



03/27/2019, 7:00 – 9:00 pm  
Women Drivers Interfaith Group  
Orange County Islamic Center, Mission Viejo, CA

# Identity in America

# Towards Racial Equity. Beyond the Color Labels.

**Race** asked since 1790.

What is this person's race?  
Mark  one or more boxes **AND** print origins.

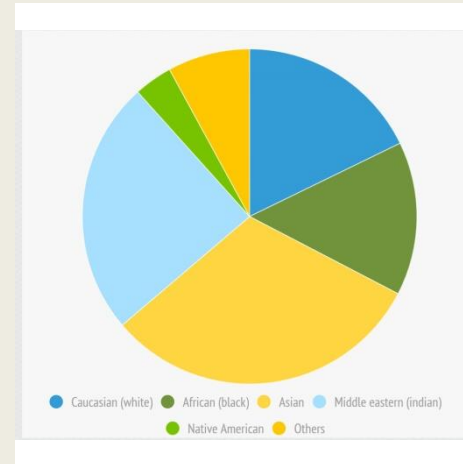
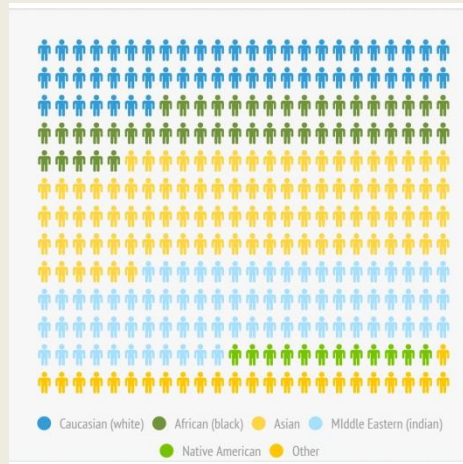
White – Print, for example, German, Irish, English, Italian, Lebanese, Egyptian, etc.

Black or African Am. – Print, for example, African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.

American Indian or Alaska Native – Print name of enrolled or principal tribe(s), for example, Navajo Nation, Blackfoot Tribe, Mayan, Aztec, Native Village of Barrow (Arctic Traditional Government), Nome Eskimo Community, etc.

<input type="checkbox"/> Chinese	<input type="checkbox"/> Vietnamese	<input type="checkbox"/> Native Hawaiian
<input type="checkbox"/> Filipino	<input type="checkbox"/> Korean	<input type="checkbox"/> Samoan
<input type="checkbox"/> Asian Indian	<input type="checkbox"/> Japanese	<input type="checkbox"/> Chamorro
<input type="checkbox"/> Other Asian – Print, for example, Pakistani, Cambodian, Hmong, etc. <input type="checkbox"/>	<input type="checkbox"/> Other Pacific Islander – Print, for example, Tongan, Fijian, Marshallese, etc. <input type="checkbox"/>	

