Racial Justice + Social Equity + Wellbeing Series

“One either allows racial inequities to persevere, as a racist, or confronts racial inequities, as an anti-racist.”
 - Dr. Ibram X. Kendi

Presented by
- Campus Wellbeing and Education
- Center for Work and Family Life
- University Human Resources

August 4, 2020
The Impacts of Racism, White Supremacy, and Microaggressions on Wellbeing

Host
Helena Curtis, SPHR
Associate Director
Talent & Organizational Development,
University Human Resources

Event Producer
Ursula Barlow, M.Ed.
Learning and Development Partner
Talent & Organizational Development
University Human Resources

For Technical Support – Contact Ursula Barlow | tlntdev@usc.edu
The Impacts of Racism, White Supremacy, and Microaggressions on Wellbeing

Panelist
Jody Armour, JD
Roy P. Crocker Professor of Law, Gould

Panelist
Dr. Brenda Ingram, LCSW
Director of Relationship and Violence Prevention and Services, Student Health; Clinical Faculty of the Department of Psychiatry and Behavioral Sciences, Keck

Panelist
Dr. LaVonna Lewis, MPH
Associate Dean of Diversity, Equity, and Inclusion, Price

Moderator
Dr. Brandi Jones
Vice Dean for Diversity and Strategic Initiatives, Viterbi
Glossary

Racism
Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.

White Supremacy
The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions. Drawing from critical race theory, the term "white supremacy" also refers to a political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.

Privilege
Any unearned benefit, right or advantage one receives in society by nature of their identities.

Microaggressions
Small, daily insults and indignities perpetrated against marginalized or oppressed people; specifically, when members of a higher status group behave in small ways, perhaps obliviously, such that they effectively exert or reinforce dominance over a members of a lower status group; these have negative consequences in the workplace and on one's wellbeing.

Wellbeing
Individuals, communities, institutions and countries have the intrinsic and extrinsic resources they need to meet psychological, social and physical challenges so all can experience pleasure and satisfaction in their lives; feel engaged, accomplished, and valued; experience control over their own lives; have consistently supportive, caring, and loving relationships; and find meaning and purpose.
Shaun Harper on Racism...

“Hence, like…..Jones (2000), I define **racism** in this article as **individual actions** (both **intentional and unconscious**) that engender **marginalization** and **inflict** varying degrees of **harm** on **minoritized persons**; **structures** that determine and cyclically **remanufacture racial inequity**; and **institutional norms** that **sustain White privilege** and **permit** the **ongoing subordination** of **minoritized persons**.”

**Differential access** to the goods, services, and opportunities of society *by race*. Institutionalized racism is *normative*, *sometimes legalized*, and often manifests as *inherited disadvantage*. It is *structural*, having been *codified* in our institutions of custom, practice, and law, so there need not be an identifiable perpetrator.
Jones on Institutionalized Racism…

Manifests in material conditions and in access to power

**Material conditions:** differential access to quality *education*, sound *housing* and gainful *employment*

**Access to power:** differential access to *information* (including *one’s own history*)

*resources* (including wealth and organization infrastructure) and *voice* (including *voting rights, representation in government and control of the media*)

Prejudice and discrimination, where *prejudice* means *differential assumptions about the abilities, motives, and intentions* of others according to their race,

and *discrimination* means *differential actions towards others according to their race*. Personally mediated racism can be *intentional* as well as *unintentional*, and it includes acts of *commission* as well as acts of *omission*.

Jones on Personally Mediated Racism...

It manifests as:

- **lack of respect** - poor or no service, failure to communicate options
- **suspicion** - faculty, staff, peer vigilance; everyday avoidance
- **devaluation** - surprise at competence, stifling of aspirations
- **scapegoating and dehumanization** – blaming the victim, police brutality, hate crimes

Jones on Internalized Racism...

Defined as acceptance by members of the stigmatized races of negative messages about their own abilities and intrinsic worth. It is characterized as not believing in others who look like them, and not believing in themselves. It involves accepting limitations to one’s own full humanity, including one’s spectrum of dreams, one’s right to self-determination, and one’s ranges of allowable self-expression.

On the Impact of Racism...

“NOTHING COULD BE MORE TRAGIC THAN FOR MEN TO LIVE IN THESE REVOLUTIONARY TIMES AND FAIL TO ACHIEVE THE NEW ATTITUDES AND THE NEW MENTAL OUTLOOKS THAT THE NEW SITUATION DEMANDS.”

