

MONTCLAIR STATE

UNIVERSITY

**RACE, IDENTITY, & POWER:
*SHIFTING OPPRESSIVE SYSTEMS***

.....
Gigi Polo, MA

“Capitalism does not permit an even flow of economic resources. With this system, a small privileged few are rich beyond conscience, and almost all others are doomed to be poor at some level. That’s the way the system works. and since we know that the system will not change the rules, [as it is oppressive by design] we are going to have to change the system.”

Martin Luther King

STRATITICATION

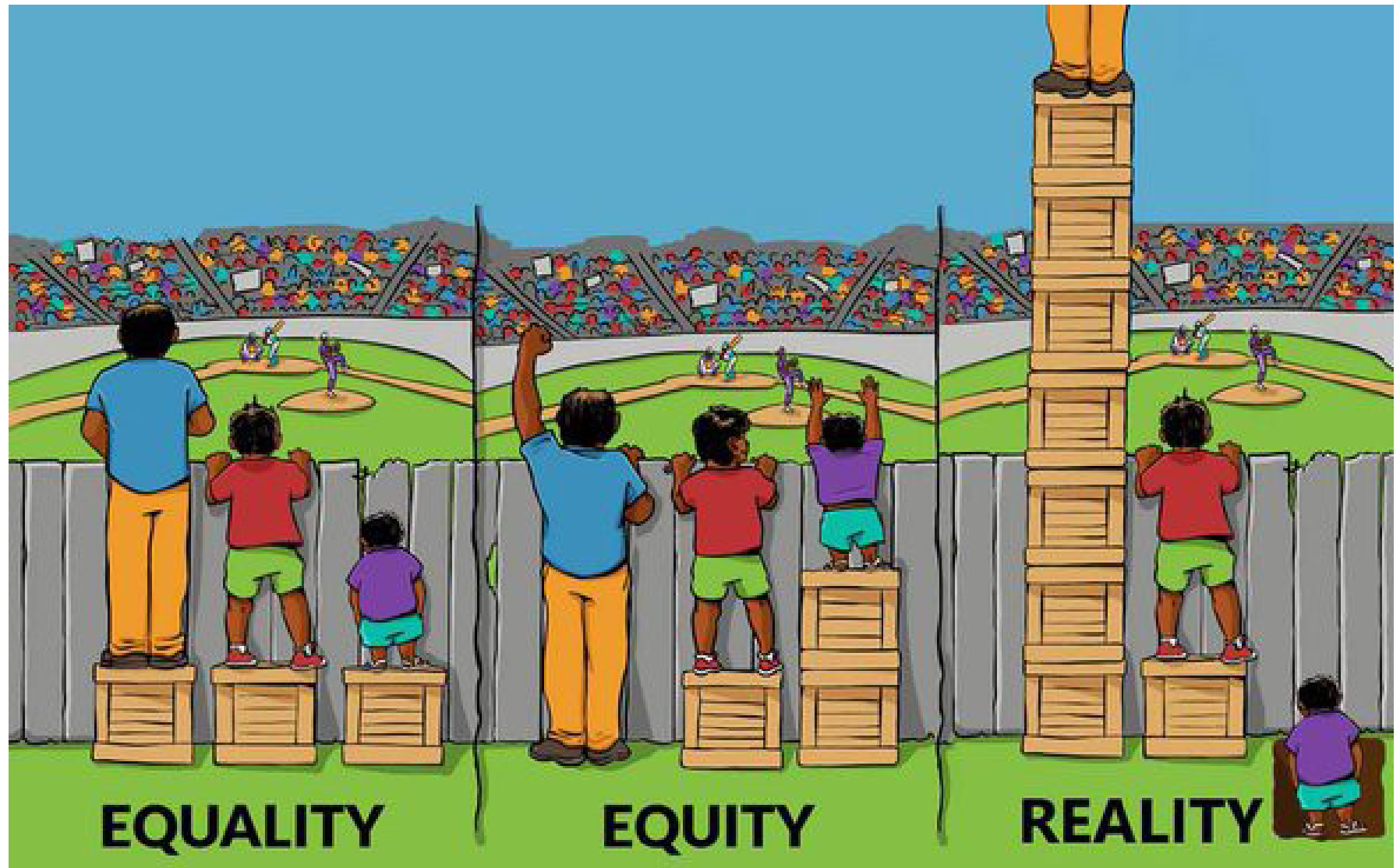


*“The division of something
into different layers or groups”*

The Oxford Dictionary

STRATITICATION

Meritocracy and the disenfranchised



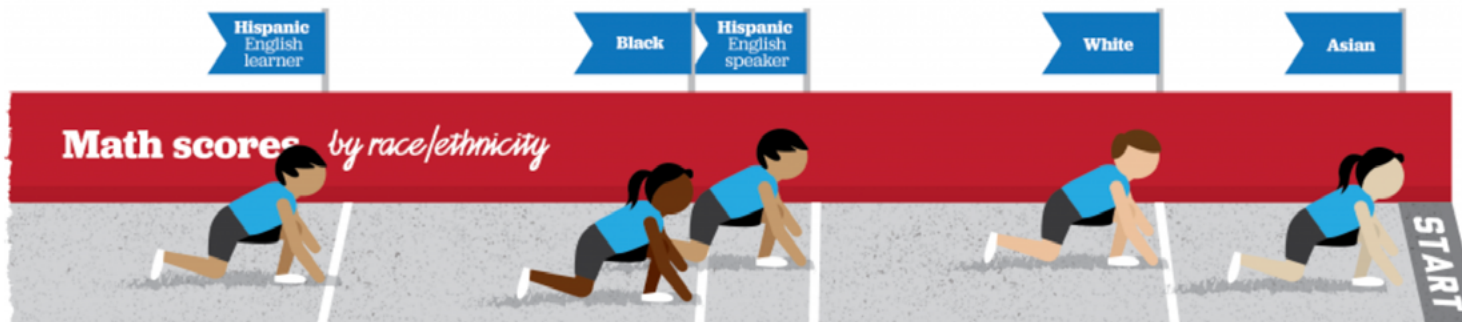
Powerhouse Montana, Retrieved on January 26, 2020 at <https://www.powerhousemt.org/discussion-equity-equality/>



Is it Just?

Meritocracy vs.
Disenfranchised

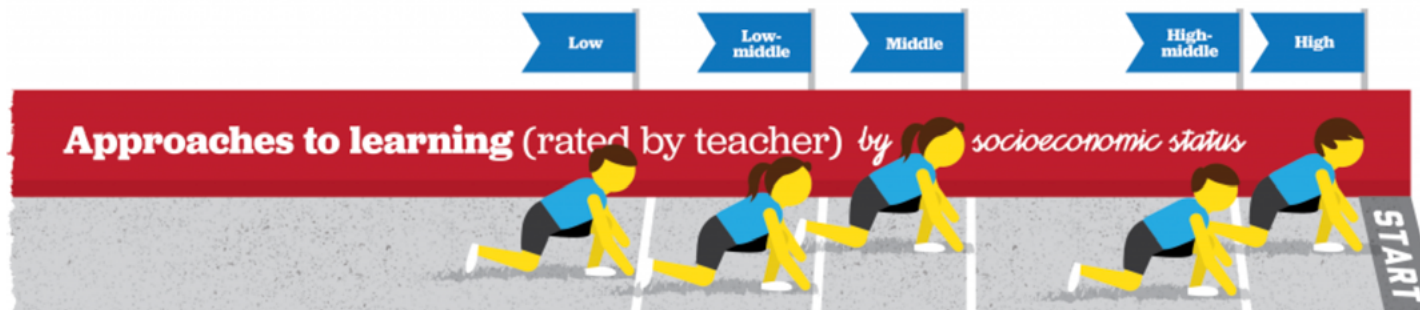
Differences in cognitive skills on the first day of kindergarten