Some other race – Print race or origin



Building an Anti-racist Identity  
through language and images

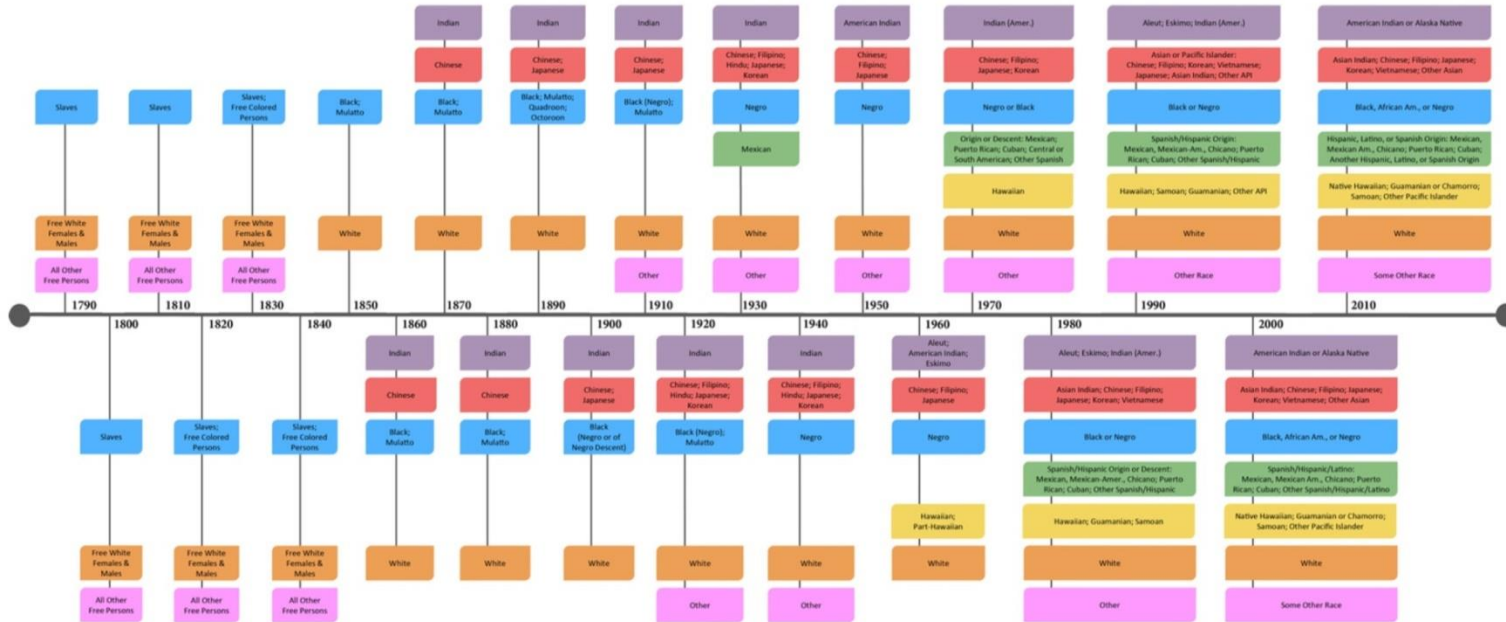
Anti-Racism Digital Library (Glossary of Terms)

*Endracism.info*

# Where does race come from and how is it different from bias?

- Race is a social construction
  - There is no word for “Race” in the Christian Bible
  - Scientific accounts of skin color
    - 17<sup>th</sup> century Response to the heat of sun; Bile theory; Optic theory; New World: first major study in 1744; “degenerate races”; 20<sup>th</sup> Century Vitamin D, Folic acid, Cold tolerance.
- We all have Bias (Bias vs Racism) – See *Rise, Shine, Be Woke* / See ADL – *Glossary*; Debby Irving (*Waking Up White*); Implicit Bias Project (Harvard)
- Discrimination. Redlining. Examples of Racism (structural, systemic).

## Measuring Race and Ethnicity Across the Decades: 1790–2010 Mapped to 1997 U.S. Office of Management and Budget Classification Standards



Gibson, Campbell, and Kay Jung. 2002. "Historical Census Statistics on Population By Race, 1790 to 1990, and By Hispanic Origin, 1790 to 1990, For The United States, Regions, Divisions, and States."

Humes, Karen, and Howard Hogan. 2009. "Measurement of Race and Ethnicity in a Changing, Multicultural America."

Humes, Karen R., Nicholas A. Jones, and Roberto R. Ramirez. 2011. "Overview of Race and Hispanic Origin: 2010."

Office of Management and Budget. 1978. "Statistical directive no. 15: Race and ethnic standards for federal agencies and administrative reporting."

