

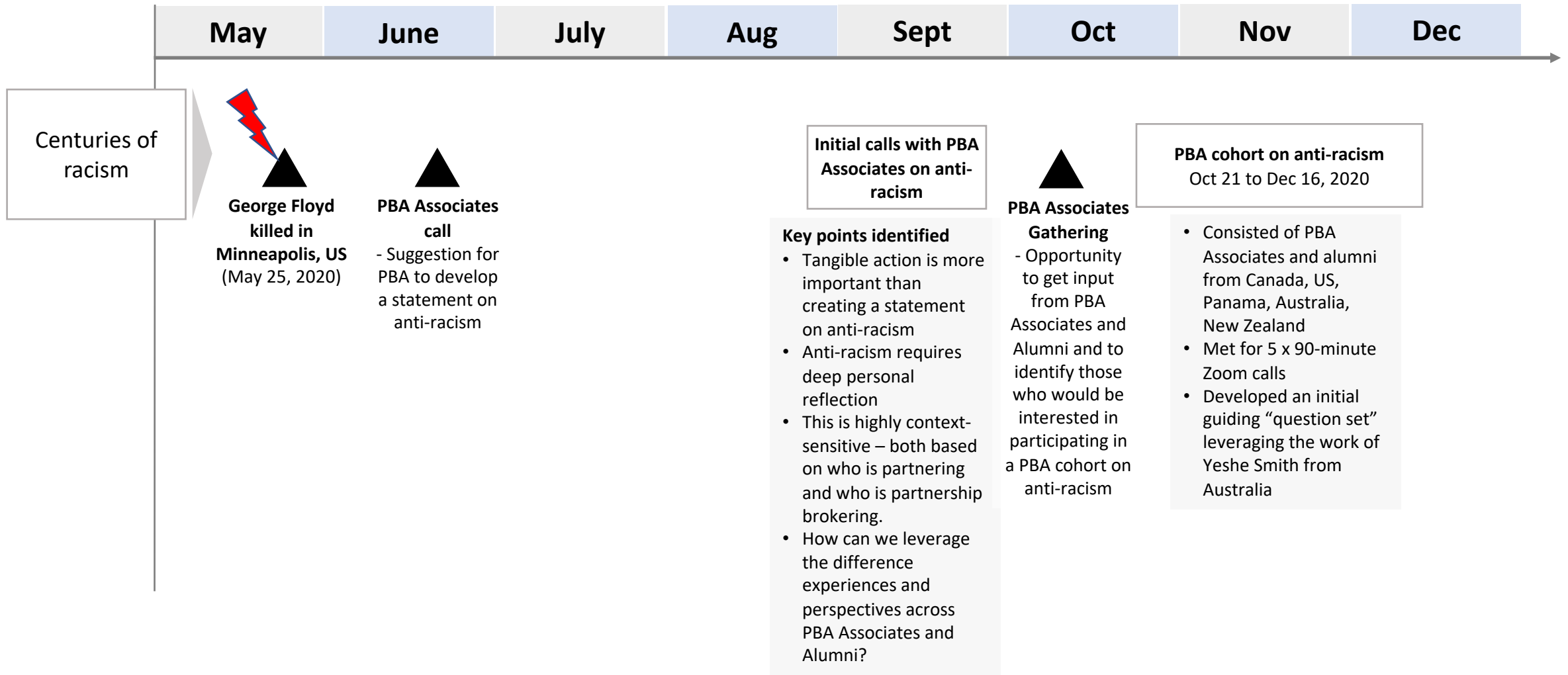
PBA Anti-Racism Cohort Question Set

November/December 2020

Purpose of this document

- To share a set of questions provided by PBA Associate Yeshe Smith that were reviewed and further edited by a cohort of PBA Associates and Alumni.
- These questions are meant to be a guiding rather than prescriptive resource, to be used by anyone who is looking to intentionally take an anti-racist approach to their work.