Differences in noncognitive skills on the first day of kindergarten



Differences in noncognitive skills on the first day of kindergarten

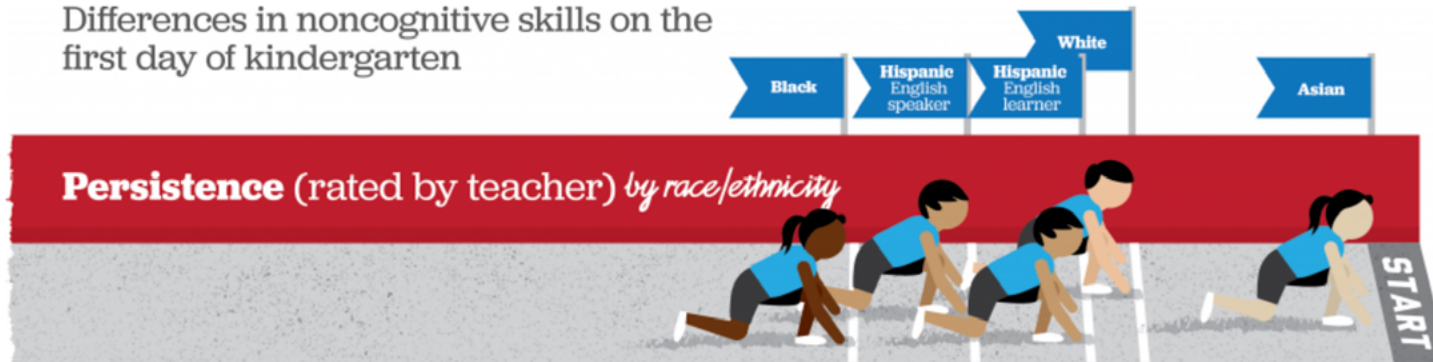


Source: EPI analysis of the Early Childhood Longitudinal Study, Kindergarten Class of 2010–2011 (U.S. Department of Education, National Center for Education Statistics), reflecting standard deviation

Differences in noncognitive skills on the first day of kindergarten



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Is it Just? 
Meritocracy vs.
Disenfranchised

