



**COSUMNES**  
RIVER COLLEGE

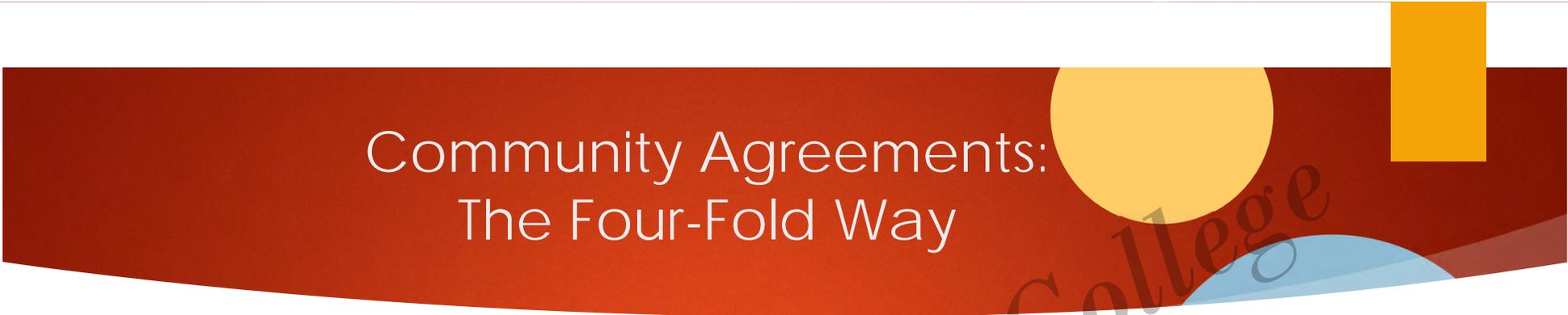
*Cosumnes River College*

# Communities *In* Practice: Will S.O.A.R.

*LET'S UNPACK THIS TOGETHER!*

WITH DR. CLAIRE OLIVEROS

VICE PRESIDENT OF INSTITUTIONAL EQUITY & RESEARCH PLANNING



## Community Agreements: The Four-Fold Way

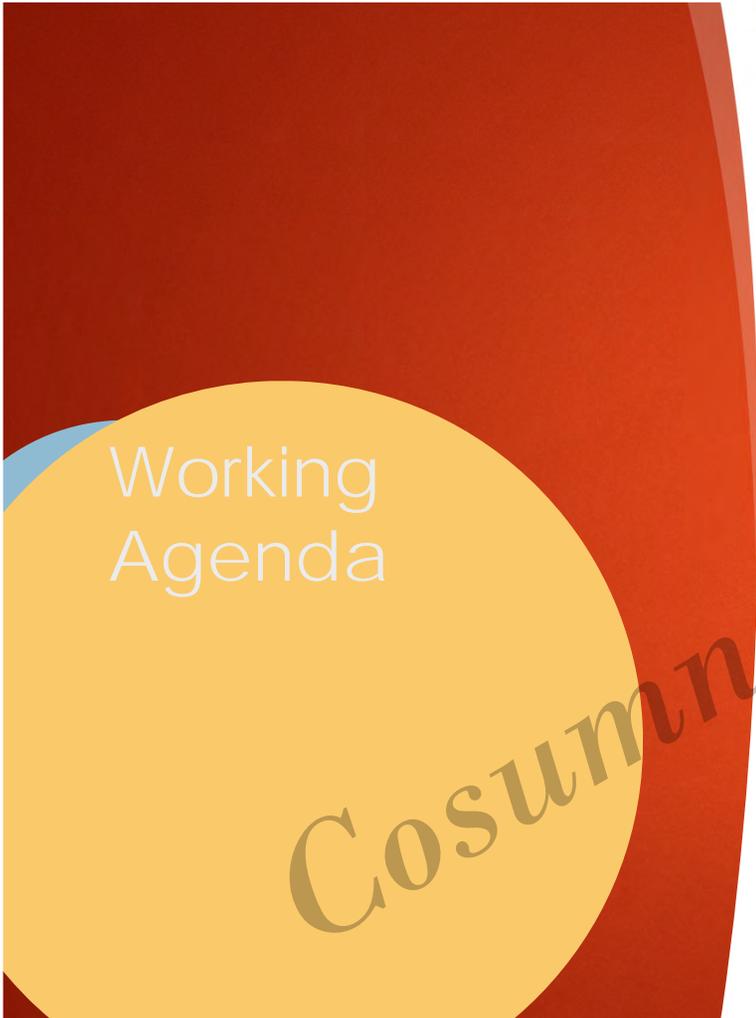
Show Up.

Pay Attention to What Has Heart and Meaning For You.

Tell the Truth.

Be Open to Outcome, Not Attached.