How this initiative came to be



Action in Integrating Anti-Racism

This is a learning journey that is deeply personal as well as professional
We need to work on this personally and it will radiate institutionally



We've had these challenges for in our societies and communities for centuries - it had a lightning strike (in May 2020) and came into our consciousness in a bigger way



What is **OUR ROLE** as **CHANGEMAKERS**?
as we support the active **DISMANTLING** of **RACISM & WHITE SUPREMACY**

We're taking a **BROADER PERSPECTIVE** and including **INDIGENOUS PEOPLE & IDENTITY POLITICS**

What is it like to **GO BEYOND ANTI-RACISM** and **DE-COLONISATION**?

We need to **BE**



EXPLICIT in our **RACIAL IDENTITY** in our **BROKERING CAPACITY**

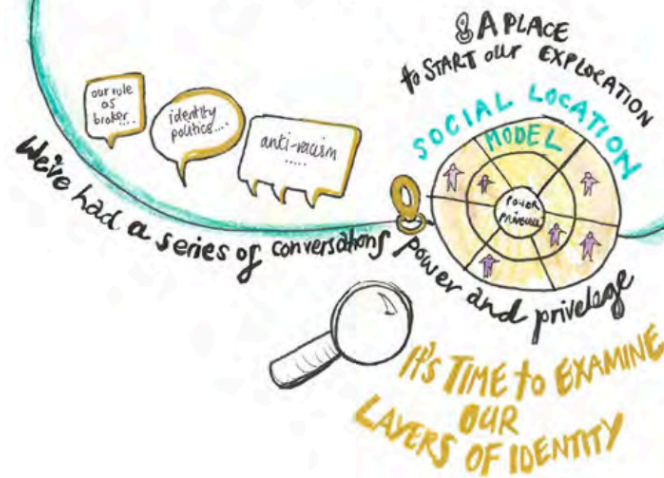
What does it look like for the **PBA** to be **ACTIVELY ANTI-RACIST**?

We need to **ENGAGE** as **BROKERS** on our **RACIAL LITERACY**

so that we are **EQUIPPED** to have **EXPLICIT CONVERSATIONS ABOUT RACE** and address **RACISM EXPLICITLY IN THE BROKERING SPACE**

and explore how to **INTEGRATE** this into the **Partnership Brokers Training**

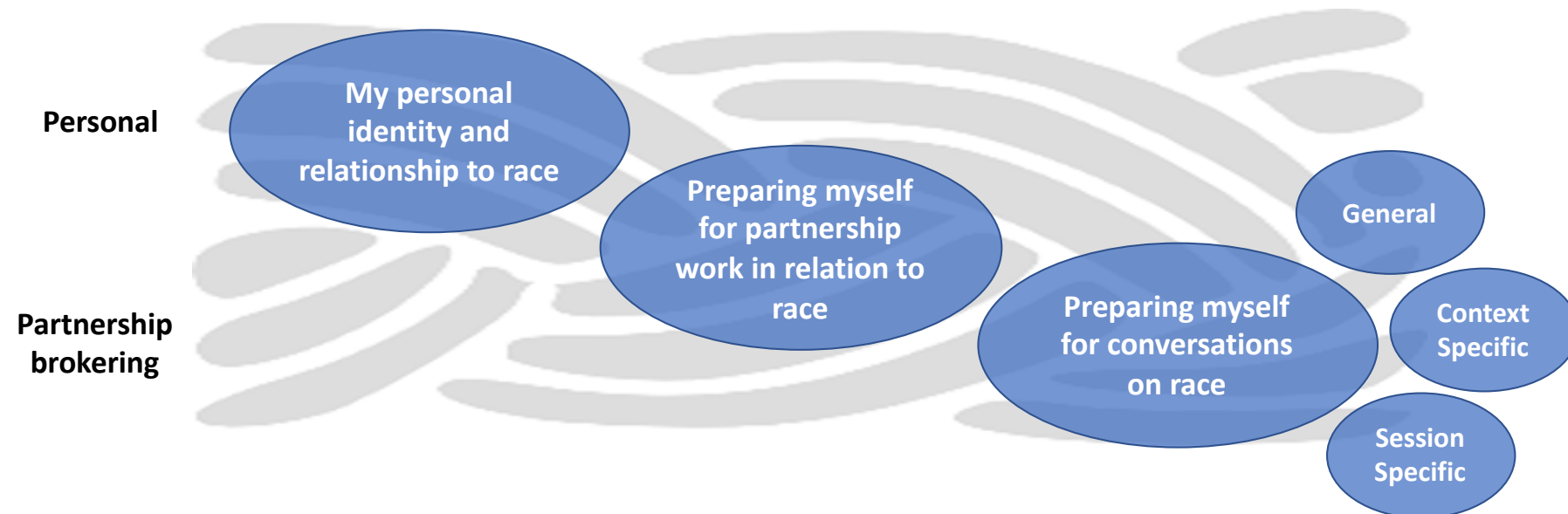
We're seeing this play out really differently in different contexts