MARTIN LUTHER KING, JR  1967
Microaggressions and Their Impact on Wellbeing

• A micro-aggression is a subtle, often unintentional, form of prejudice.
  – Micro-assaults
  – Micro-insults
  – Micro-invalidation
• Experiencing them on a daily basis can be overwhelming.
• They have a cumulative effect as well as an acute impact on well-being.
  – Can lead to the development of racial trauma
  – Lower self-esteem
  – Internalization
The Impacts of Racism, White Supremacy, and Microaggressions on Wellbeing
Center for Work and Family Life

CWFL staff remain available to help with mental health concerns during the coronavirus pandemic. Highly-trained clinicians can help you with well-being, stress, anxiety, and other issues. Phone lines are open and remote sessions can be scheduled by Zoom or teleconference for any staff, faculty, their families, and retirees. This is a free service for USC employees.

Call us 24/7 at (213) 821-0800 to find out more about counseling and other services.

https://employees.usc.edu/work-family-life/

Office of Campus Wellbeing and Education

Our clinical and organizational psychologists consult privately with campus groups and departments on issues ranging from trust, resentments and burnout to improving engagement and adapting to change. We listen, learn with you, and provide research-backed recommendations and evaluations of new ways to work together more collaboratively, purposefully and productively.

https://cwe.usc.edu/
Resources

**USC Campus Support and Intervention (CSI)** [https://campussupport.usc.edu/](https://campussupport.usc.edu/) assists faculty, staff, and students in resolving complex personal, academic, and financial issues, providing useful information and referring to the proper campus resources.

**Threat Assessment and Management** at 213-740-0243 or [https://cwci.usc.edu/threat-assessment/](https://cwci.usc.edu/threat-assessment/) provide proactive collaborative oversight and support in the identification, assessment and management of threats and/or threatening behavior that may lead to acts of targeted violence.

**Campus Ombuds** at 323-442-0383 (HSC) and 213-821-9556 (UPC). [https://ombuds.usc.edu/](https://ombuds.usc.edu/) is a safe and confidential place to share your USC-related issues and explore options or paths to manage your concerns.

**USC Occupational Faculty Practice for Lifestyle Redesign** at 323-442-2850 or [chan.usc.edu/patient-care/faculty-practice/about](https://chan.usc.edu/patient-care/faculty-practice/about) which helps faculty, staff, and students develop healthy life habits and stress management.

**Diversity, Equity, and Inclusion** [https://diversity.usc.edu/messages/](https://diversity.usc.edu/messages/) which provides information DEI initiatives at the university.

**The Office of Equity and Diversity** at (213) 740-5086 or [oed@usc.edu](mailto:oed@usc.edu) responds to complaints of discrimination and harassment based on protected characteristics; sexual harassment, sexual assault, and sexual misconduct; and retaliation for making a complaint, for participating in the OED process, or for protesting the alleged discrimination, harassment, sexual harassment, sexual assault, sexual misconduct, or retaliation (collectively, “prohibited conduct”).
Racial Justice + Social Equity + Well-Being Series

Upcoming Sessions

August 11 – Resiliency + Racial Justice | 12-1pm Panel Q/A | 1-1:30 Breakout Session

Panelists
Dr. Shaun Harper, Founder and Executive Director, USC Race and Equity Center & Provost Professor, Marshall
Dr. Sharoni Little – Vice Dean and Chief Diversity, Equity, and Inclusion Officer & Professor of Clinical Business Communication at USC Marshall School of Business
Dr. Kimberly Freeman – Associate Dean and Chief Diversity Officer for the USC Dana and David Dornsife College of Letters, Arts and Sciences
Dr. Robert Hernandez – Senior Lecturer at USC Suzanne Dworak-Peck School of Social Work
Moderator
Janice Littlejohn – Associate Director for the Los Angeles Institute for the Humanities at USC

August 18 – Post-Traumatic Growth | 12-1pm Panel Q/A

Panelists
Dr. Alan Green – Associate Professor of Clinical Education, Rossier
Dr. Brenda Ingram, LCSW – Director of Relationship and Violence Prevention and Services, Student Health; Clinical Faculty of the Department of Psychiatry and Behavioral Sciences, Keck
Moderator
Dr. Ilene Rosenstein – Associate Vice Provost, Campus Wellbeing and Education

August 25 – How Identity Gives You Strength | 12-1pm Panel Q/A

Panelists
Dr. Quade French – Senior Project Manager, Campus Wellbeing and Education
Dr. Varun Soni – Vice Provost for Campus Wellness and Crisis Intervention and Dean of Religious Life at USC
Thank you for participating...

Congratulations! Thank you for participating.

Thank you for attending!