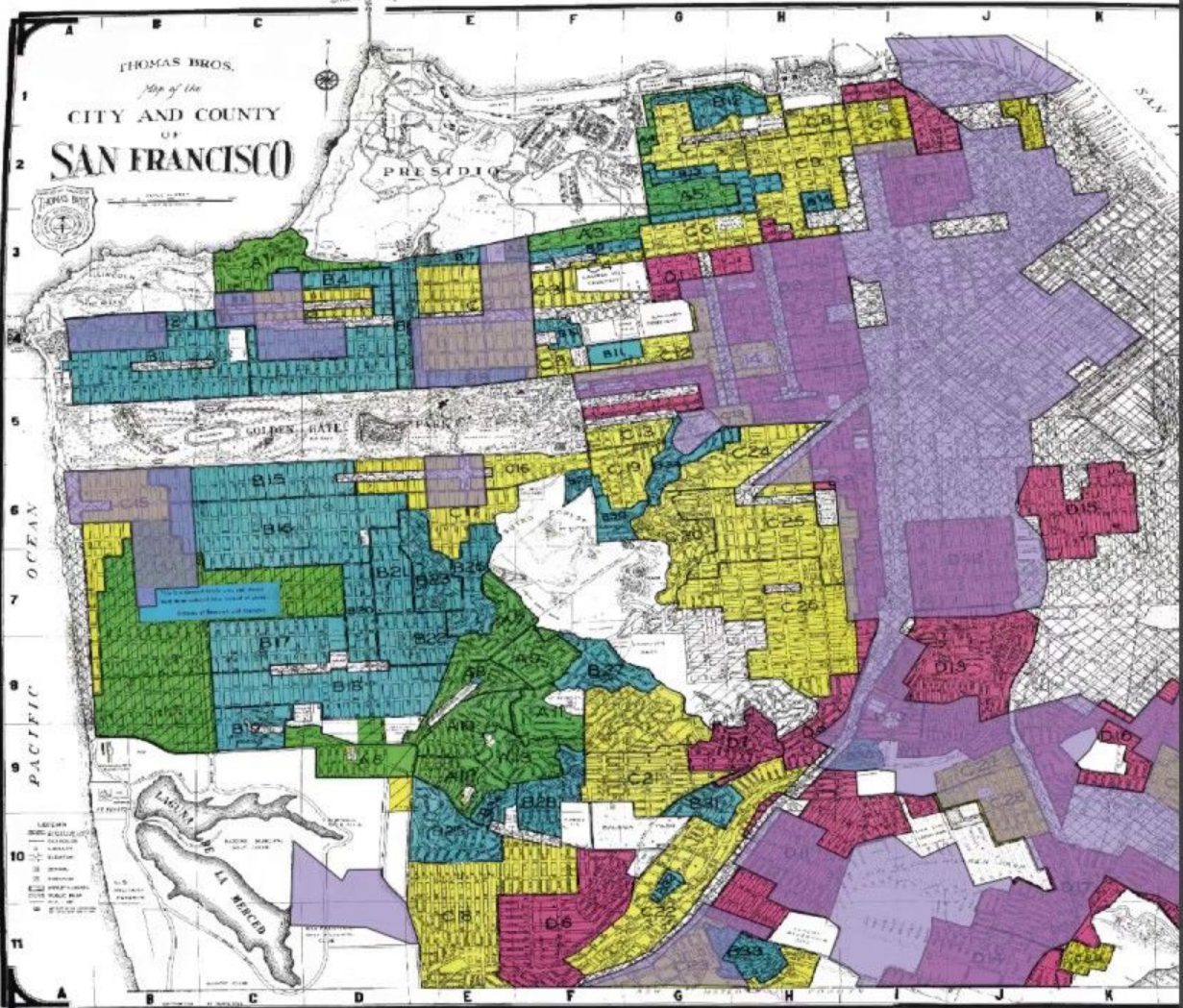
\$582,820

\$85,500

Note: All dollar figures are in 2016 dollars. Nominal dollars are deflated by Consumer Price Index for Urban Consumers Research Series. Sample includes all nonretired households 25 years and older.

Source: Authors' calculations based on data in survey year 2016 from Board of Governors of the Federal Reserve System, "Survey of Consumer Finances (SCF)," available at <https://www.federalreserve.gov/econres/scfindex.htm> (last accessed October 2017).





In fact, 87% of today's gentrifying areas were rated as "hazardous"

Let's Play a Game

-\$4,400



What is Allyship?



Active, consistent, life-long process and practice of a person from a non-marginalized identity supporting and acting in solidarity with those marginalized.

Allyship is

- ★ NOT an identity- but a practice
- ★ NOT self defined - the work must be recognized by the people we seek to ally ourselves with
- ★ A verb! - it doesn't stop with a tweet or FB post
- ★ Hard-work

How to be an ally?

- Actively acknowledge your privilege and power
 - THEN USE IT!
- Do NOT expect to be educated by others
- Avoid color blindness and performative allyship
- Speak up, but not over
- Not about intent, it's impact
 - Apologize when you inevitably make a mistake (it's okay!)