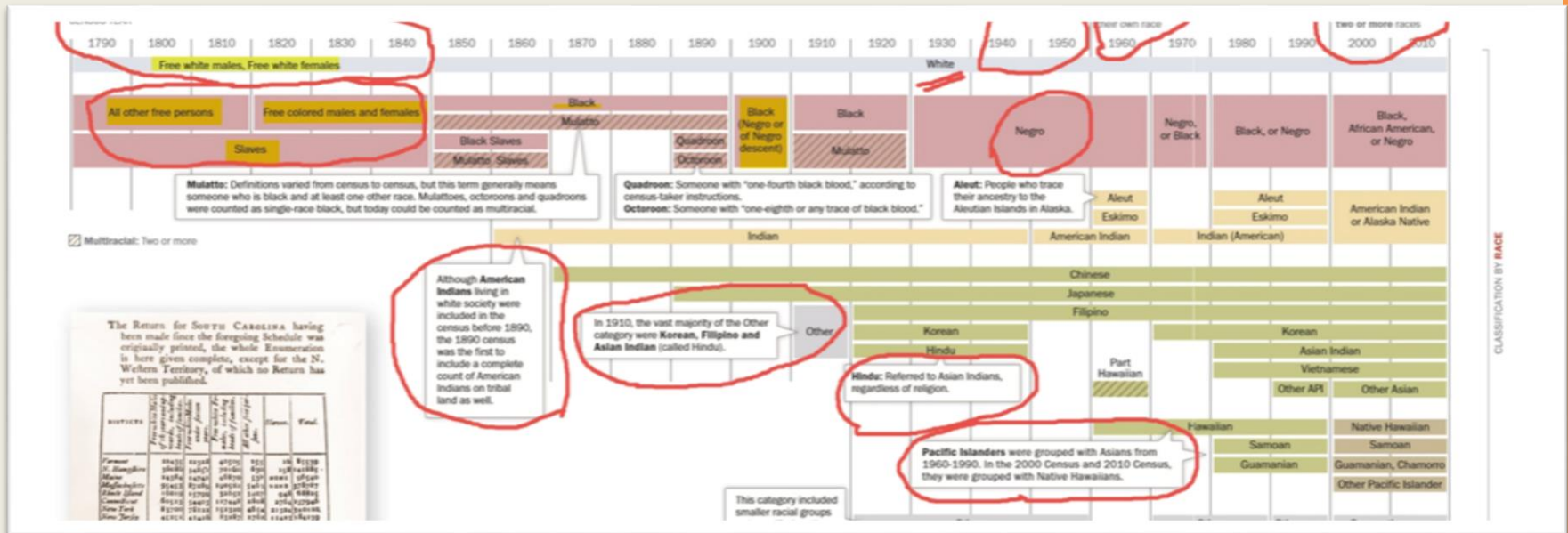
Office of Management and Budget. 1997. "Revisions to the standards for the classification of federal data on race and ethnicity."

U.S. Census Bureau History Questionnaires. (2014, March 31).

Construction of race continues:

2020 Census wanted to eliminate "race" and add a new category MENA:

White; Black or African American; American Indian or Alaska Native; Asian PI; Some Other Race



# What the Census Call Us

The traditional definition of race and ethnicity is related to biological and sociological factors respectively.

Race refers to a person's physical characteristics, such as bone structure and skin, hair, or eye color.

Ethnicity, however, refers to cultural factors, including nationality, regional culture, ancestry, and language.

An example of race is brown, white, or black skin (all from various parts of the world), while an example of ethnicity is German or Spanish ancestry (regardless of race). In many countries – India – religion marks identity.

In the US, the US Census gives us names and these have become a source of the three Cs:

Conflict, Cooperation as well as Confusion.

Skin Color Labels

## #BLM

- Criminalization
  - Violence

“Leaderful” – no central leader  
Not Using “White America’s”  
Language  
Not Mobilizing the Church



BLM is not simply protesting the killing of young men/boys simply but the lack of consequences when innocent black lives are taken at the hands of police. BLM is mobilizing the young men and boys and their mothers



**Black men** make up  
just **6%** of the  
nation's **population**.  
But **40%** of  
**police killings** in 2015.

Video: 4 Myths Debunked about Black Lives Matter

# #BlackLivesMatter Vs. Blue Lives Matter / All Lives Matter)

Is an example of how Skin  
Color Identity Labels Cause

\*Cooperation

\*Conflict

\*Confusion





Is there an equivalent verse from the Quran and other sacred texts for this verse from the Christian Bible? (Illustrating harm “words” / language/ tongue)



How great a forest is set ablaze by a small fire! And the tongue is a fire - a restless evil, full of deadly poison. With it we bless the Lord and Father, and with it we curse those who are made in the likeness of God. From the same mouth come blessing and cursing. James 3: 5b – 10a (NRSV)

# “The Race to Whiteness”

- Every immigrant/group is on a race to whiteness (WASP)
- Race is a tool to maintain social stratification; Race (category), Racism (built-in, systemic feature, also end result), Racialization (process)
- **Woke** means becoming aware of racialization
- American Identity
  - 1) Confront Privilege; 2) Decenter Whiteness; and 3) Expose Colorism (and Internalized Racism)

Race is EVIL. Goal of Antiracism is  
**Racial Equity. Equality vs. Equity**

The Anti-racism Digital Library serves as a clearinghouse for information resources about people, groups, and projects who are building inclusive and caring communities. Anti-racism can be defined as some form of focused and sustained action, which includes inter-cultural, inter-faith, multi-lingual and inter-abled (i.e. differently abled) communities with the intent to change a system or an institutional policy, practice, or procedure which has racist effects. [Read more...](#)

## Featured Item

### Using the Anti-racism Digital Library and Thesaurus to Understand Information Access, Authority, Value and Privilege



The new ACRL Framework for Information Literacy, specifically the six threshold concepts about information mirror the experiences of the author as a...

