

2019 NCAA Inclusion Forum

#NCAAIInclusion



The Skin We're In: Intentional Conversations about Race, Ethnicity, Identity and Allyship in Athletics

Jen Fry- JenFryTalks

Dr. Victoria Farris- Farris Consulting

Paul Tokunaga- Founder/President, MELD

Paul here!

I'm the Founder and President of
MELD: Multi-Ethnic Leadership
Development.

MELD's mission is to serve the NCAA
“by equipping coaches and student
athletes to thrive in our racially diverse
world.”





I'm Victoria Farris!

I'm a disrupter, a truth teller, a justice seeker, an educator, a mother, and an activist on a mission to encourage a more inclusive world!

A dedicated higher ed leader and the founder of Farris Consulting, where I serve as a consultant, facilitator and coach focused on disrupting workplace microaggressions and effective allyship!

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HELLO!



I am Jen Fry



I am the CEO of JenFryTalks which is a social justice education firm who uses conversation to educate and empower those within athletics through an antiracist lens on issues of race, inclusion, intersectionality, diversity, and equity.

GROUND RULES

- Criticize the idea, not the person
- Oops/Ouch
- Active Listening
- Be Uncomfortable
- Privacy
- Challenge yourself - get curious about your reactions

OBJECTIVES

- Creating a Shared Language
- Understanding your Self, Lens, and Frames
- Understanding Allyship

SHARED LANGUAGE

RACE

Is a socially constructed system of classifying humans based on particular phenotypical characteristics (skin color, hair texture, and bone texture).

-Sensoy and DiAngelo, 2017, p45.

RACISM

Racism is a system in which one race maintains supremacy over another race through a set of attitudes, behaviors, social structures, and **institutional power**.

-Barbara Love, 1994. *Understanding Internalized Oppression*

WHITENESS

The academic term used to capture the all-encompassing dimensions of White privilege, dominance, and assumed superiority in society. These dimensions include: ideological, institutional, social, cultural, historical, political, and interpersonal.

-Sensoy and DiAngelo, 2017, p229.

INTERSECTIONALITY

The understanding that we simultaneously occupy multiple social positions and that these positions do not cancel each other out; they interact in complex ways that must be explored and understood.

-Sensoy and DiAngelo, 2017, p25.

ANTI-RACISM

"Anti-racism is the **active process** of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably".

-NAC International Perspectives: Women and Global Solidarity

WHEN DID WE....

First become aware of race?

- Take a moment and reflect on your earliest memories about race. What messages did you receive?
- With a buddy take 2 minutes each to share your reflections.

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WHEN DID WE....

Become aware of our racial identity?

- Take a moment to reflect on how and when you became aware of your own race. What did it mean to you at the time?
- With your buddy, share your reflections.

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WHAT DO YOU SEE?

FRAMES vs. LENS



- Are the “big picture” (macro) norms- what everyone in that identity is taught from birth.
- At the frame (level) are the identities of the mainstream.
- i.e. boy/girl, black/white



- Constitute the individual (micro) perspective.
- These are our unique experiences that make us one of a kind- birth order, family, personality.
- i.e- single child, low SES, outgoing, blind

What are cultural egg shells?

They're the things related to race, ethnicity or culture of others that we wonder about but are afraid to ask because we aren't sure how to phrase the question or we don't want to offend someone or an entire ethnic group.



Kumagai!
We are samurai!



Tokunaga

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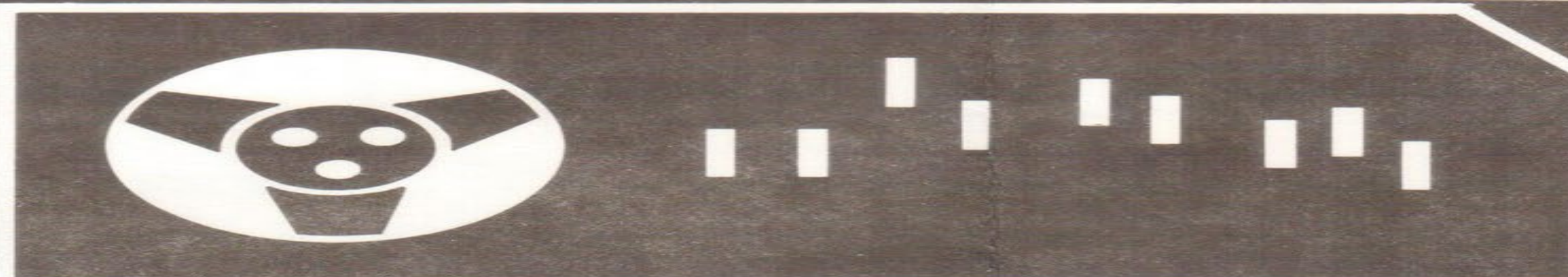
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BEING A TOKUNAGA IN AN AGE OF COMPUTERS
by Paul & Margaret Tokunga

