

Just Communities Materials vs. Altered Materials

This document compares Just Communities' original materials (left column) to the materials being distributed by Mr. Eric Early on behalf of "Fair Communities Education, Inc." (right column). Alterations to Just Communities materials are highlighted in yellow.

In addition to the alterations made to these slides, much of our work is being both mischaracterized and taken out of context without the accompanying framing we do in our workshops. For example, one of the things we talk about when taking people through these and other slides on Developing a Common Language is that individual people (of any background) can hold stereotypes (fixed and distorted images) about other groups (of any background), individuals (of any background) can have prejudice and bias (assumptions, beliefs, and feelings about other people based on stereotypes) about other people (of any background), and individuals (of any background) can discriminate (mistreat people, show favoritism or preference towards some over others) against other people (of any background).

But, at Just Communities, we don't talk about individuals being racist (or sexist, heterosexist, etc.) or not. When we use the term racist, or sexist, etc., we're referring to systems of inequality (i.e. oppression). We can explore how people (of all backgrounds) are impacted by those systems and how people (of all backgrounds) participate (consciously or unconsciously, intentionally or unintentionally) in perpetuating those systems through action, inaction, or silence, but we don't label people as racist, sexist, etc. or as oppressors. We don't use language of oppressors and the oppressed, or oppressor and victim. In fact, we don't label people at all. We talk about how labeling people doesn't help and actually distracts us from the work of understanding how systems of inequality operate which makes it hard to then explore how to dismantle those systems and foster equity.

We explicitly state that labeling people undermines efforts to work together to promote equity. It shuts down dialogue, it drives people away, and it's not accurate.

We also explicitly state that our work is not about blaming or shaming people. It's not about good people and bad people. We state that none of us created these inequitable systems and institutions, that they were created long before any of us arrived on this Earth. But, we maintain that they do exist and that we all have a responsibility to address them so that all members of our community and society can thrive.

Finally, either the lawyer or Fair Communities Education left out some slides which are critical to understanding our entire framework. For example, the included (and altered) a slide on "Privilege Group Collusion" but didn't include the slide on "Target Group Collusion" making it appear that we state that only one group of people are responsible for maintaining these systems of inequality.

We are left with the questions of who changed these slides and with what intention?

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Just Communities Original Slides	Altered Slides
<p style="text-align: center;">Developing a Common Language around the Dynamics of Oppression</p> <p>“You can’t deal with a problem if you don’t name it; once you name it, you can think, talk and write about it. You can make sense of it by seeing how it is connected to other things that explain it and point towards solutions.”</p> <p style="text-align: right;">- Allan G. Johnson <i>Privilege, Power and Difference</i></p>	<p style="text-align: center;">Developing a Common Language around the Dynamics of (white people) Oppression</p> <p>“You can’t deal with a problem if you don’t name it; once you name it, you can think, talk and write about it. You can make sense of it by seeing how it is connected to other things that explain it and point towards solutions.”</p> <p style="text-align: right;">- Allan G. Johnson <i>Privilege, Power and Difference</i></p>
<p style="text-align: center;">Key Terms</p> <p>Oppression: A SYSTEM that benefits some groups (often called “privileged” groups) and disadvantages other groups (often called “target groups”).</p>	<p style="text-align: center;">Key Terms</p> <p>Oppression: A SYSTEM that benefits some groups (often called “privileged” white groups) and disadvantages other groups (often called “target groups” people of color).</p>
<p style="text-align: center;">Classism</p> <ul style="list-style-type: none"> • A system of oppression based on socio-economic class that privileges people who are wealthy and targets people who are poor or working class. • Classism also refers to the economic system that creates excessive inequality and causes basic human needs to go unmet. 	<p style="text-align: center;">Classism</p> <ul style="list-style-type: none"> • A system of oppression based on socio-economic class that privilege (white) people who are wealthy and target people (of color) who are poor or working class. • Classism also refers to the economic system that creates excessive inequality and causes basic human needs to go unmet.

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Privilege:

Unearned access to resources that enhance one's chances of getting what one needs or influencing others in order to lead a safe, productive, fulfilling life.

(white people) Privilege:

Unearned access to resources that enhance one's chances of getting what one needs or influencing others in order to lead a safe, productive, fulfilling life.

Targeting:

The denial of access, resources and opportunities that might enhance chances of getting what one wants and influencing others.

Systemic harmful treatment directed towards members of target groups (also called systemic discrimination).

(White people)

Targeting

(people of color)

(White people's) denial of access, resources and opportunities that might enhance chances of getting what one wants and influencing others.

(White people) systemic harmful treatment directed towards members of target groups (people of color) also called systemic discrimination.

Collusion:

Working together to make something happen . . .

- Intentionally or unintentionally
- Consciously or unconsciously
- by action, inaction or silence

Collusion (of white people):

Working together to make something happen . . .

- Intentionally or unintentionally
- Consciously or unconsciously
- by action, inaction or silence

Just Communities Materials vs. Altered Materials

Privilege Group Collusion:

The things privilege groups and privilege group members do to perpetuate systems of oppression.

Internalized Superiority:

When members of privilege groups either consciously or unconsciously learn to look at themselves, each other, and society through a distorted lens such that the structural privileges they enjoy and the cultural practices and values of their group are represented as, seen as, and felt and believed to be normal and universal.

Privilege Group (white people) Collusion:

The things privilege groups and privilege group members (white people) do to perpetuate systems of oppression (against people of color).

Internalized Superiority:

When members of privilege groups (white people) either consciously or unconsciously learn to look at themselves, each other, and society through a distorted lens such that the structural privileges they enjoy and the cultural practices and values of their group are represented as, seen as, and felt and believed to be normal and universal.

Target Group Collusion:

Things target groups and target group members do to perpetuate their own oppression.

Internalized Oppression:

Destructive patterns of feelings and behaviors experienced by the targets of oppression, turned inward upon themselves and directed at each other.

Note:

The group did not include a slide on Target Group Collusion which helps create the impression that we present things as one sided as if only one group plays a role in maintaining systems of oppression.