## Featured Collection

### The Christian Imagination



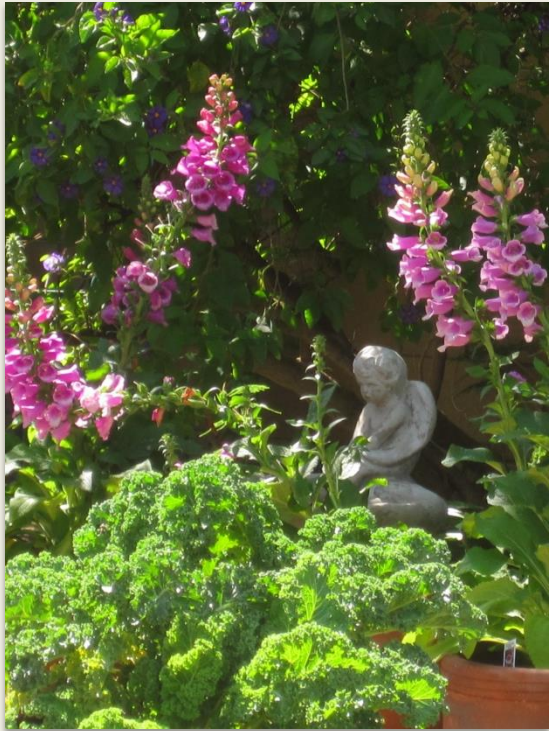
The Christian Imagination collection brings together resources that can be used to

engage people and communities to embody Jesus' way of compassion...

## Recently Added Items

### What Can We Do? Becoming Part of the Solution

## Featured Exhibit



Diversity is a norm in the plant kingdom.

We can learn a lot from plant species.

We can use our passion to connect, learn, grow, share with others and stand up for each other.



# A Small Needful Fact

## *A Small Needful Fact*

**Ross Gay**

Is that Eric Garner worked  
for some time for the Parks and Rec.  
Horticultural Department, which means,  
perhaps, that with his very large hands,  
perhaps, in all likelihood,  
he put gently into the earth  
some plants which, most likely,  
some of them, in all likelihood,  
continue to grow, continue  
to do what such plants do, like house  
and feed small and necessary creatures,  
like being pleasant to touch and smell,  
like converting sunlight  
into food, like making it easier  
for us to breathe.



**Caught in the Cross-fire**  
By Anita Coleman

Not black  
Not white  
Not quite  
Not Hindu  
Not Muslim  
Not Indian  
Not American.

Defined by what I'm not.  
Desired for IQ, IT.  
Mistaken.

ABCD  
Brownie  
Colored  
Dot-buster  
Indo-nigger  
Oreo  
Sambo  
Towel-head

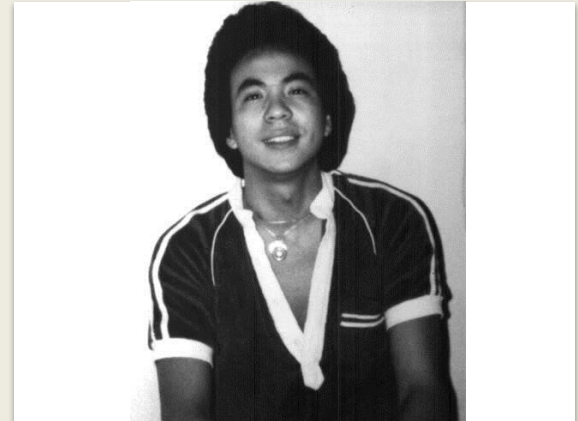
Which tribe should I choose?  
Do I belong here?

We gon' be alright!

Oh, America! We, your people  
Vincent Chin  
Trayvon Martin  
Srinivas Kuchibotla  
Baseball bat beaten  
Gunshot at The Retreat  
Murdered in Kansas.