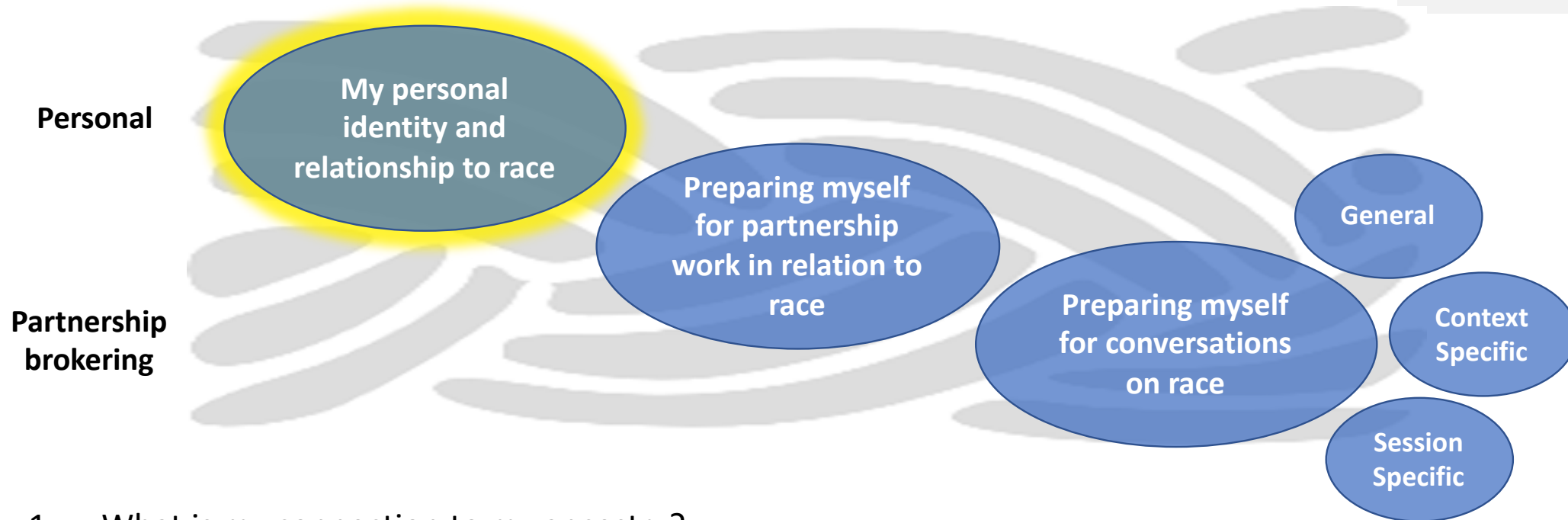


WE ARE INVITING MORE OF YOU to **JOIN THIS INQUIRY & CONVERSATION** over the next 3-4 months
contact dlee.kanook@gmail.com

