

**AAUW NATIONAL
CONFERENCE FOR
COLLEGE
WOMEN
STUDENT
LEADERS**

Women of Color (woc) Allies

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Introductions

MaryKathyrine Tran

UW Oshkosh
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Community and
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Specialist

she/her/hers

Vietnamese & White
woman



Alicia Johnson, PhD

UW Oshkosh
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Director

she/her/hers

White woman

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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MICROAGGRESSIONS AGAINST WHITE PEOPLE?



DECODED



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How do White women experience privilege on campus?



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WOC in Higher Ed



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

WOC in Higher Ed

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).

WOC in Higher Ed

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)

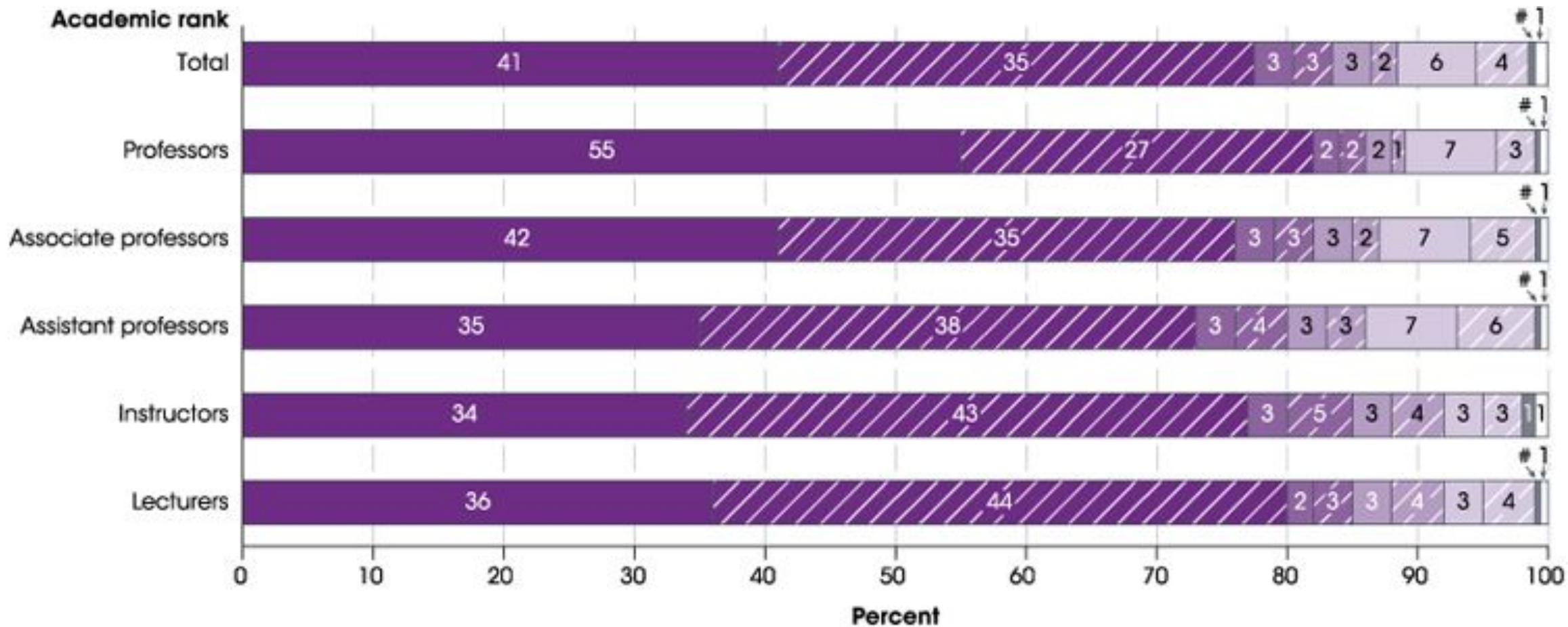
WOC in Higher Ed

Low representation as college presidents (5%)