IMPOSED IDENTITY

Labels & Categories

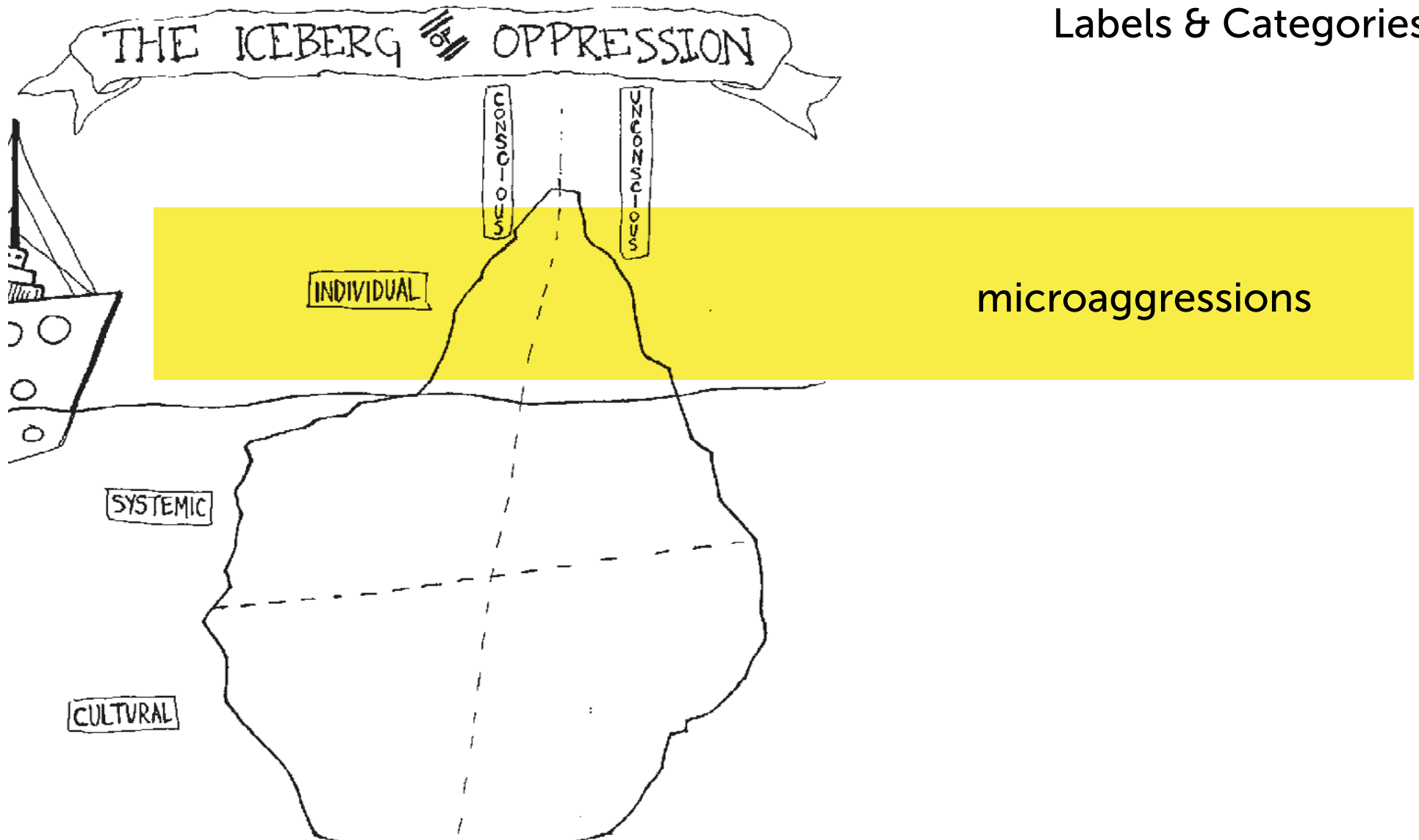


Figure 1. The AORTA Collective's "Iceberg of Oppression."

Semantic Scholar, Smyth, T.N., & Dimond, J.P. (2014). Anti-oppressive design. *Interactions*, 21, 68-71.
Retrieved on January 26, 2020 from <https://www.semanticscholar.org/paper/Anti-oppressive-design-Smyth-Dimond/3fe0f1d470020fe4043519cc3854962a943fe7b6>

MENTAL HEALTH

Multiple Identities & Micro-Aggressions

"Never make fun of someone who speaks broken English. It means they know another language."

- H. Jackson Brown, Jr.