Questions on anti-racism to guide my personal and partnership brokering journey

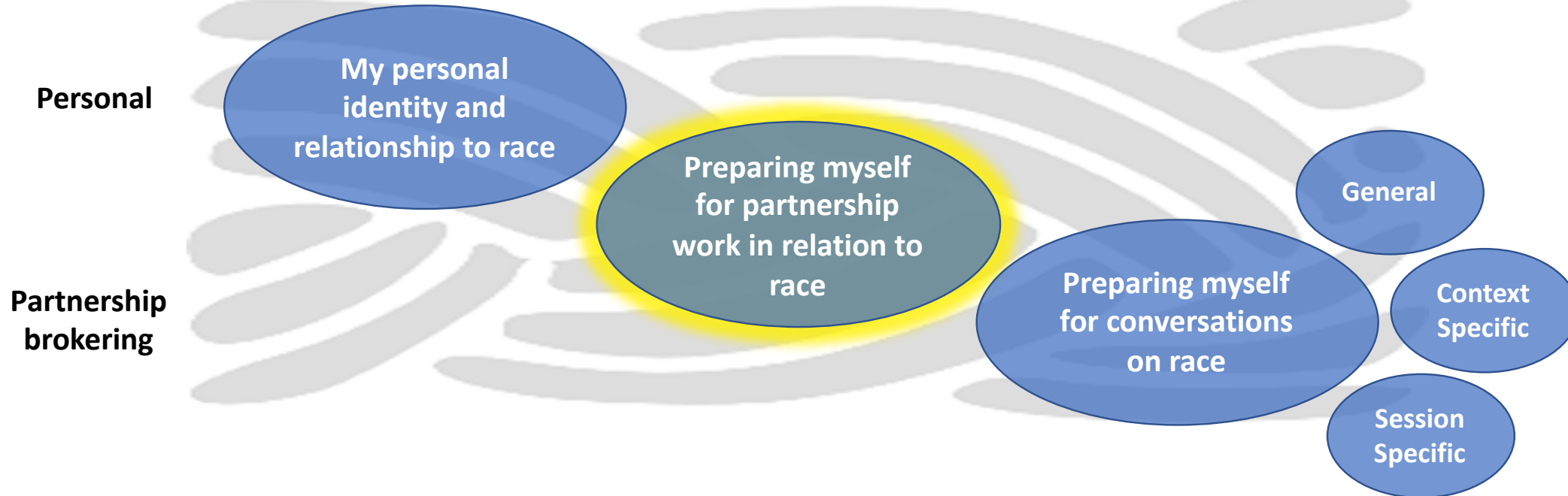
- Early on, a key point raised was the fact that this work required deep personal reflection on one's own relationship to race. This is in line with the approach recognizing that "people are informed and influenced by their own experience, background and knowledge" (Weaving Threads: An exploration of key principles and themes that underpin all PBA training, Julie Mundy, 2014).
- We were also influenced by the notion of "braiding" – "a practice yet-to-come located in a space in-between... towards a generative orientation and inter-weave ... strands to create something new and contextually relevant, while not erasing differences..." (Towards Braiding, Elwood Jimmy and Vanessa Andreotti with Sharon Stein, 2019).
- We therefore developed a set of guiding questions as follows:



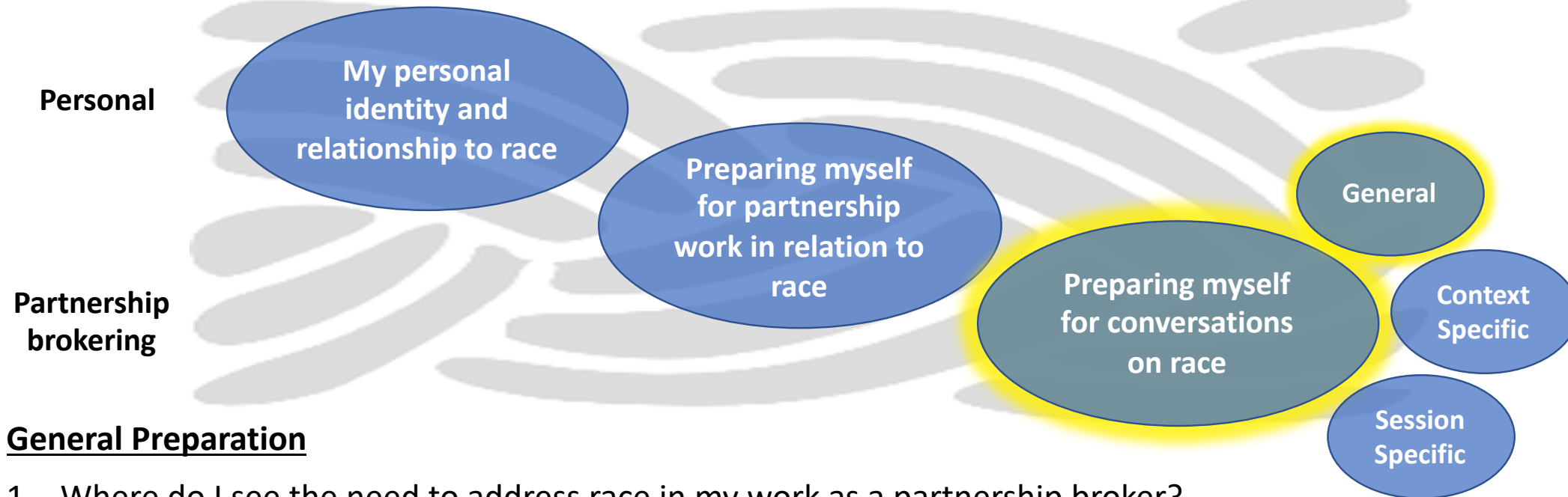


1. What is my connection to my ancestry?
2. What is my connection to race? How has it affected my life, those close to me, those in my community?
3. When has race privileged me? When has it marginalized me?
4. When/where have I felt a sense of being included and belonging?
5. When/where have I felt excluded? When/where have I excluded others?
6. How does my racial identity impact my approach to my work?
7. What can I do to learn more, for example, reading, podcasts, training or discussion groups?

Brokers will have to consider how to work with their racial identity, just as they work with their age, gender, class, etc, in their brokering work. A broker will have to do a lot of internal work to be able to effectively support a partnership group through a discussion about race.



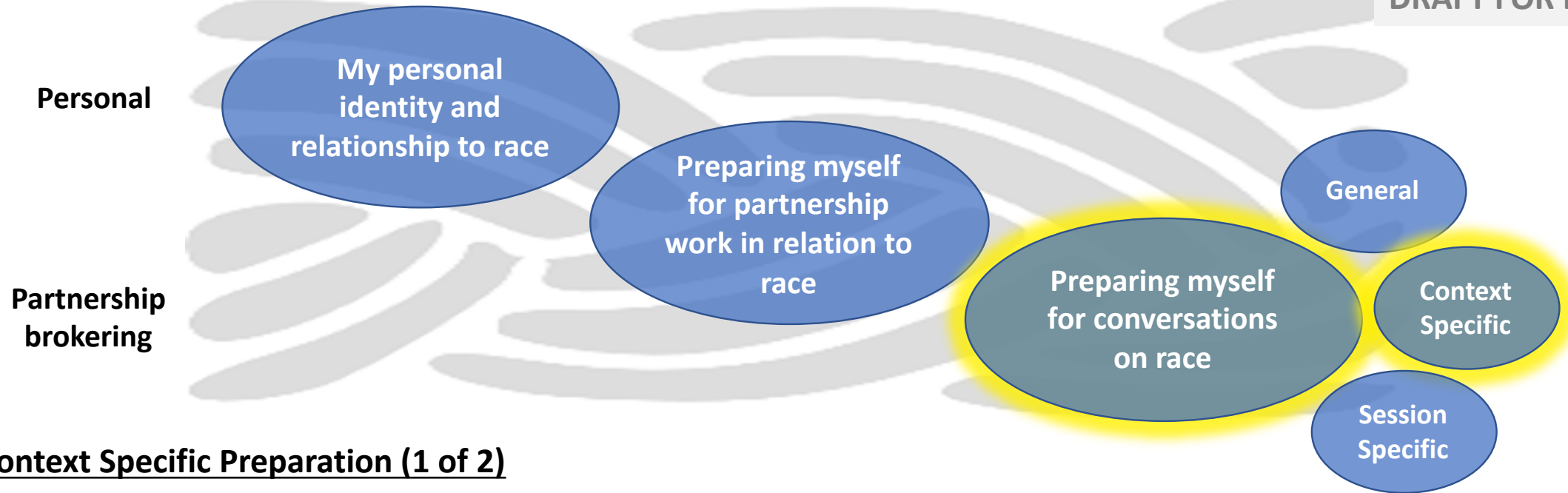
1. What do I understand about the racial dynamics (alongside other identity and power dynamics) in this partnership?
 - What research, reading, education do I need to prepare?
 - What are the partnership dynamics around race?
 - Do I need to introduce an explicit discussion of race into this brokering work, if the group has not raised it?
 - If so, why? To what end?
 - If not, why not?
2. What do I understand about the racial dynamics within my organization or team and how prepared am I to address it?
3. How will my racial identity, or perception of it, impact the group's discussion of race, and my ability to support that discussion, as either an internal or external broker?