Less likely to have an instructor who looks like them



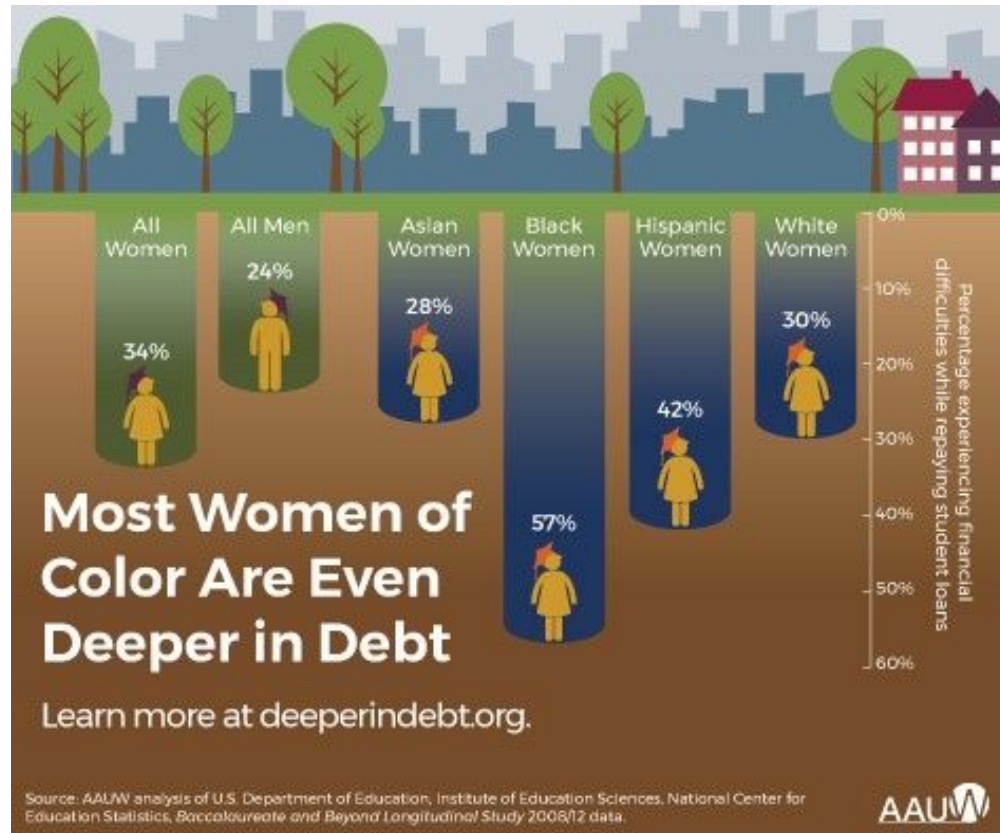
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White male
 Black male
 Hispanic male
 Asian/Pacific Islander male
 American Indian/Alaska Native

White female
 Black female
 Hispanic female
 Asian/Pacific Islander female
 Two or more races

