

“I hope that if parts of this book make you uncomfortable, you can sit with that discomfort for a while, to see if it has anything else to offer you.”

Reading Guide:

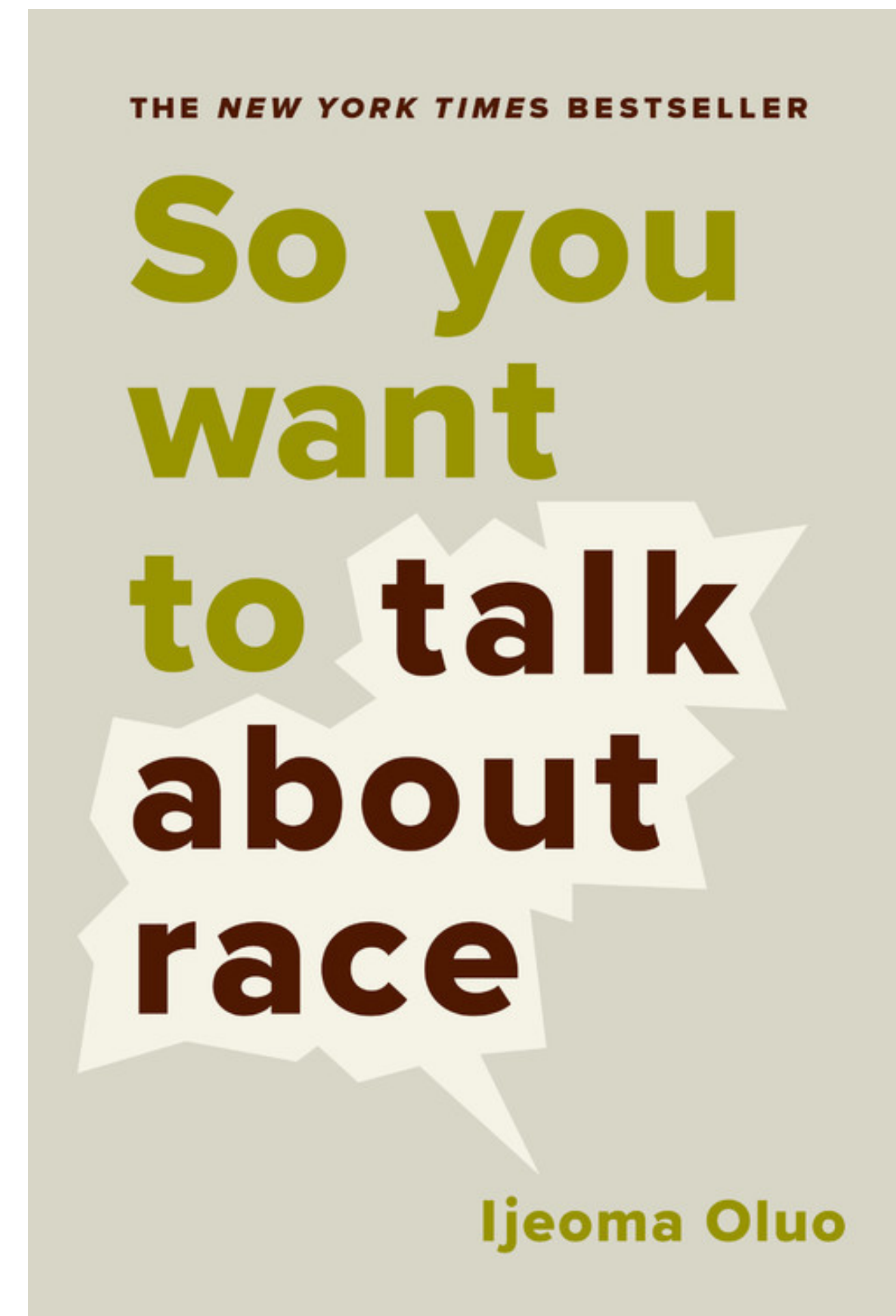
July 19 — It's About Power (1-4)

July 26 — Digging In (5-8)

August 2 — Swing and Miss (9-12)

August 9 — Complexities (13-15)