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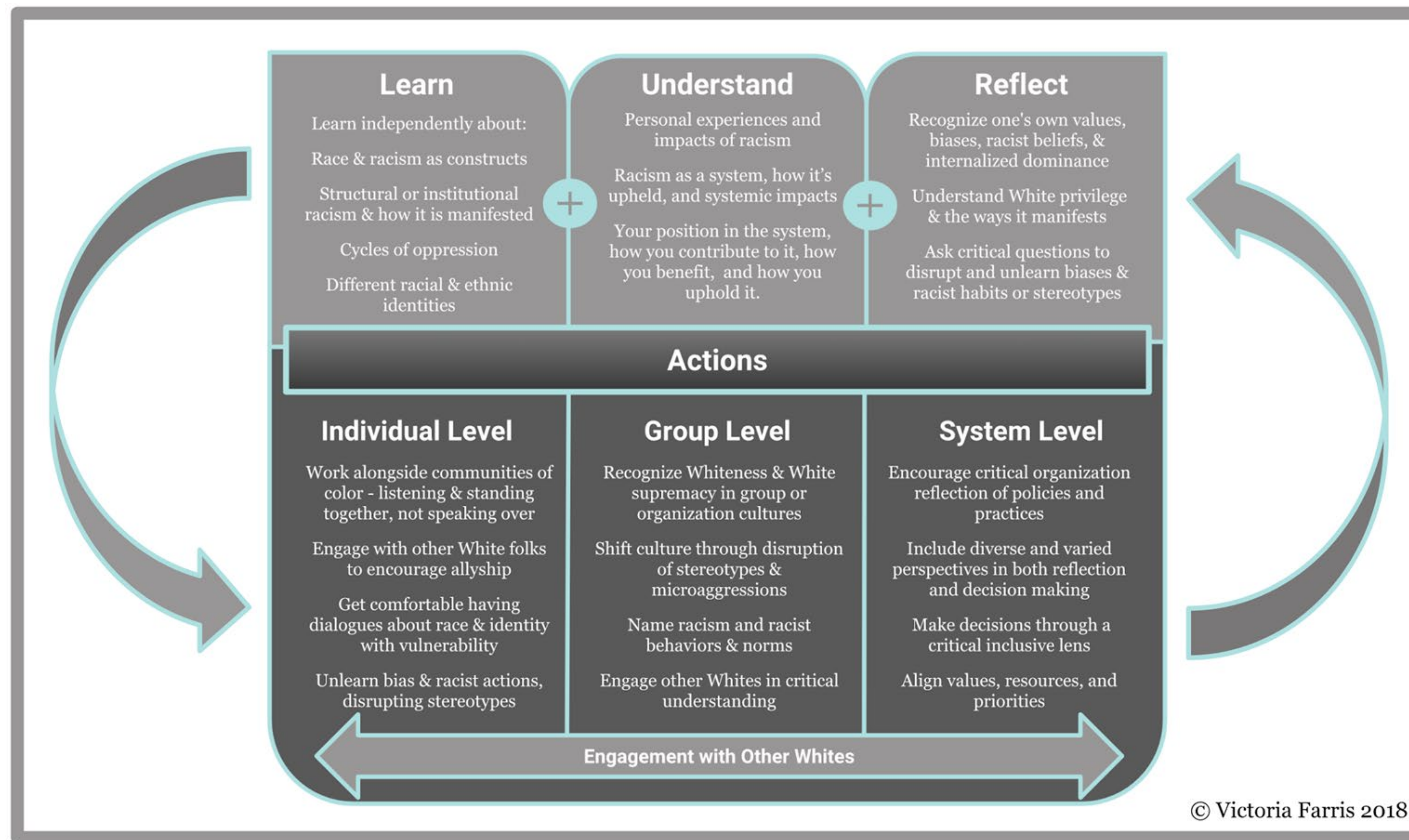
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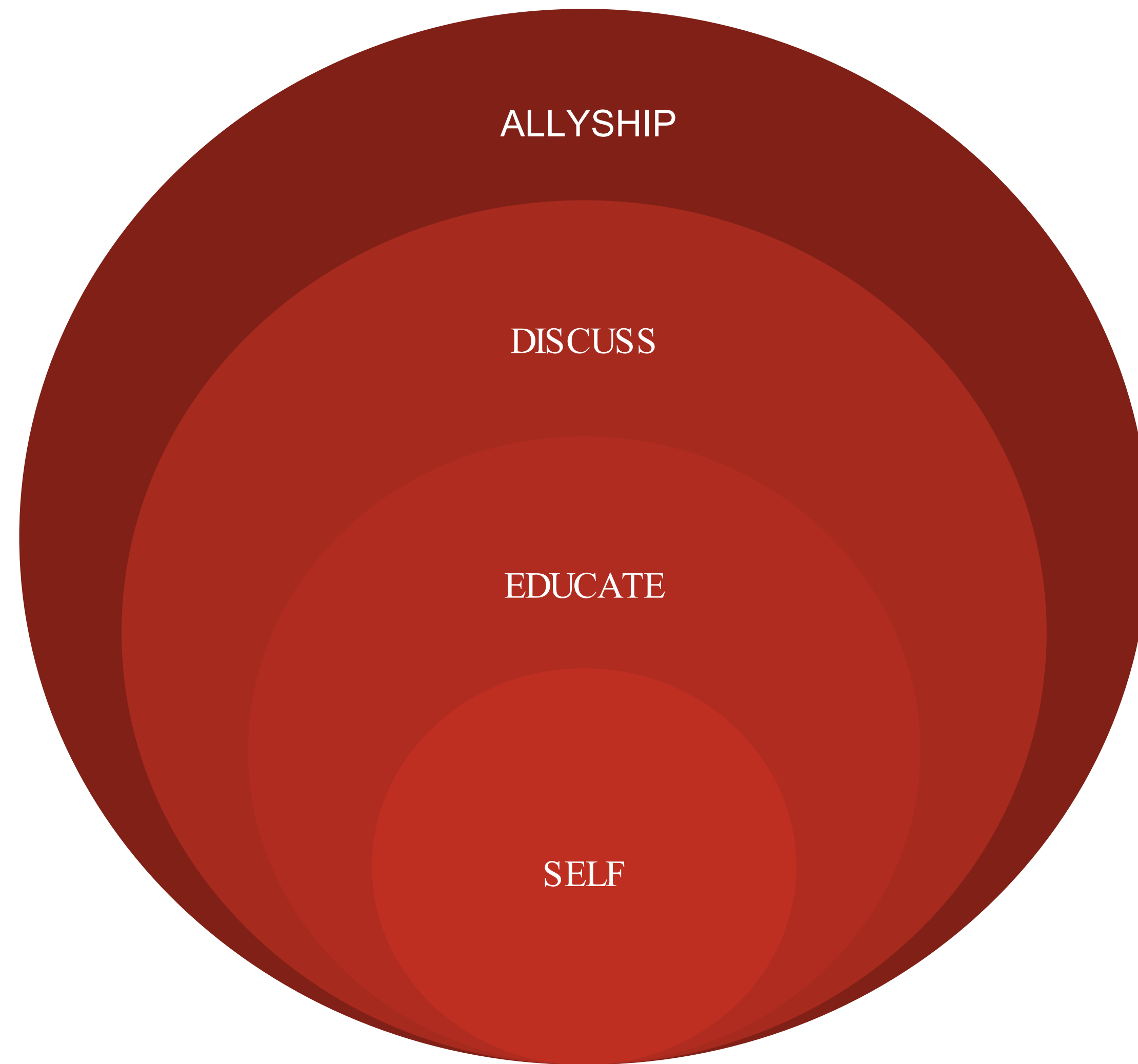
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WHAT CAN ALLYSHIP LOOK LIKE?









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