Inspired by Angeles Arrien <http://angelesarrien.com>

A graphic for a working agenda. It features a dark red background with a large yellow circle on the left side. The text "Working Agenda" is written in white inside the yellow circle. A faint watermark "Cosumnes River College" is visible across the graphic.

## Working Agenda

- ▶ Land Acknowledgement & Welcome
- ▶ Working Agreements
- ▶ Communities in Practice: Will S.O.A.R.
- ▶ Group Dialogue
- ▶ Closing Remarks

We Will  
S.O.A.R.

S – Stand Up for Social Change  
and Racial Equity.

O – Oust Oppression and  
Institutional Barriers.

A – Activate Awareness. Ask for  
Help.

R – Readiness. Responsive.  
Resistance.

## Unlearning Goals

To create brave spaces for dialogue.

To unpack social justice concepts in community.

To deepen our understanding of inclusion and equity.

To take action in creating a more welcoming and inclusive environment for ALL.

## Definition of Oppression

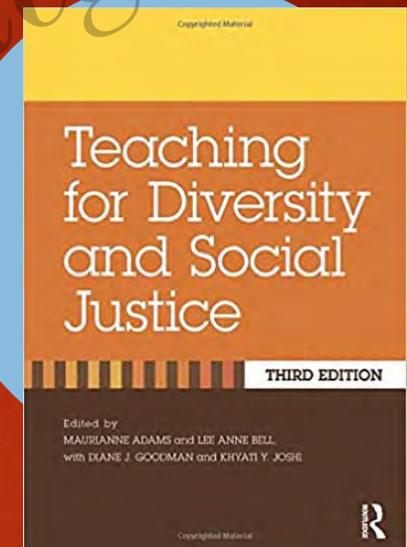
- A system that maintains advantage and disadvantage based on social group memberships and operates, intentionally and unintentionally, on individual, institutional, and cultural levels.

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## Matrix of Oppression

Social Identity Categories	Privileged Social Groups	Border Social Groups ↔	Targeted Social Groups	Ism
Race	White People	Biracial People (White/Latino, Black, Asian)	Asian, Black, Latino, Native People	Racism
Sex	Bio Men	Transsexual, Intersex People	Bio Women	Sexism
Gender	Gender Conforming Bio Men And Women	Gender Ambiguous Bio Men and Women	Transgender, Genderqueer, Intersex People	Transgender Oppression
Sexual Orientation	Heterosexual People	Bisexual People	Lesbians, Gay Men	Heterosexism
Class	Rich, Upper Class People	Middle Class People	Working Class, Poor People	Classism
Ability/Disability	Temporarily Abled-Bodied People	People with Temporary Disabilities	People with Disabilities	Ableism
Religion	Protestants	Roman Catholic (historically)	Jews, Muslims, Hindus	Religious Oppression
Age	Adults	Young Adults	Elders, Young People	Ageism/Adultism

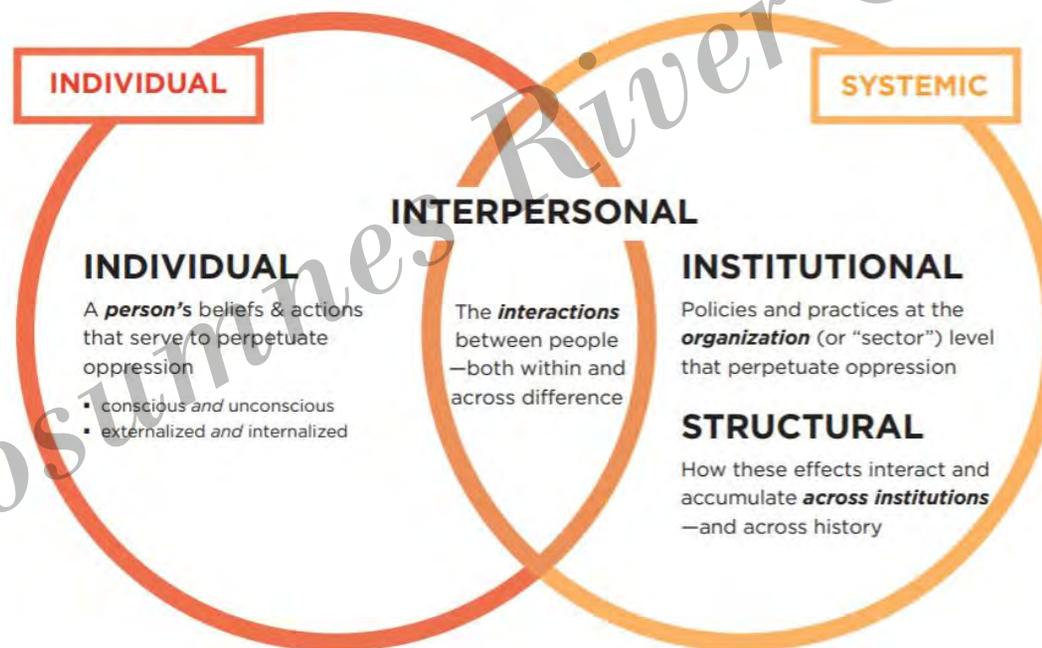
© Teaching for Diversity and Social Justice, Second Edition, Routledge, 2007