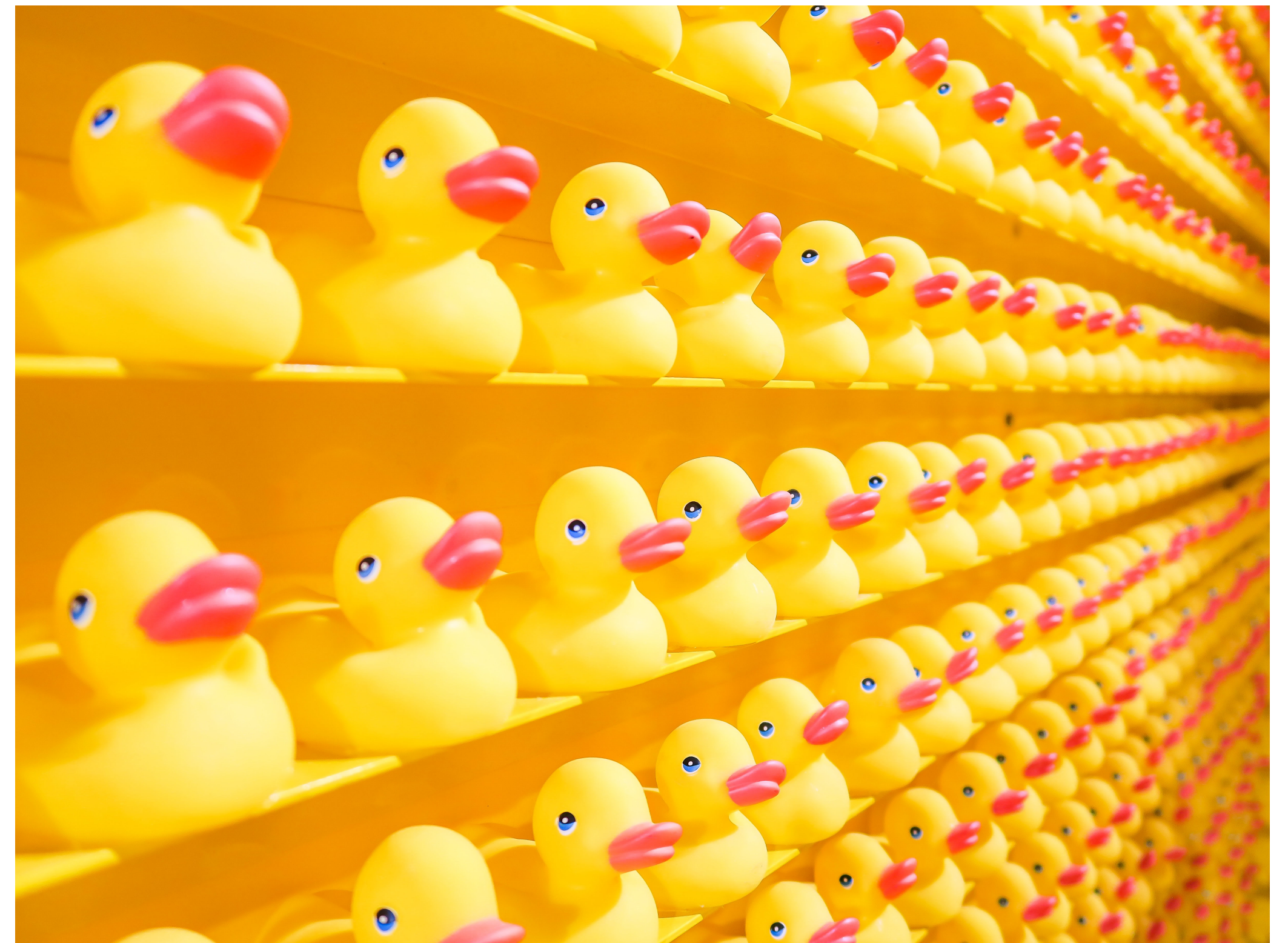
August 16 — What next? (16-17)



Digging In

It's complicated than we think...

- **Intersectionality** — The belief that our social justice movements must consider *all* of the intersections of identity, privilege, and oppression that people face in order to be just and effective.
 - Intersectionality slows things down.
 - Intersectionality brings people face-to-face with their privilege.
 - Intersectionality decentralizes people who are used to being the primary focus
 - Intersectionality forces people to interact with, listen to, and consider people they don't usually interact with, listen to, or consider.



