

From: Challenging Racism (mail@networkforgood.com)

To: porozco\_98@yahoo.com

Date: Thursday, July 1, 2021, 08:45 PM EDT

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## JUNE 2021 UPDATES NEWSLETTER



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### CHALLENGING RACISM - CRITICAL RACE THEORY (CRT) SUMMARY

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In recent news, there has been a lot of conversation on Critical Race Theory (CRT). The term has been used in the media and in our communities. We would like to explain what CRT is and provide some resources for you to learn more about it.

CRT is a theory or theoretical framework whose origins are in academia. As the name indicates, Critical Race Theory seeks to critically examine history through a racial lens.

CRT is the effort to critically examine history by identifying elements that intentionally or unintentionally cause or have caused harm to parties due to their race. This lens has been around for decades and legal scholars such as Kimberlee Crenshaw (who coined the term “Critical Race Theory”) have done much work on using the lens of race to examine policies, history, law and disparities in fields such as education and health.

CRT is only a way to EXAMINE the world in which we live and the history that brought us to the present day. This lens can be helpful to understand how race has played a part in our history and how it continues to affect our communities today. This theoretical framework is useful in its approach but is one of many tools to utilize. For meaningful analysis and a more inclusive discussion, there must be multiple views and perspectives represented.

We want to encourage you to learn more about the basis and application of this work. Then we urge you to come together and create opportunities to discuss race and racial issues with each other across divides of race, gender, culture, ability, age, socio-economic status, etc. We can do this in our homes, our communities and in our organizations.

We hope to see you in the conversation.

### **Additional Resources for Critical Race Theory**

- [Battling Over Critical Race Theory - CAFE](#)
- [Diversity & Inclusion: A Lesson on Critical Race Theory](#)
- [EXPLAINER: So much buzz, but what is critical race theory?](#)
- [Creator Of Term 'Critical Race Theory' Kimberlé Crenshaw Explains What It Really Is](#)
- [Critical Race Theory \(Third Edition\) - NYU Press](#)

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## **BOARD HIGHLIGHTS, JUNE 15, 2021 MEETING**

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The Board met on Tuesday, June 15, 2021 at 7 PM. The Board meetings are still occurring on Zoom. During the meeting, the Board discussed our 2021-2022 budget and licensing programs for Challenging Racism. The Board approved licensing for the Getting Started programs and discussed developing additional curriculum to focus on our target areas: housing, healthcare, education, wealth building and law enforcement.

The July 2021 Board meeting was canceled and the Board will reconvene on August 17, 2021 at 7 PM. Please email [info@challengingracism.org](mailto:info@challengingracism.org) if you would like to attend our Board meeting. All are welcome.

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## **UPDATES FROM CR PROGRAMS**

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### **Challenging Racism: Learning How**

**Thursdays from April 8 to June 17, 2021**

**6:30 - 9:00 pm**

The most recent 11-session Challenging Racism: *Learning How Through Stories and Conversations* had its final gathering on June 17th. Monique (Moe) Bryant, Leah Maderal, and Judith Knight facilitated the group for participants from around the US (possible now because of Zoom).

Throughout the sessions, participants learned and practiced strategies to engage in difficult conversations about race. They examined forms of privilege, systemic and individual racism, and marginalization. The group members gained insight from the gift of hearing from several speakers about their lived experiences. Even though the workshop was 100% virtual, the participants grew together and described feeling connected, grateful, safe, and in community.

During the final session, participants reviewed strategies, discussed why they feel better equipped to challenge racism, and shared some specific ways they can increase their involvement in antiracist work.



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## Challenging Racism Continued: Monthly Meeting

### Tuesday June 8, 6:00 pm

The Challenging Racism Continued Committee met on Tuesday, June 8, 2021. The following facilitators were present: Nancy Brown, Samantha Fletcher, Lauren Ford, Pat Harden, Judith Knight, Dawn Kyser, Jayne Osgood, Gail Perry, Amy Polishuk, and Michael Swisher.

Continued facilitators discussed three project presentations being developed. The **Caste** book group will present its book discussion on Thursday, June 24, 2021, from 6:30 pm - 8:30 pm. Samantha Fletcher will be the lead facilitator and Lauren Ford will be the co-facilitator. Pat Harden will serve as the third facilitator, depending on the number of registered participants. Amy Polishuk will be the Zoom tech for the session. The group will meet for a debriefing session on Tuesday, June 29th at 5:30 pm.

Facilitators working on “What White Men Need to Know” continue their work on the development of this project. The whole committee discussed various aspects of the proposal. The group planned to meet to continue to refine their proposal. (Note: The group met and decided to table this project for the near future.)

Nancy Brown presented her proposed project on “othering.” She has reached out to Karen Monaco to be her co-facilitator. The whole committee discussed the proposal and offered several suggestions. Nancy would like to present in late September. The committee will not present any programs during the summer, and will next meet on September 14th.