Activity

White Privilege Glasses

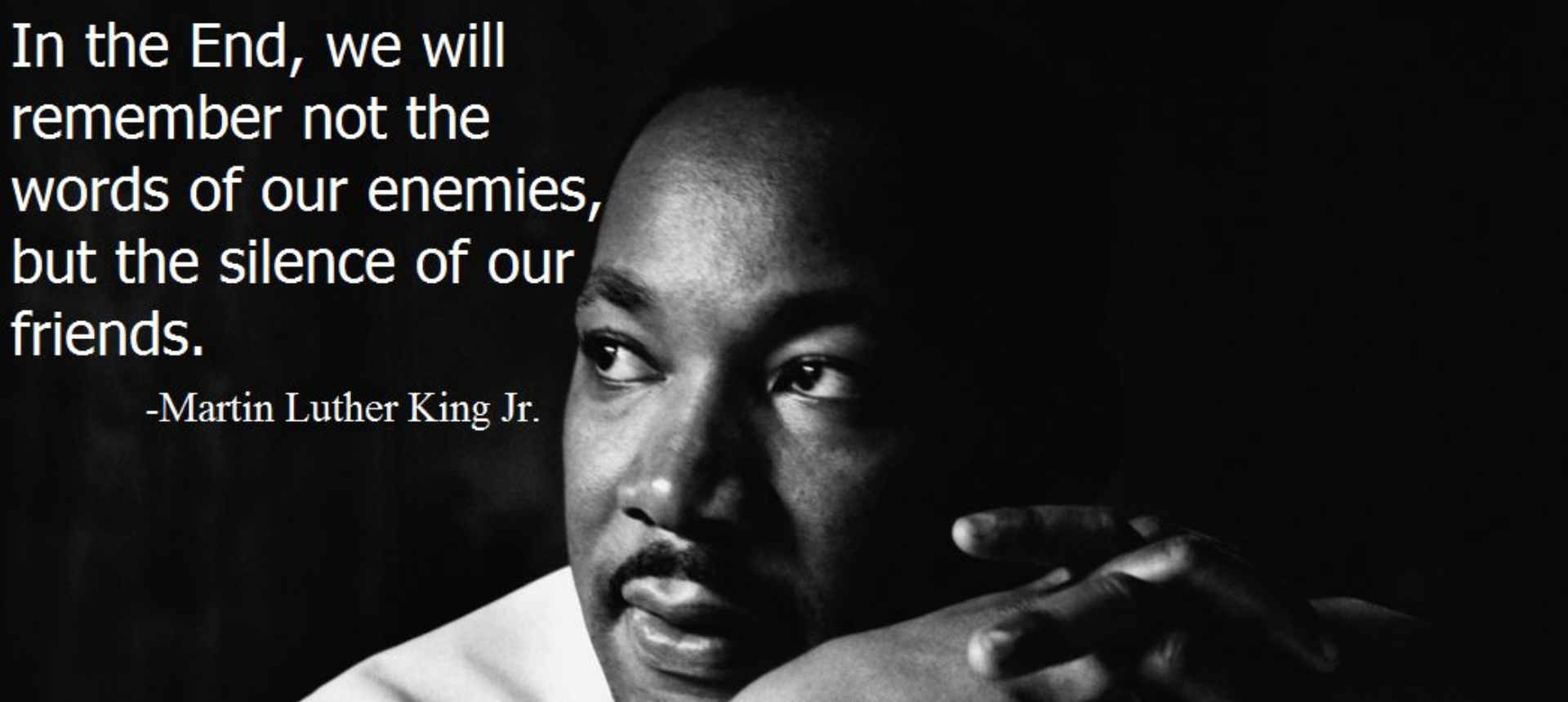
Think of your typical day...

What do you think you would see with your White Privilege glasses?



Ways to be an ally!

- **Read. Watch. Listen.**
- Join or donate to an organization supporting the work
- Find or start a book club or “white space”
- Follow activists and organizers
- Decolonize your bookshelf (and your Netflix)
- Attend town halls and other local government happenings to ask about issues facing marginalized communities
- Call out friends, family, coworkers, bosses, neighbors, and everyone in between
- Notice who is getting airtime in meetings and boardrooms
- Believe and hear BIPOC in your life

A black and white portrait of Martin Luther King Jr. He is shown from the chest up, looking slightly to the left of the camera with a thoughtful expression. His right hand is raised near his chin, with fingers slightly curled. The background is dark, making his face and hand stand out.

In the End, we will
remember not the
words of our enemies,
but the silence of our
friends.

-Martin Luther King Jr.

Thank You!

Please check your email for a list of resources



Activity

Whiteness Project I

1. What are your thoughts on the video? How did it make you feel?
 2. Do you think they are recognizing their privilege? Why or why not?
 3. Do you think they are being an ally? Why or why not?
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- ★ What are ways you have seen White Privilege manifested in your life?