WOC in Higher Ed



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Supporting WOC

Self-awareness through reflection

Unconscious/implicit bias



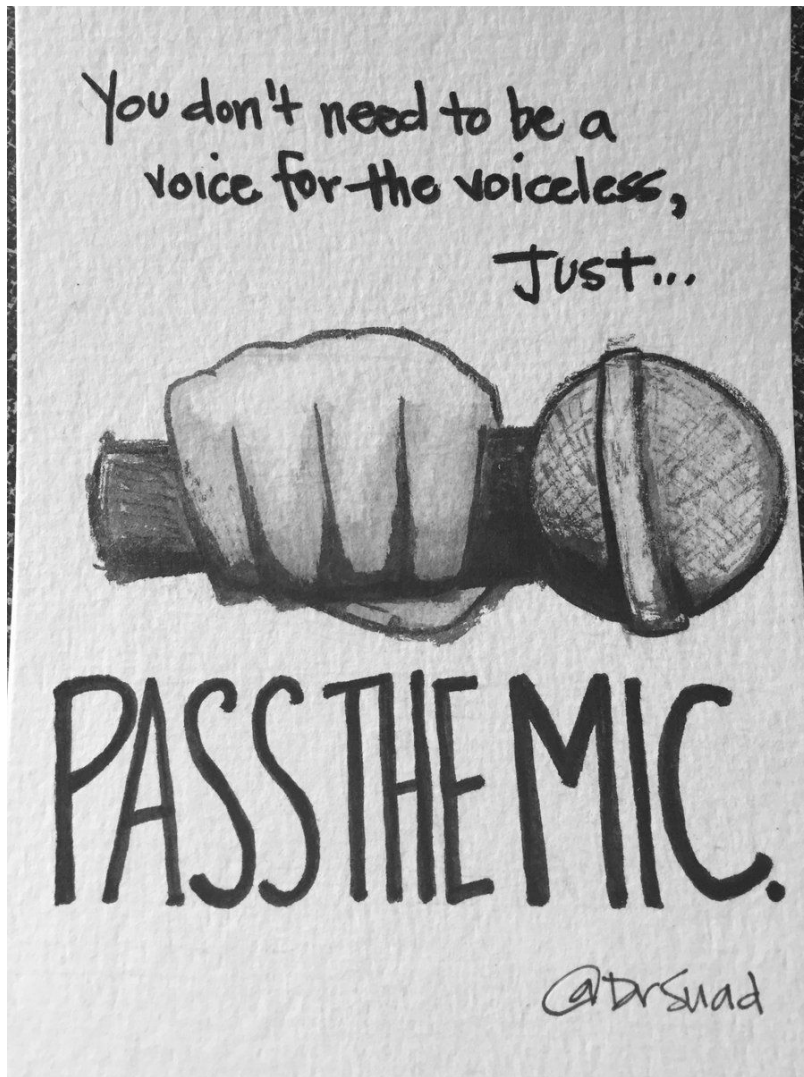
<https://implicit.harvard.edu>

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

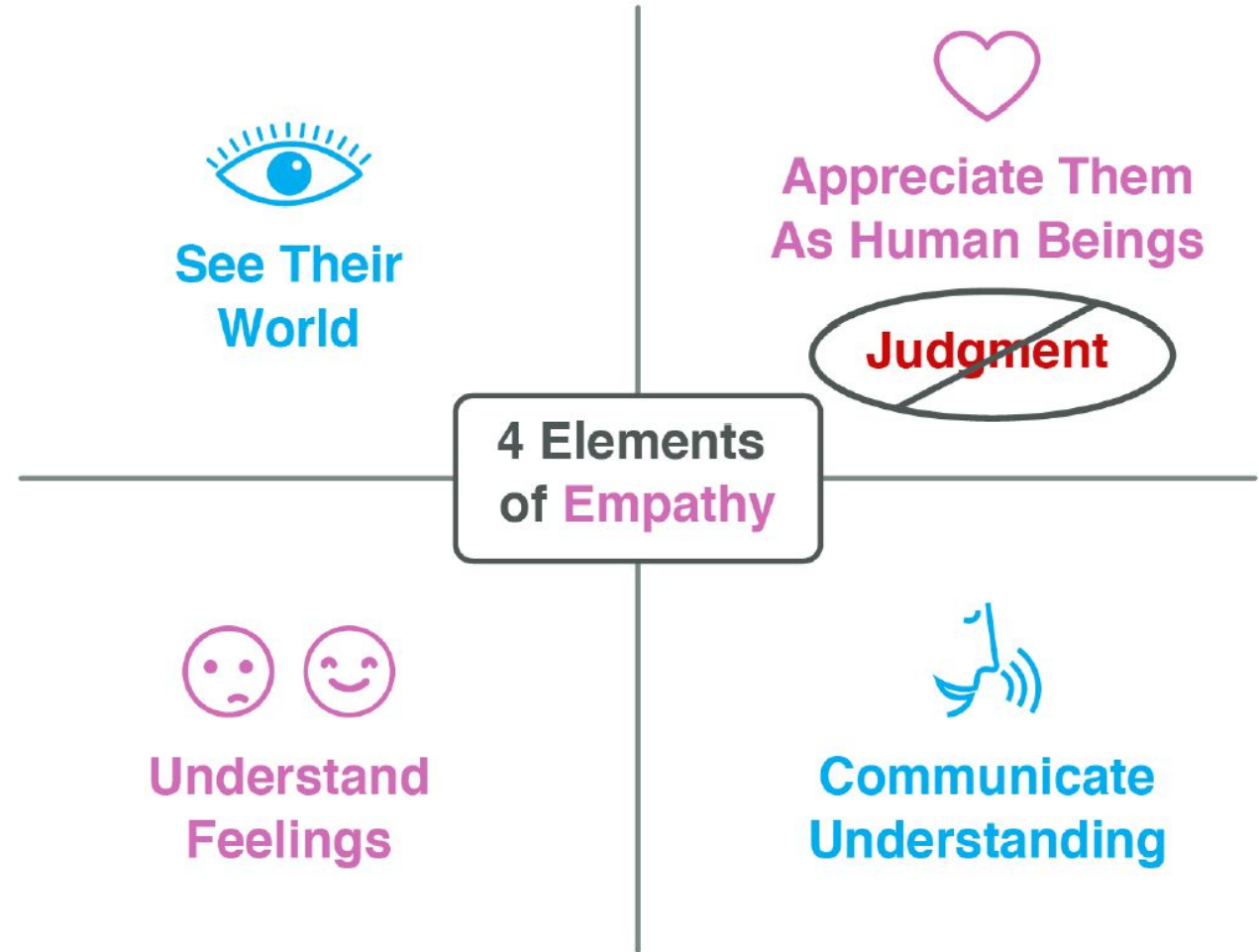
Do a space assessment!