## Challenging Racism Continued: "Caste" by Isabel Wilkerson Book Discussion

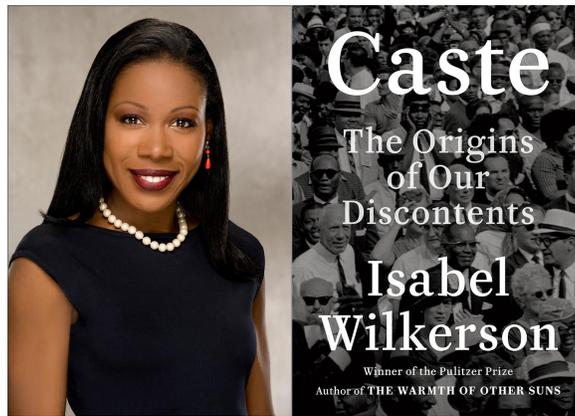
June 24, 2021

6:30 - 8:30 pm

The CR/Continued program on the book **Caste**, by Isabel Wilkerson, was presented on June 24, 2021, from 6:30 pm - 8:30 pm. Samantha Fletcher, Lauren Ford, and Pat Harden facilitated the program. Amy Polishuk was the Zoom technician.

Eighteen people participated in the discussion. Facilitators engaged the participants through several activities to gain a better understanding of how caste systems function by looking at three caste systems in the U.S., Nazi Germany, and India. Participants also discussed Wilkerson's view of how caste is perpetuated in the United States, as well as ways people can work to dismantle the caste system.

Participants generally agreed the session was helpful to their understanding of **Caste**, and many planned to finish reading the book.



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## Challenging Racism: Learning to Lead

Saturdays and Sundays 6/26-27, 7/10-11, 17-18

8:30 am - 12:30 pm

Challenging Racism: *Learning to Lead* is an intense facilitation training program that provides the skills and training to facilitate any group where race or topics related to race are likely to arise. The course provides direct work on how to create safe spaces for difficult conversations in any setting.

This past weekend a group of enthusiastic participants started this journey guided by facilitators Shari Benites, Tim Cotman, Dale Perry and Amy Polishuk. During the first two sessions, the team worked already on topics related to white fragility and started their RBF training.

The team will take a break during the Holiday weekend and regroup on July 10.



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## UPCOMING EVENTS

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### **Racism Within**

Sunday July 11, 2021

5:00 - 7:00 pm

Busboys and Poets

2021 14th Street NW

Washington, DC 20009

[Registration](#) is open now!

Typically, racism is understood as a weapon of hate or bias directed towards Black people and people-of-color. However, the often untold side of racism is when Black people direct the weapon of racism towards themselves, a form of racism known as internalized-racism that reveals itself as self-hate, colorism, and so much more.

The upcoming conversation "[Racism Within](#)" explores the inferiority complex that many Black people knowingly or unknowingly have. Hold on to the edge of your seats as professional moderator Krystal Glass unpacks "The Inferiority Complex." You don't want to miss this mind-altering conversation.

**Note:** Due to social distancing, capacity will be limited, therefore, this event is first-come-first-serve, [must RSVP via eventbrite](#). Once capacity is reached, guests are welcome to enjoy Busboys' restaurant and bookstore, visit the Busboys host stand to see if general (non-event) restaurant seating is available.

**About:** This event is a part of Busboys' A.C.T.O.R. Series- A Continuing Talk on Race, which is an open-discussion series hosted by Busboys and Poets as a community service.

**For Questions Contact:** Krystal Glass at [Hello@KrystalGlassTheHost.com](mailto>Hello@KrystalGlassTheHost.com)

# RACISM WITHIN

## Black People & The Inferiority Complex



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### Historically Speaking: Where You Are Is Not Who You Are: An Evening With [Ursula Burns](#)

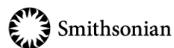
[African American History and Culture Museum](#)

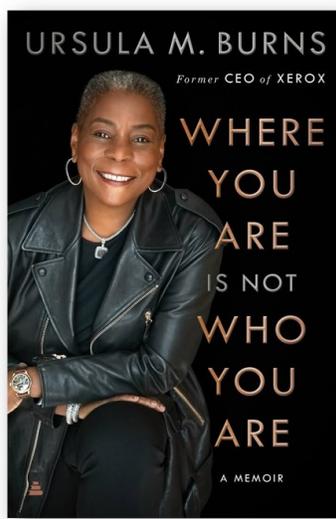
Thursday, July 22, 2021

7:00 pm to 8:00 pm

Virtual Event, Register [here](#)

The first Black female CEO of a Fortune 500 company looks back at her life and her career at Xerox, sharing unique insights on American business and corporate life, the workers she has always valued, racial and economic justice, how greed is threatening democracy, and the obstacles she's conquered being Black and a woman.





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## INTERESTED IN VOLUNTEERING FOR CR

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Challenging Racism is looking for volunteers to join us as we design and implement a range of fundraising and outreach activities for the Executive Director and Board.

Volunteers help plan events, build partnerships, conduct outreach via social media, apply for grants, and design programs for organizations in need of our conversations.

All skills are needed and welcomed and volunteers can choose their areas of expertise to help with. Areas we currently need volunteer assistance with are:

- Grants writing
- Handling Press Releases & Public Relations
- Fundraising for 2021 including our 3rd Annual Running Against Racism Virtual Run/Walk, Giving Tuesday and many more
- Marketing and Squarespace knowledge to help with our Website
- IT & Database management to help with Google Drive

Please complete the form below and feel free to contact us at [volunteer@challengingracism.org](mailto:volunteer@challengingracism.org)

[Volunteer Form](#)



If you want to support our mission, you can donate here. Thank you!

DONATE

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Challenging Racism  
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Arlington, VA 22209  
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