Women of Color (WOC) Allies

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Introductions

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Overview

Learning objective: identity and diversity

In this workshop, participants will:

1) identify racial privilege;
2) recognize discrimination faced by women of color in higher education;
3) learn methods to support women of color on campus; and
4) create action steps.
Group Norms

Listen generously
Share the mic
Experience discomfort
Stay engaged
Speak your truth
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How do White women experience privilege on campus?
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Later access to higher education

Example: Mary Jane Patterson, first African American woman to earn a Bachelor’s degree in the United States

- 1862, Oberlin College in Ohio
- 22 years after first White woman
- 30 years after first African American man
In a potential sexual assault scenario where the potential victim is a Black woman, White women college students:

• indicated less intent to intervene;
• felt less personal responsibility to intervene; and
• perceived greater victim pleasure (Katz et al., 2017).
Differing perspectives of campus climate

• White students recognize racial harassment on campus but perceive climate to be less racist and more accepting than students of color (Rankin & Dean Reason, 2005)

• White students then less likely to acknowledge impact of racism on students of color (Lo et al., 2017)
WOC in Higher Ed

Low representation as college presidents (5%)

Less likely to have an instructor who looks like them
WOC in Higher Ed

Most Women of Color Are Even Deeper in Debt
Learn more at deeperindebt.org.


Because of the gender pay gap women have less money for a rainy day.

Women's wages as a percentage of white non-Hispanic men's wages:

- 87% Asian American women
- 79% White women
- 63% Black women
- 63% Native Hawaiian women
- 59% American Indian women
- 57% Hispanic women

Close the gap at fightforfairpay.org.
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Supporting WOC

Self-awareness through reflection

Unconscious/implicit bias

https://implicit.harvard.edu
Supporting WOC

Understand your own privilege(s)

Know how to use your privilege(s)

• Have the hard conversations with other White people
• Support WOC-owned businesses
• Get involved with anti-racism work in your community
• VOTE ... be an educated voter!
  • Advocate against voter suppression
Supporting WOC

Do a space assessment!

- Are you taking up the right space?
- Could you amplify another voice rather than be the voice?
- How are you sharing space?
Supporting WOC: Empathy

4 Elements of Empathy
(Theresa Wiseman)

- See Their World
- Appreciate Them As Human Beings
- Understand Feelings
- Communicate Understanding

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DIRECT
Intervene in the moment to prevent a problem from happening

DISTRACT
Interrupt the situation without directly confronting anybody

DELEGATE
Get help from someone who is better equipped to handle the situation

Supporting WOC: Bystander Intervention

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Supporting WOC

Educate yourself!

See handout for recommended resources.
MOTHERS OF MASSIVE RESISTANCE
WHITE WOMEN AND THE POLITICS OF WHITE SUPREMACY
ELIZABETH GILLESPIE MCRAE
Supporting WOC

Identify issues in your spheres of influence:
1. Individual (YOU)
2. Family and friends
3. Social institutions (campus, student organizations, professional field, etc.)
4. Community
Supporting WOC

Other ideas or strategies?

Questions?
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Taking Action!

How will you practice allyship to WOC:
- On your college campus/in your community
- Within your career field(s)
- In your personal life

What challenges might you experience? How will you overcome them?

Who can support and assist you (e.g., campus and/or community resources)?
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