Accidental activist anti-racist  
Chant Coerce Cajole  
No more incarceration  
No more ravishing in the Midwest  
No burying genocide in California  
No re-segregating in the East.

See me  
Love me  
Yearning to be  
Human and free.



See me. Love me. Yearning to be.  
Human and Free.





I've shown you pictures of how diversity exists in symbiosis as well as survival models in the plant kingdom. Some questions to consider as people of faith: What does my faith teach me about humanity in God's Kingdom?

- How does God's diversity then play out in real life, on earth right now as I practice my faith?
- How do we as people of faith understand and embrace God's diversity?
- What are the challenges and joys we experience when we do this?
- What does the OC data show us about now and in the future?



Sunrise in the Suburbs: A Case Study ☺

Census 2010 Total Population	3,010,232	2010 Demographic Profile
2017 Population Estimate (as of July 1, 2017)	3,190,400	2017 Population Estimates
2016 ACS 5-Year Population Estimate	3,132,211	2012-2016 American Community Survey 5-Year Estimates
Median Age	37.3	2012-2016 American Community Survey 5-Year Estimates
Number of Companies	340,116	2012 Survey of Business Owners
Educational Attainment: Percent high school graduate or higher	84.5%	2012-2016 American Community Survey 5-Year Estimates
Count of Governments	N/A	2012 Census of Governments
Total housing units	1,072,121	2012-2016 American Community Survey 5-Year Estimates
Median Household Income	78,145	2012-2016 American Community Survey 5-Year Estimates
Foreign Born Population	951,475	2012-2016 American Community Survey 5-Year Estimates
Individuals below poverty level	12.5%	2012-2016 American Community Survey 5-Year Estimates
Race and Hispanic Origin		
White alone	1,974,749	2012-2016 American Community Survey 5-Year Estimates
Black or African American alone	51,519	2012-2016 American Community Survey 5-Year Estimates
American Indian and Alaska Native alone	12,938	2012-2016 American Community Survey 5-Year Estimates
Asian alone	602,013	2012-2016 American Community Survey 5-Year Estimates
Native Hawaiian and Other Pacific Islander alone	9,552	2012-2016 American Community Survey 5-Year Estimates
Some Other Race alone	362,842	2012-2016 American Community Survey 5-Year Estimates
		2012-2016 American Community Survey 5-Year

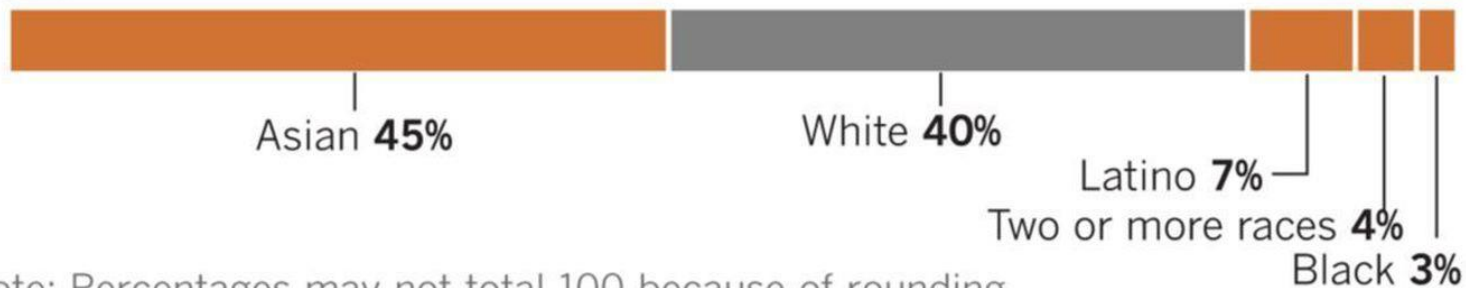
Santa Barbara County

## Changing demographics

1980



2015



Note: Percentages may not total 100 because of rounding.