- 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)



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

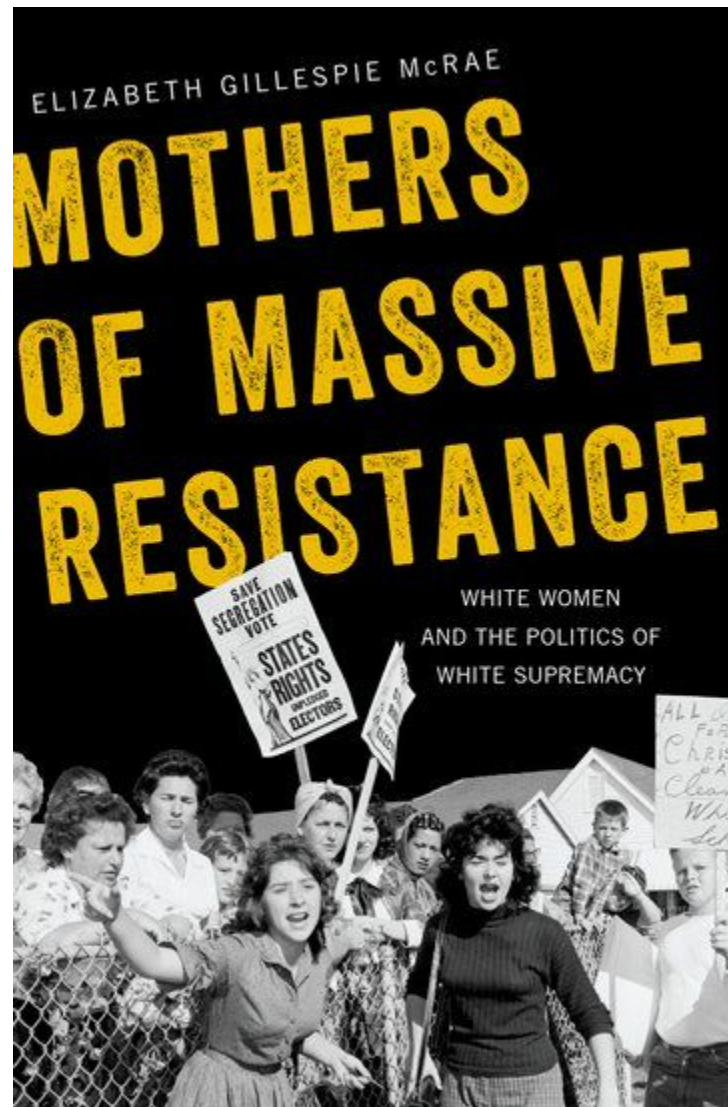
Supporting WOC

Educate yourself!

See handout for recommended resources.



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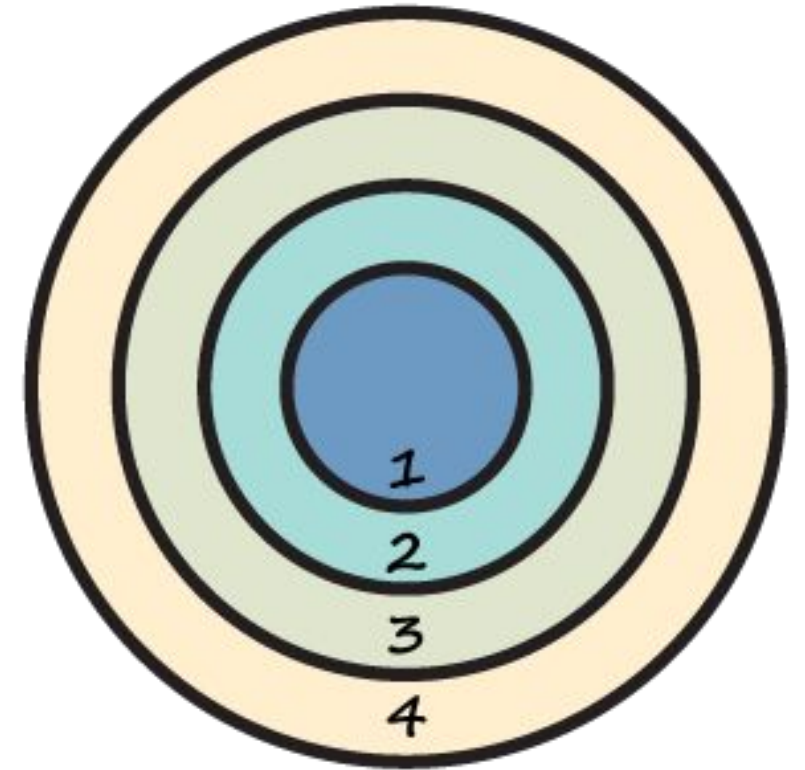


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Supporting WOC

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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women's
center
Intersectional Innovation
for Gender Equity



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