General Preparation

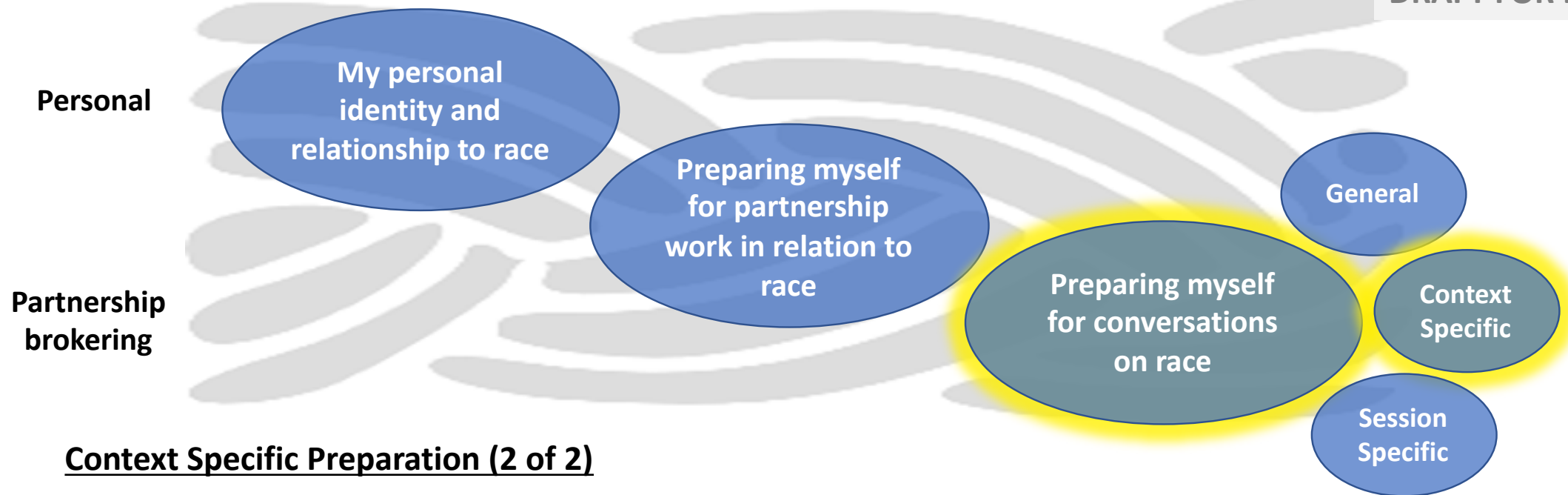
1. Where do I see the need to address race in my work as a partnership broker?
What's needed now?
2. Why do I see it as being important?
3. Whose voice(s) need to lead this conversation on race?
4. What role can I play in providing an opportunity for these perspectives to be expressed?
5. Who do I need to engage and work with in preparing for, supporting, and guiding this conversation?
6. What could happen if I don't make the time to (co)initiate, prepare for, and facilitate such a dialogue?

This is complex and challenging work, and will almost definitely make people uncomfortable, to varying degrees. The racial identity of the broker will come in to play. A Black or Brown broker will be able to do certain things in a certain way, as will a white broker.