Sources: Minnesota Population Center. Data analysis by Sandra Poindexter

Paul Duginski / @latimesgraphics

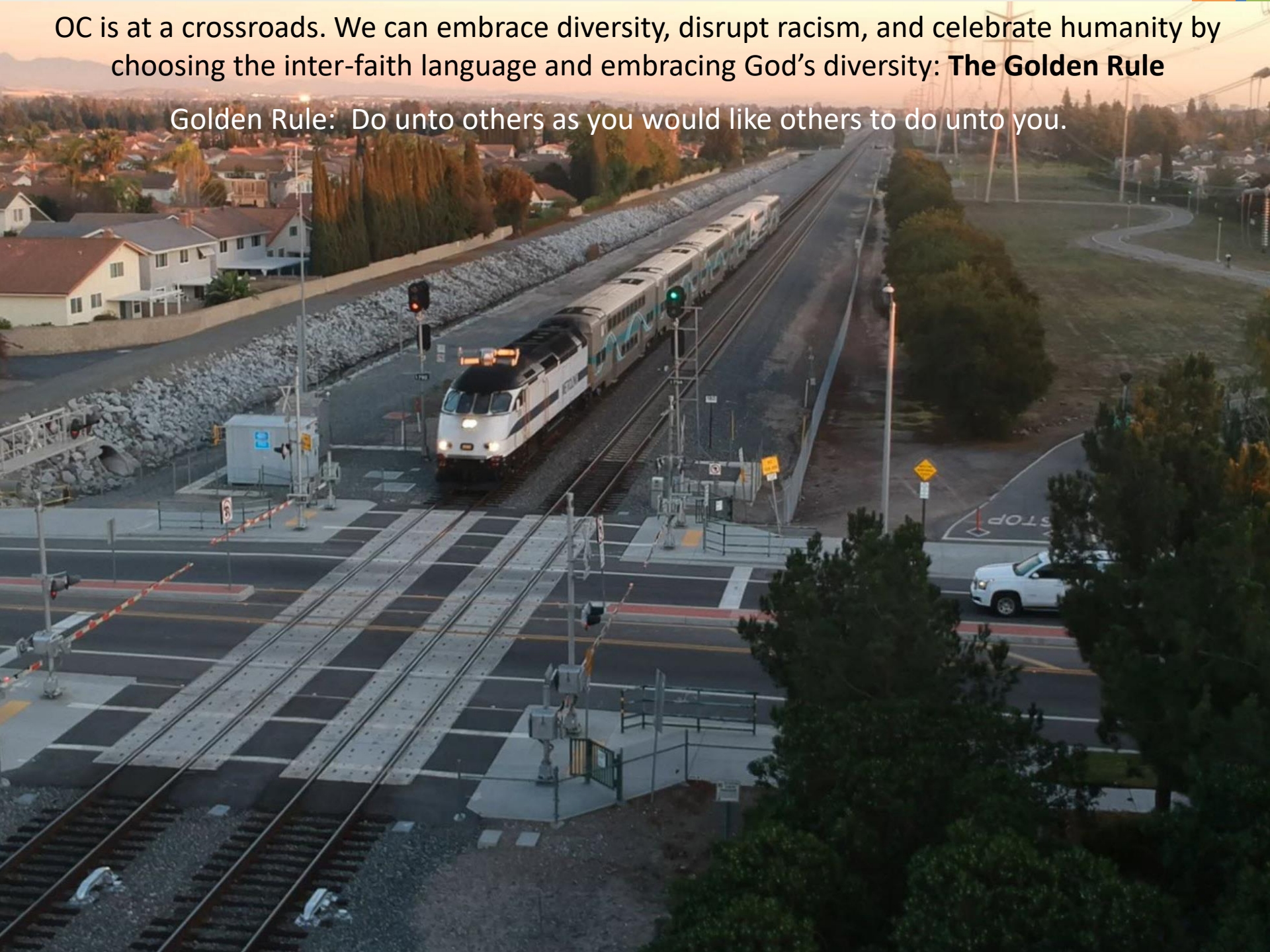
## Changing Demographics

# 2019 Equity Profile of OC

- OC leads the nation in demographic change
  - One-third residents are foreign born
  - Mixed status households (250,000 US citizens + 250,000 undocumented + 75,000 legal residents)
  - By 2050: Latino 45%; Asian or Pacific Islander 26%; White 23%; Black 2%; Mixed 4%
- Inequalities threaten region's long term economic prosperity; racial economic inequalities persist
  - White - \$32 per hr; Black - \$24.30; Latino - \$15.60; Asian/Pacific Islander - \$27.90; Mixed/other - \$27.00
  - "OC Pattern of Inequities is on steroids"
  - Community health and safety risks affect POC disproportionately
  - 12<sup>th</sup> most expensive region to live (Latinos most rent burdened; long commutes into work places)
  - Hate crime is on the uptick – Islamophobia, Anti-Semitism
- Devaluing of care-giving, gardening, and janitorial work

OC is at a crossroads. We can embrace diversity, disrupt racism, and celebrate humanity by choosing the inter-faith language and embracing God's diversity: **The Golden Rule**

Golden Rule: Do unto others as you would like others to do unto you.