Digging In

because we are more complicated than we even realize.

- *What makes up my identity?*
 - **Master Status** — Unchangeable and revealed without social interaction (gender, age, race, etc.).
 - **Primary Status** — Difficult to change but generally only revealed with social interaction (economics, language, religion, etc.)
 - **Secondary Status** — Easy to change, however, still integral to identity (hairstyle, clothes, etc.).
- Apply this understanding to your own identity? There has been a push for people to share more directly their more difficult to perceive parts of their Master or Primary Statuses.
- Now, consider it in the context of Black Lives Matter vs. Blue Lives Matter. Are these really equivalents?

Digging In

Is it crime or policing that is the problem?

- Isn't crime the real problem? That is, if there was less crime in black neighborhoods there would be fewer interactions with police and fewer opportunities for arrests and brutality?
- Consider your own history. Have you been pulled over for speeding or another traffic infraction? What was that experience like? How often has that happened in your life? *(Recall how many times the author talked about begin pulled over).*
- Reflect on the history of Policing as a method to control the black community. Did this history make you uncomfortable?

Digging In

Why policing feels different?

“When talking about police brutality, it is important to remember that the police force can be trustworthy public servants to one community, and oppressors to another community—just as we can live in a country that promotes prosperity for some and poverty for others....If you do trust and value your police force, and you also believe in justice and equality for people of color, you will not see the lack of trust on behalf of communities of color as simply a difference of opinion. You will instead expect your police force to earn the respect and trust of communities of color by providing them with the same level of service that you enjoy. People of color are not asking white people to believe their experiences so that they will fear the police as much as people of color do. They are asking because they want white people to join them in demanding their right to be able to trust the police like white people do.”

Digging In

What's fair then?

- Affirmative Action — Temporary or permanent?
- What have you heard about Affirmative Action over the years?
- *Example of yesterday's Bishop Election in SC: should all cis-gender, white male candidates have removed their name from consideration?*



Digging In

Debunking the myths.

- ***Argument 1: We don't need affirmative action because society isn't as racist or sexist as it used to be.***
 - Systemic racism and sexism are most evident in the wage gap: around 70 cents on the \$.
- ***Argument 2: If an employer is racist or sexist, you can just sue them.***
 - Systemic racism's answer is "no fault" and "right to work" legislation.
- ***Argument 3: Affirmative action teaches people of color and women that they don't have to work as hard as white men.***
 - The racist and sexist assumption is that only white men are hard working.

Digging In

Debunking the myths.

- **Argument 4: Affirmative action is unfair to white men because it causes them to lose opportunities to less qualified women and people of color.**
 - The goal is a representative number (or at least something close), the assumption is that POC and women must be less smart or hardworking than their male counterparts. This is also something of a self-fulfilling prophecy — you need experience to get the job, but you can't get the job to gain that experience.
- **Argument 5: Affirmative action doesn't work.**
 - This denies the reality that it has worked!
- **One Caveat:** Sometimes Affirmative Action can be seen as enough, when it is only one part of larger anti-racism and anti-sexism agenda.

Digging In

Criminalization of Students

- **What factors do contribute to the school-to-prison pipeline?**
 - ***Racial bias*** of school administrators and teachers and leading to a lack of cultural sensitivity for black and brown children.
 - ***The pathologizing of black children.*** Many (*likely underfunded and understaffed*) schools who find themselves ill-equipped to work with black students who are having interpersonal issues in class are quicker to give students a blanket diagnosis of learning disability than they would with struggling white students. (227)
 - ***Zero-tolerance policies.***
 - ***Increased police presence in schools.*** Data shows that, when controlling for poverty, schools with SROs have nearly five times the amount of in-school arrests as schools without SROs.

Digging In

It is about joy!

A joyful heart is a good medicine but a downcast spirit dries up the bones. (Proverbs 17:22)

- **Psalm 16** — Joy is found in the presence of the Lord!
- **John 15:9-17** — Joy is in abiding with God which leads to love!
- **Romans 15:4-13** — Joy emerges from hope!

