

# MAYSAKBAR

## Breaking Down Institutional Resistance to Racial Equity

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# Presentation Topics

1. Institutional Inequity
2. Inequity within Institutions
3. Resistance to Change
4. How to Move Past Resistance
5. Leveraging Receptivity to Foster Equitable Institutions
6. Q&A

# Inequities & Disparities

# Doing the Work: History



# The Importance of History



# Doing the Work

- Acknowledgement of the Past
- Authentic Apology
- Repair, Reconciliation and Action

# Inequity within Institutions

# Invisible Oppression

Building off the work of many scholars, Tema Okun and Kenneth Jones created a list of white supremacy culture characteristics that show up in organizations.

- These characteristics can be damaging because they are used as norms and standards
- Culture is so present and at the same time so very difficult to name or identify.
- If you are in the “in group” think of it as fish swimming in water, you know its there but yet can’t quite ever pinpoint what it looks like.





# Defensiveness

- The organizational structure is set up and much energy spent trying to prevent abuse and protect power as it exists rather than to facilitate the best out of each person or to clarify who has power and how they are expected to use it
- People respond to new or challenging ideas with defensiveness, making it very difficult to raise these ideas
- A lot of energy in the organization is spent trying to make sure that people's feelings aren't getting hurt or working around defensive people
- Spending energy defending against charges of racism instead of examining how racism might actually be happening
- The defensiveness of people in power creates an oppressive culture



# Quantity over Quality

- Observed in how we define success (success is always bigger, more)
- Progress is an organization which expands (adds staff, adds projects) and/or develops the ability to serve more people (regardless of how well they are serving them)
- Gives no value, not even negative value, to its cost, for example, increased accountability to funders as the budget grows, ways in which those we serve
- May be exploited, excluded, or underserved as we focus on how many we are serving instead of quality of service or values created by the ways in which we serve



# Fear of Open Conflict

- People in power are scared of expressed conflict and try to ignore it or run from it
- When someone raises an issue that causes discomfort, the response is to blame
- The person for raising the issue rather than to look at the issue which is actually causing the problem
- Emphasis on being polite
- Equating the raising of difficult issues with being impolite, rude, or out of line