Context Specific Preparation (1 of 2)

1. Do I have experience in this area? This can include both lived experience and work-related experience.
2. Have I thought through the language I am going to use to discuss race and its impact on the partnership?
 - Will I be using the terms ‘white people,’ ‘people of colour,’ ‘Black and Brown people,’ Indigenous, First Nations etc?
3. The discussion
 - Will I tread extremely softly around this topic, and try and nurture/support a group through this difficult discussion?
 - Will I deliberately use more challenging language to push people towards the tough, uncomfortable talk?
 - Will I break people into racial groups for discussions?
 - If I do, how will I manage having multi-racial people in the room for this process?
 - Will I choose to be a voice for those Black/Brown people unwilling or unable to express certain ideas in plenary?
 - Will I make different choices on this at different times?



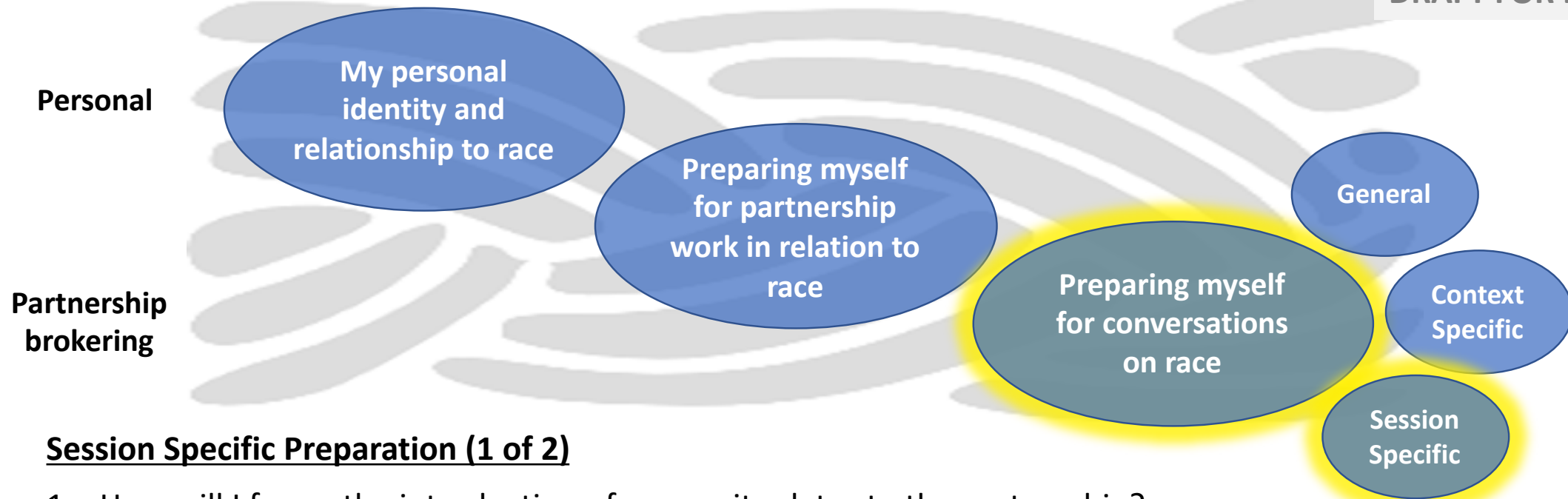
Context Specific Preparation (2 of 2)

4. My racial identity

- Will I choose to identify clearly with my own racial group or
- Try and keep my racial identity separate from my role as a broker?
- How will I position myself with regards to my own racial group, and other racial groups?
 - For example, if I am a white broker, and we are discussing problematic white behaviour, will I identify as part of that white behaviour, or try and identify as separate to that white behaviour?
 - If I am a white broker, how do I feel about potentially having discussions about race with other white people in the room, if people of colour present are not speaking up?