# What is American Identity?

#1. An American Identity is an Anti-racist Identity.

Anti-racism is very much an American value!!!!

***Anti-racism** is some form of focused and sustained action, by a *mix of people* which includes *inter-cultural, inter-faith, multi-lingual and inter-abled communities* with the intent to change a system or an institutional policy, practice, or procedure which has racist effects.*

# Anti-racist Identity

Anti-racist identity = **Share Power + Eliminate/Uncover Prejudice + Examine Privilege.**

**Follow the Golden Rule individually, collectively.**

An anti-racist identity respects difference, shares power, strives to eliminate prejudice, examines privilege, uncovers thoughts, changes language, builds and strengthens community, restores equity, and increases justice for all.

# American Dream & Being Woke

- **Woke means** being aware of race, racism, racialization, and having the ability, confidence, and persistence to challenge, interrupt, erode, and eliminate all forms of racism and its manifestations in one's own sphere of influence. Being woke means cultivating an anti-racist identity and practicing behaviors like: Active Listening; Cultural Humility; Inclusion; Lifelong Learning, and more.
- **Selective Acculturation:** Building a culture where **racial equity is discussed and is a shared goal**. Choosing the best from different cultures, including the USA and discarding those that harm.
  - Bystander anti-racism vs. Racial Equity
- Commit to reducing disparities & improving outcomes for **all OC**.
  - E.g. Affordable housing; Early childhood education; what else?



## Racism Poems - Poems For Racism - Haiku (Racism) - Poem by Raymond Farrell | Poem Hunter

Learn more about racism. You can read the best racism poems. Browse through all racism poems.

### More Poems About Racism

- [Racism Is Around Me Everywhere](#) , Francis Duggan
- [End Racism](#) , Robert M Hensel
- [Caught Racism](#) , willow moon pearce
- [Racism](#) , Oodgeroo Noonuccal
- [Racism Today](#) , Steven Taylor
- [Racism Has A Human Heart....](#) , John G. Nelson
- [Racism !](#) , GAYATRI NAMBIAR
- [The Color Of Racism](#) , Hebert Logerie
- [Racism Is Not A Crime, But It Should Be](#) , Keegan Shelton
- [Racism](#) , alicia page
- [Racism](#) , Carniz Fatema
- [Racism Is Born Of Ignorance](#) , Francis Duggan
- [Racism Haiku](#) , Chenou Liu
- [Racism Needs To End"](#) , James Branson
- [Racism In The Deep South And The Perils ..](#) , Isinore RathbridgeStewart
- [No Racism](#) , amir mohammad islami chalandar
- [Racism,2011](#) , Eric Cockrell
- [Racism Poem - Where Racism Matters](#) , john ong chunghoo
- [End Racism](#) , Latishia Johnson

[« prev. poem](#)

Racism Poems: 0 / 100

[next poem »](#)

### Haiku (Racism) - Poem by Raymond Farrell

Racism persists when  
Prejudice and ignorance  
Flourish together.

Haiku (Racism)

Raymond Farrell

[« prev. poem](#)

Racism Poems: 0 / 100

[next poem »](#)

### Comments about Haiku (Racism) by Raymond Farrell

Add a comment below

# Racism vs. Bigotry (from Irving)

- **Prejudice** is when a person negatively pre-judges another person or group without getting to know the beliefs, thoughts, and feelings behind their words and actions. A person of any racial group can be prejudiced towards a person of any other racial group. There is no power dynamic involved.
- **Bigotry** is stronger than prejudice, a more severe mindset and often accompanied by discriminatory behavior. It's arrogant and mean-spirited, but requires neither systems nor power to engage in.
- **Racism** is the system that allows the racial group that's already in power to retain power. Since arriving on U.S. soil white people have used their power to create preferential access to survival rights and resources (housing, education, jobs, voting, citizenship, food, health, legal protection, etc.) for white people while simultaneously impeding people of color's access to these same rights and resources. Though "reverse racism" is a term I sometimes hear, it has never existed in America. White people are the only racial group to have ever established and retained power in the United States.
- Source: Debbie Irving, *Waking Up White*