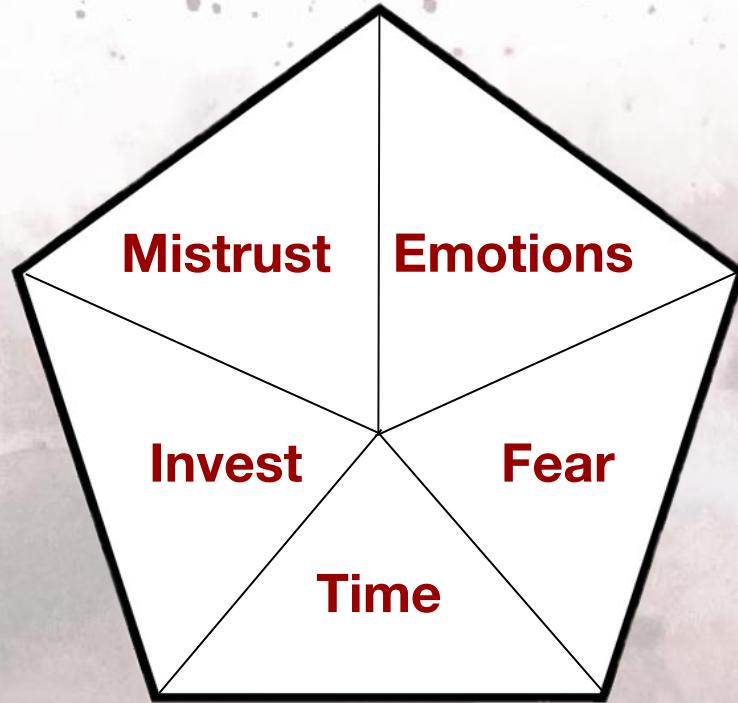


# Resistance to Change

# What is Institutional Resistance to Change?



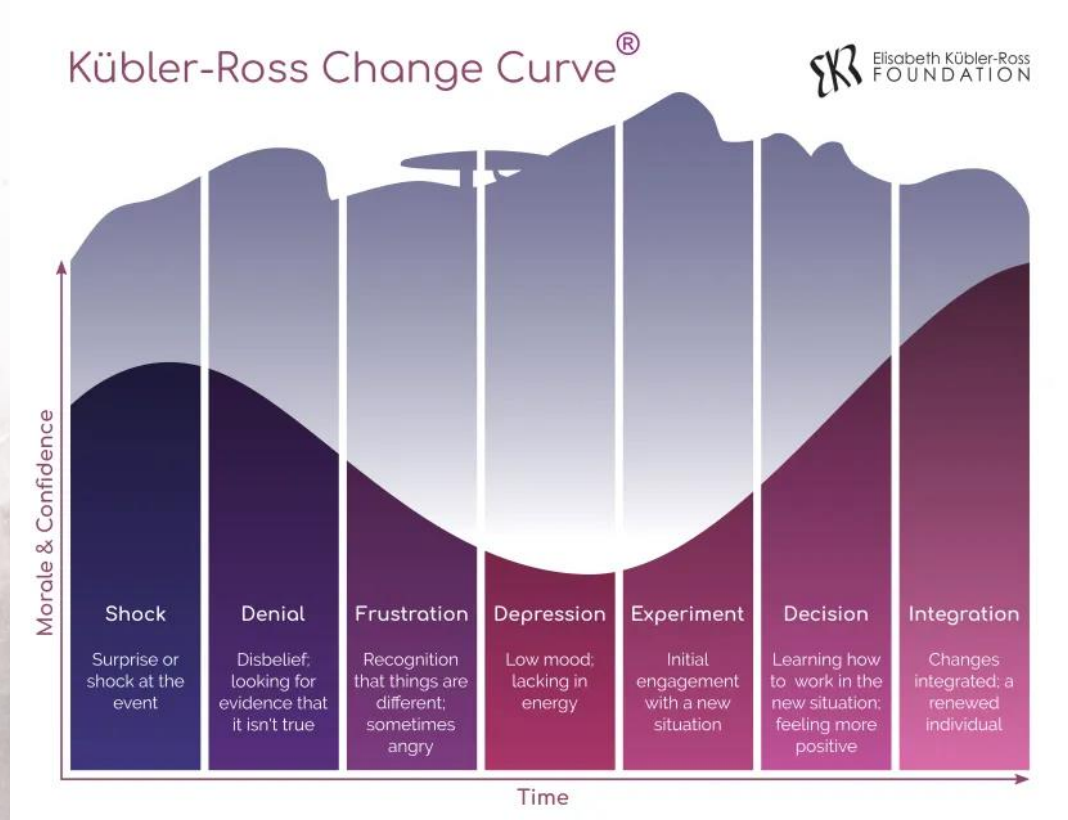
# Why does Resistance to Institutional Change Occurs within Racial Equity



