



Staff Town Hall

20 August 2020 / 2:00PM / Zoom Meeting

Updates

Announcements

- As we continue our Black Lives Matter series for this Summer, we welcome Percival Pandy, Jr. to educate us on the perspective on BLM and LGBTQ Identity.

Historical Overview: Civil Rights

- Civil Rights movement in an America is started by the NAACP using Rosa Parks as a catalyst to highlight the injustices that Black people endured during the 1950's.
- Martin Luther King Jr., a well-spoken pastor is supported a leader within the movement. Later, to address the nation during the Great March on Washington gives his "I Have a Dream Speech".

Women's Liberation

- The Women's Liberation movement emerges in the late 1960's, women of America sought equality to men in places of employment, voting and protections under the law.

Gay Liberation Movement

- The gay liberation movement is a social and political movement of the late 1960s through the mid-1980s that urged lesbians and gay men to engage in radical direct action, and to counter societal shame with gay pride.

Black Lives Matter

- #BlackLivesMatter was founded in 2013 in response to the acquittal of Trayvon Martin's murderer. Black Lives Matter Foundation, Inc is a global organization in the US, UK, and Canada, whose mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes. By combating and countering acts of violence, creating space for Black imagination and innovation, and centering Black joy, we are winning immediate improvements in our lives.

Respectability Politics

- a set of beliefs holding that conformity to prescribed mainstream standards of appearance and behavior will protect a person who is part of a marginalized group, especially a Black person, from prejudices and systemic injustices.

Cultural Competence

- Cultural competence is the ability to understand, communicate with and effectively interact with people across cultures. Cultural competence encompasses. being aware of one's own world view. developing positive attitudes towards cultural differences. gaining knowledge of different cultural practices and world views.

Confronting Bias

- **Bias** - Bias is disproportionate weight in favor of or against an idea or thing, usually in a way that is closed-minded, prejudicial, or unfair. Biases can be innate or learned. People may develop biases for or against an individual, a group, or a belief. In science and engineering, a bias is a systematic error.
- **Cognitive Bias** - is a systematic pattern of deviation from rationality, which occurs due to the way our cognitive system works. Accordingly, cognitive biases cause us to be irrational in the way we search for, evaluate, interpret, judge, use, and remember information, as well as in the way we make decision.

Intersectionality

- A theoretical framework for understanding how aspects of a person's social and political identities might combine to create unique modes of discrimination and privilege.

Join the Ongoing Conversation

- LA LGBT CENTER SOUTH
 - 2313 W MLK Blvd, Los Angeles, CA 90008
 - (213) 860-3799 (general phone line)
 - centersouth@lalgbtcenter.org (general e-mail)
- Services
 - HIV/STI Testing
 - HIV and General Healthcare Services
 - Housing
 - Mental Health
 - And Much More....

Q&A

Q: Can you speak to the folks watching today about the importance of using pronouns and recognizing students' names?

A: When people try to say “well i won't use their name because that isn't their government name” or something along those lines, I refer to the scene in the movie *Root*, where the slave owner whipped the main character and told him what his name was, to which he replied that his name Kunta-Kinte. You are basically raping this person's identity over and over again when you tell someone how they exist and that everything they went through to gain their own identity doesn't count. It's erasure, and you're bringing up strain and trauma for them. “You get good at what you practice.” If we can practice identifying our own pronouns in our everyday lives and in the classrooms, we can make this language practical. We can also include these things on registration forms and applications, we can call each other out, and hold each other accountable. It does not take away from you to give them empowerment in their own identity.

Q: How does a person begin to confront or become aware of their biases?

A: It takes someone to really look into the community and assess their experiences within that community and evaluate their power within that community. You have to be able to recognize your own preconceived notions about what we've conformed to. Our biases present themselves whenever we feel uncomfortable about somebody else getting equitable treatment. That's when you know a bias is present and when you need to reflect.

Q: What would be some practical ways that you would encourage people to do in their communities, in order to help move forward instead of keeping a mentality of “let's blame white people for everything” when that is not the case?

A: I know its cliché, but it starts at home. Everyone isn't comfortable with being in the streets protesting. It's easier to talk to those closest to you because you are all more comfortable with each other and they are more receptive to different perspectives when they are coming from someone they know and love. We also cannot assume that other people should automatically know, we have to challenge each other's thoughts and actions to bring awareness because some people truly don't know.

Q: Can you talk about how gender identities are not new in our society and specifically how there is a lot of pushback in our AA and Latinx communities. Can you speak on how this becomes complicated when fighting for social justice within our own communities, because these problems aren't just practiced by white supremacist and conservatives?

A: We have to learn that a lot of us don't know the historical practice of our origin stories outside of whiteness. Most of us were colonized and prescribed to societal norms that favored whiteness. So, this is why it's essential to teach history outside of the context of whiteness, to be able to know how our societies worked pre-colonization. We have to unpack the historical context of being Black and Latinx, because there was gender diversity present in our societies before they were colonized.

Q: What would be the last fruits of wisdom to embark on the colors of today about just treating people with respect?

A: That in itself is a high hurdle for a lot of people; to get into the mindset of 'I'm going to respect you just for being a human being.' It requires a calling out whenever one notices biases or discrimination taking place. When are we going to say to these individuals, 'This is no longer an appropriate mode to operate in this current societal moment.' If we're going to accept the language, if we're going to say that these safe spaces are now created on campus, but then still provide protection for those individuals that seek to destroy those places, we are kind of working against

ourselves. We may not get an individual to change their personal opinions, but we can definitely set up strategic initiatives and policies within a space of our professional realm that people can either abide by or they will be removed from the space.