# Examples of Forms of Oppression

Social identity Category	Agent	Target	Form of Oppression	Example
Race	White People	People of Color	Racism	
Gender	Men	Women, Youth	Sexism	
Sexual Orientation	Heterosexual	LGBTQ	Heterosexism	
Class	Rich, Upper Class	Working Class	Classism	

# Lens of Systemic Oppression



# Interrupting 101

## What are interruptions?

- ▶ Interruptions are actions we take with the purpose of starting a dialogue surrounding oppressive language and behavior.
- ▶ How often have your family member, best friend, coworker, or roommate said something offensive that went unaddressed because you weren't sure how to handle it?
- ▶ Interruptions are those attempts to address things that contribute to systematic oppression in a way that creates an open, respectful space for communication and learning experiences.



Reflection Activity: What are ways we can interrupt oppression

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# Guidelines for Interruptions

- ▶ 1. *Think well of one another.*
- ▶ 2. *Demonstrate patience.*
- ▶ 3. *Know your objective.*
- ▶ 4. *Share new information.*
- ▶ 5. *Take responsibility for the space and demonstrate your leadership skills.*
- ▶ 6. *Be aware of your use of non-verbal communication.*
- ▶ 7. *Dialogue.*
- ▶ 8. *Follow your instinct.*
- ▶ 9. ***Always be interruptible.***

# Useful Skills for Interruptions

- ▶ 1. *Teamwork.*
- ▶ 2. *Ask clarifying questions.*
- ▶ 3. *Speak from personal experience.*
- ▶ 4. *Use humor when applicable.*
- ▶ 5. *Make or draw parallels.*
- ▶ 6. *Include positive and validating comments.*
- ▶ 7. *Use what you know, and access additional resources when you don't.*
- ▶ 8. *Know when to take a break.*
- ▶ 9. *"I statements" can be helpful.*
- ▶ 10. *Give the invitation to dialogue.*
- ▶ 11. *Be non-judgmental.*

# ALLYSHIP

Allyship is often performative: a loud and shiny effort intended to show how informed we are about oppression.

As allies, we are 'helping' or 'standing up for' someone who is 'disadvantaged.'

Allies often focus on interpersonal interactions.

Ally work risks very little – at most, we deal with social discomfort.

Allyship is heavy on talk.

Ally work is often done alongside marginalized people; there is an emphasis on collaboration that often requires marginalized groups to educate the majority.

Allyship is a 'gift.'

Civility is highly prized in allyship.

Ally work generally does not redistribute resources.

VS.

In solidarity, we recognize the destructiveness of oppression to all of humanity. We acknowledge that our collective well-being is interwoven.

Solidarity work is often quieter, deeper, and occurring behind the scenes.

Acts of solidarity work to dismantle structures and institutions.

Solidarity work may require us to give up power and/or to risk our physical safety, our jobs, our secure place in any social hierarchy, our friendships, and family relationships.

Solidarity is talk *and* action.

Solidarity work is often enacted by, or *in collaboration with*, marginalized people.

Solidarity is a responsibility.

Hard truths, conflict, and messy disagreements are integral to solidarity work.

Solidarity means that we intentionally work to redistribute the ill-gotten gains of systemic oppression– jobs, schools, neighborhoods, housing, healthcare, and capital.

# SOLIDARITY

\*Adapted from "Over the Work Ally: 9 Ways Solidarity Is An Act of Radical Self Love", J. Grant, December 16, 2017



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# Resources

## Allyship v Solidarity

- ▶ <https://thebodyisnotanapology.com/magazine/over-the-ally-9-ways-solidarity-is-an-act-of-radical-self-love/>

## National Equity Institute

- ▶ <https://www.nationalequityproject.org/frameworks/lens-of-systemic-oppression>

## Interrogating Structural Racism In STEM Higher Education

- ▶ [researchgate.net/profile/Ebony-Mcgee/publication/347535853\\_Interrogating\\_Structural\\_Racism\\_in\\_STEM\\_Higher\\_Education/links/5fed3ebea6fdccdcb81af59d/Interrogating-Structural-Racism-in-STEM-Higher-Education.pdf](https://www.researchgate.net/profile/Ebony-Mcgee/publication/347535853_Interrogating_Structural_Racism_in_STEM_Higher_Education/links/5fed3ebea6fdccdcb81af59d/Interrogating-Structural-Racism-in-STEM-Higher-Education.pdf)