# Mistrust Resistance to Racial Equity Change



# Emotional Resistance to Racial Equity Change





# Fear of Failure Resistance to Racial Equity Change



# Investment Resistance to Racial Equity Change



# Time Resistance to Racial Equity Change

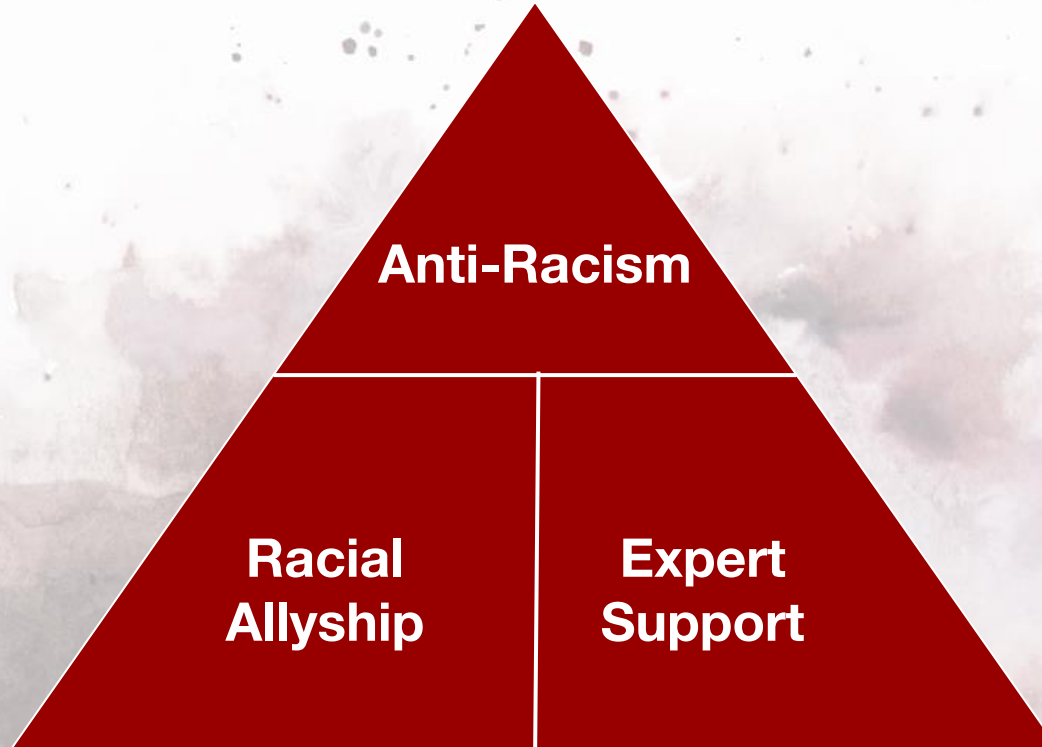


# Moving Past Resistance

# Moving Past Change Resistance



# Leveraging Key Racial Equity Components



# The Allyship Journey

## Supporter

- Desire to help diverse communities
- Initial understanding of injustices
- Curious and believe that the world should be a better place

## Ally

- Build alliances with BIPOC peers, children, & families
- Reach out and support BIPOC peers
- Understand the deep impact of racism

## Advocate

- Constantly address biases and injustices
- Actively speak against racism
- Integrate policies that are racially equitable for all staff and stakeholders

## Accomplice

- Work towards racially equitable change at your organization
- Empower BIPOC's and make way for their passion and leadership in social justice

## Equity Broker

- Challenge individuals & organizations when they are being oppressive
- Build bridges with BIPOC's
- Leverage resources needed in the name of racial justice

# Allyship is Inclusive

<b><u>Do's</u></b>	<b><u>Don'ts</u></b>
Listen, learn, consider	Occupy all the space in the room
Ask POC how they feel about the problem and how they feel	Identify the problem, as if you know best
Allow for an open conversation	Jump to solutions without honoring the process
Be consistently aware that you are not the expert in all POC matters	Calling the same thing different/redefine the problem
Be patient and allow for courageous conversations about race	Talk down to POC or shut them out of the conversation



# Moving Towards Anti-Racism



# Q&A

# Round Table Thoughts

# Round Table Agreements

## Four Agreements of Courageous Conversations

### Stay engaged

- Remaining morally, emotionally, intellectually, and socially involved in the dialogue

### Experience Discomfort

- Bringing into the open the troubles that already exist but have not been discussed

### Speak our truth

- Being absolutely honest about your thoughts, feelings and opinions and not just saying what you perceive other want to hear

### Expect and accept non-closure

- We cannot discover the solution to a challenge if we have not been able to talk about it

# Questions to Bring to Round Table

1. What steps has your organization taken towards racial equity?
2. What challenges have you or your organization faced in your racial equity journey?
3. In what ways have you encountered resistance to change at your organization?
4. Why do you want your organization to become racially equitable?



Looking forward to partnering  
with you.

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