

SHOWING UP FOR RACIAL JUSTICE

SURJ HARTFORD

COMMUNITY GUIDELINES

- Speak Your Truth
- Expect Discomfort
- Stay Engaged
- Expect & Accept Non-Closure

INTRODUCTION TO SURJ

Mission: SURJ is a national network of groups and individuals organizing White people for racial justice. Through community organizing, mobilizing, and education, SURJ moves White people to act as part of a multi-racial majority for justice with passion and accountability. We work to connect people across the country while supporting and collaborating with local and national racial justice organizing efforts. SURJ provides a space to build relationships, skills and political analysis to act for change.

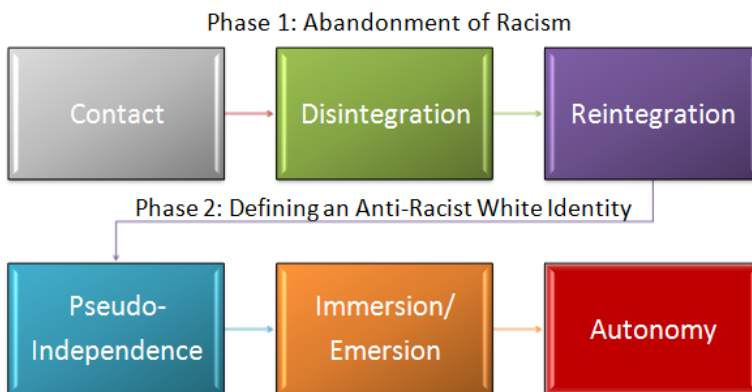
Vision: We envision a society where we struggle together with love, for justice, human dignity and a sustainable world.

SHARED VALUES

Calling People in, Not Calling Out
Take Risks, Learn, and Keep Going
Tap into Mutual Interest
Accountability Through Collective Action
Enough for Everyone
Growing is Good

WHY ARE YOU HERE?

WHITE RACIAL IDENTITY DEVELOPMENT



1. Contact:
2. Disintegration:
3. Reintegration
4. Pseudo-Independence:
5. Immersion/Emersion:
6. Autonomy:

Racism (aka white supremacy): The pervasive, deep-rooted, and longstanding exploitation, control and violence directed at people of color, Native Americans, and immigrants of color, and the benefits and privileges that accrue to white people, particularly to a white male-dominated ruling class.

HOW DO YOU FEEL ABOUT THIS DEFINITION OF RACISM? IS IT FAMILIAR OR UNFAMILIAR?

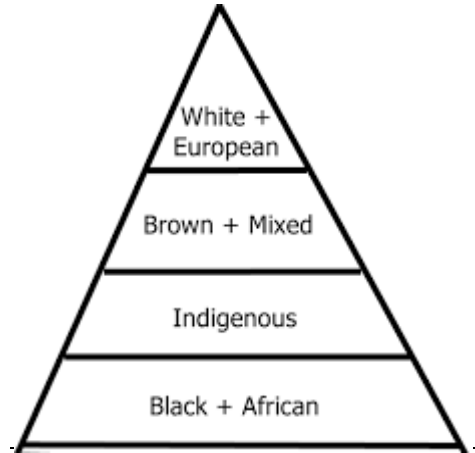
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Next Meeting:

RACE IS NOT SCIENTIFICALLY OR BIOLOGICALLY “REAL”

THOUGHTS & FEELINGS:



THE 4 I's OF OPPRESSION



Internal Racism: our internal racist beliefs, including our implicit biases



Interpersonal: acting out our racist beliefs and attitudes on others



Institutional: the racist policies and practices of the institutions and organizations that determine our day to day realities



Ideological: the racist beliefs and values of our culture, reproduced by the media, schools, and the institutions that determine our day to day realities

<u>INTERNAL</u>	<u>INTERPERSONAL</u>	<u>INSTITUTIONAL</u>	<u>IDEOLOGICAL/CULTURAL</u>

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Vision: As we strive to dismantle white supremacy, we mobilize white people to show up to public, political actions for racial justice. We do so as accountable partners in this work, following the lead of local and national activists of color.

Working Groups:

Education

Direct Action

Basebuilding

SURJ Families



A CONCISE HISTORY OF BLACK-WHITE RELATIONS IN THE U.S.A.