# How do we talk about racism?

- Talk / Listen / Be Woke
- Language. Images. Connections.
- Racial Equity (individually and collectively)
- Social Justice (as a part of faith)
- Don't get caught up in "slactivism" and "social media" arguments or sharing of negativity about racism. Instead model positive behaviors: Inclusion, Diversity, etc.



Q & A

Contact: Anita Coleman, [charis.coleman@gmail.com](mailto:charis.coleman@gmail.com)

(949) 682-9603

**What is Your American Dream?  
What is Your American Identity?**

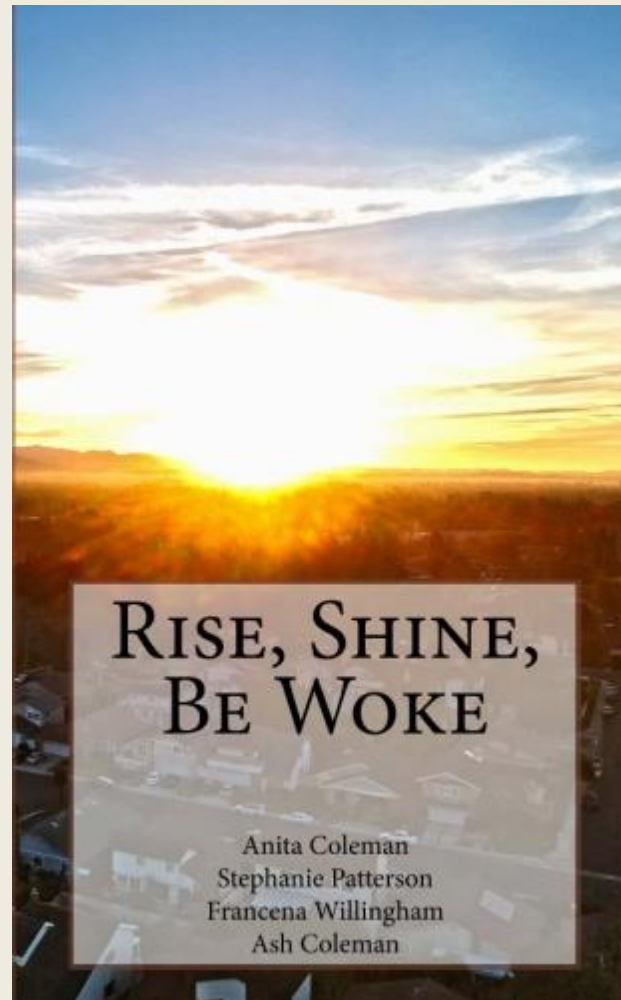
Racialized. Choosing faith. Strengthening communities. Shining light. Ending racism.

This. Is.

## *Rise, Shine, Be Woke*

*Rise, Shine, Be Woke*,  
published 2018.

- Available on Amazon
- Available on iTunes or Apple Bookstore
- Extensive *Glossary of Anti-racism Terms*



7 lives. 6 women + 1 man.

**3 different generations: Baby boomers, Baby busters, Immigrant, Millennial.**

From segregation and white supremacy to how integration, community, diversity and acknowledging white privilege worked in real life by leading edge baby boomers; from immigration and naturalization to heavenly citizenship and how spiritual formation was woven into professional development; from nationalism and multiculturalism to rootedness and the soaring flight of cosmopolitanism; from the Beloved Community of Martin Luther King, Jr. to the second Poor People Campaign launched in 2018.

7 people reveal moments from their lives authentically, candidly, as they experienced them. **Racism, racialization, minoritization, coloring, othering** and the **white norm** touched them. **Faith, family, education** and **community** shaped them.

Their passion for justice, excellence, and **transformative anti-racism** reveals how each of us can bring about racial equity in ordinary, everyday ways.

# References

- Anti-racism Digital Library –  
<http://endracism.info/>

In the library you will find the references mentioned such as the *2019 OC Equity Profile*.