5. How will I react if

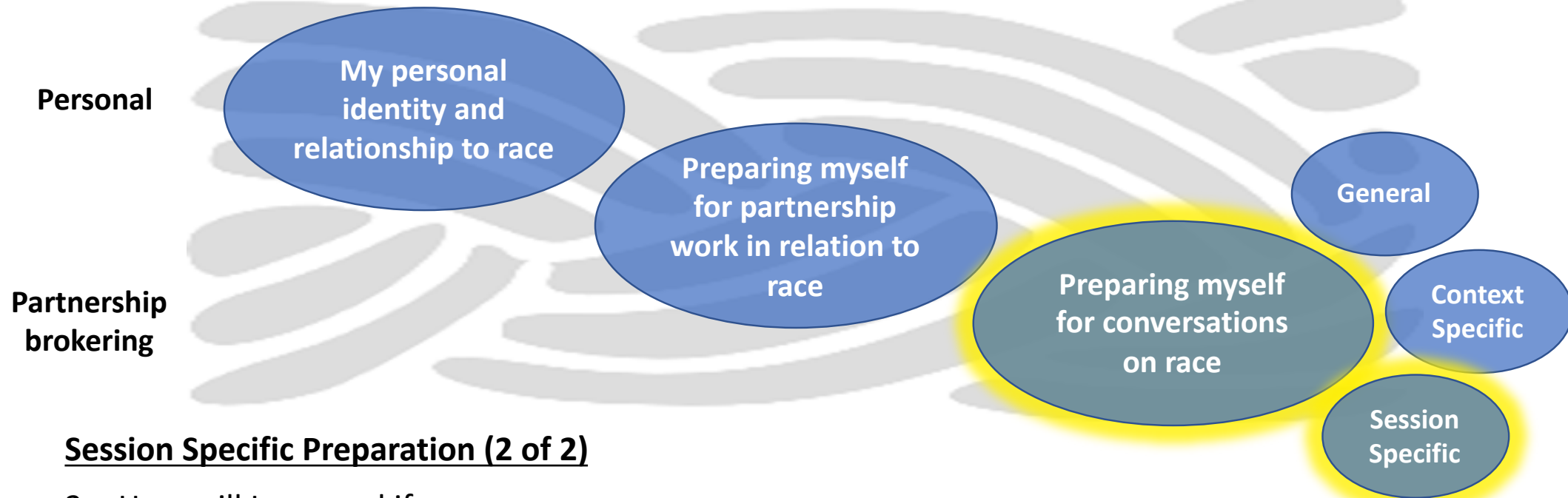
- My own racial group is unhappy with questions, I am posing to them, or the issues I am highlighting?



Session Specific Preparation (1 of 2)

1. How will I frame the introduction of race as it relates to the partnership?
 - How has race or racism created or contributed towards the issue that we’re looking to address? How is racism still present?
 - How is viewing racism through the lens of colonisation important and helpful?
 - What examples/stories/cases/tools can I use to support the group to enter the discussion?
 - A partnership broker should be able to represent/support the issues and concerns of all partners in their role as a broker, but what is my responsibility in terms of representing the racially informed partnership issues of people/organisations from racial groups other than my own?

2. Do the organizations in this partnership have an equity/anti-oppression statement from which to enter a dialogue about anti-racism?
 - How is their language different from the approach I am most comfortable/fluent with?



Session Specific Preparation (2 of 2)

3. How will I respond if
 - The group becomes anxious, or resistant to discussions about race?
 - Participants suggest that by opening this conversation, or asking these questions, I am the one bringing the divisive issue of race into the room?
4. Am I prepared for
 - the physical response I may have to the level of tension/annoyance/anger/avoidance that may be directed at a broker who introduces a discussion about race?
5. How am I considering the psychological safety of the participants in my chosen approach?
6. What mechanisms can I put in to place to follow up with the participants after the discussion?

Additional Resources

Resource Name	Type	Link
Deconstructing White Privilege with Dr. Robin DiAngelo	YouTube Video	https://www.youtube.com/watch?v=Dwlx3KQer54
Inclusivity at Work: The Heart of Hard Conversations	Podcast	Aiko Bethea with Brené Brown podcast
Five partnerships/networks with a commitment to decentering power and applying anti-oppression frameworks	Website	http://www.clip-lcp.org/stories-from-partnerships/
Meditations on Racism	Written	Separate document developed by Brad Henderson, PBA Associate
Towards Braiding	PDF	link to download PDF

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- Yeshe Smith - Australia
- Victoria Thom – Australia

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