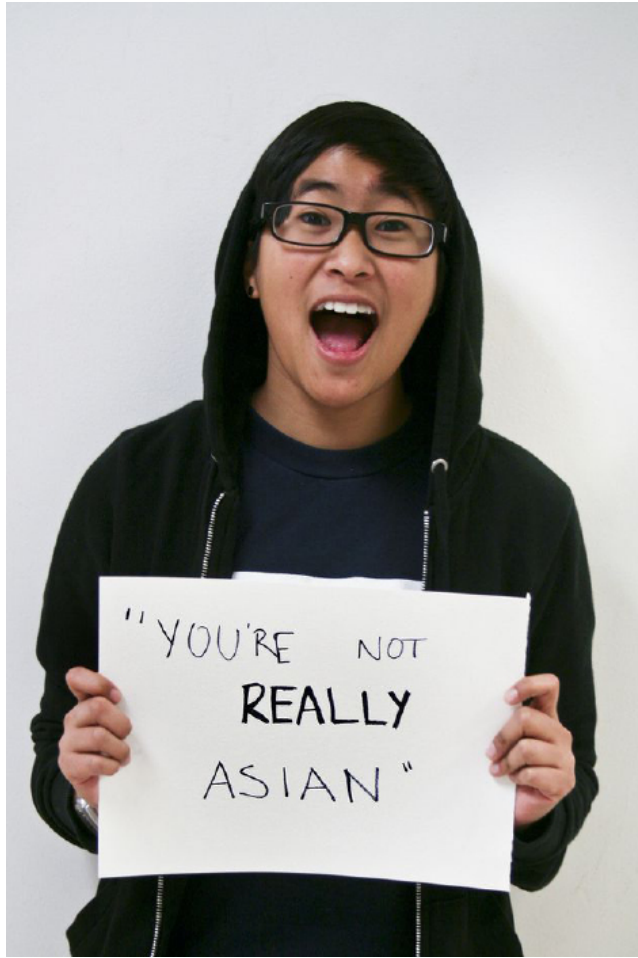


<http://www.eminentquotable.com/never-make-fun-of-someone-who-speaks-broken-english/?fbclid=IwAR25s5L6nVbvesnlkRu33jTQmH QXp3slxUvSI8oMEmGUcQVr2CwPcHRFJUc>

RACIAL MICROAGGRESSIONS



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BuzzFeed. 21 Racial Microaggressions You Hear On A Daily Basis. <https://www.buzzfeed.com/hnigatu/racial-microaggressions-you-hear-on-a-daily-basis>



IDENTITIES

GENDER

NON-BINARY
FLUID/NEUTRAL
INTERGENDER
FEMALE
TRANSGENDER
CISGENDER
MALE
BIGENDER
*OTHER

SEXUAL ORIENTATION

PANSEXUAL
STRAIGHT
LESBIAN
GAY
BI/POLY-SEXUAL
QUESTIONING
OMNISEXUAL
ASEXUAL
*OTHER

RACE/ ETHNICITY

BLACK/AFRICAN DESC.
AFRICAN AMERICAN
NATIVE AMERICAN
INDIGENOUS PEOPLE
WHITE/CAUCASIAN
HISPANIC/LATINO
PACIFIC ISLANDER
ASIAN
MIDDLE EASTERN
MULTIRACIAL
*OTHER

SOCIOECONOMIC STATUS

LOWER CLASS
MIDDLE CLASS
UPPER CLASS
1%

EDUCATION

FIRST GEN
SECOND GEN & +

RELIGION

BUDDHIST
HINDU
JEWISH
CHRISTIAN
MUSLIM
SPIRITUAL
AGNOSTIC/ATHEIST
HUMANISTIC
*OTHER

ABILITY

DIS/ABLED
ABLE

LANGUAGE

MONOLINGUAL
BILINGUAL
MULTILINGUAL

CITIZENSHIP

OF THIS COUNTRY
OF ANOTHER COUNTRY
UNDOCUMENTED

MENTAL HEALTH

Multiple Identities & Micro-Aggressions

THE NEW SCHOOL

Thomas Illiceto, Director of Campus Safety

Michelle Relyea, Interim Chief Enrollment and Success Officer

CAMPUS SAFETY UPDATE

On Wednesday night at around 10:00pm, a New School student was assaulted at the Wendy's on 14th Street. The student, who is Asian, was punched or hit by an unknown man, who disparaged her Asian identity and referenced coronavirus.

The incident was reported to the NYPD. The student has also been in contact with Student Support, and we will continue to make sure she has all the support she needs. She posted about the incident on social media as a way to alert others. We are also sharing this information among our campus community to raise awareness.

While the NYPD reports no significant uptick or pattern in these sorts of crimes, any incident of this nature is one too many. It is an example of behavior born of ignorance, fear, and aggression. It is upsetting and frightening. And it is behavior that we as a campus community stand firmly against.

If you experience or observe an incident that harms you or someone else, please reach out to the appropriate resources.

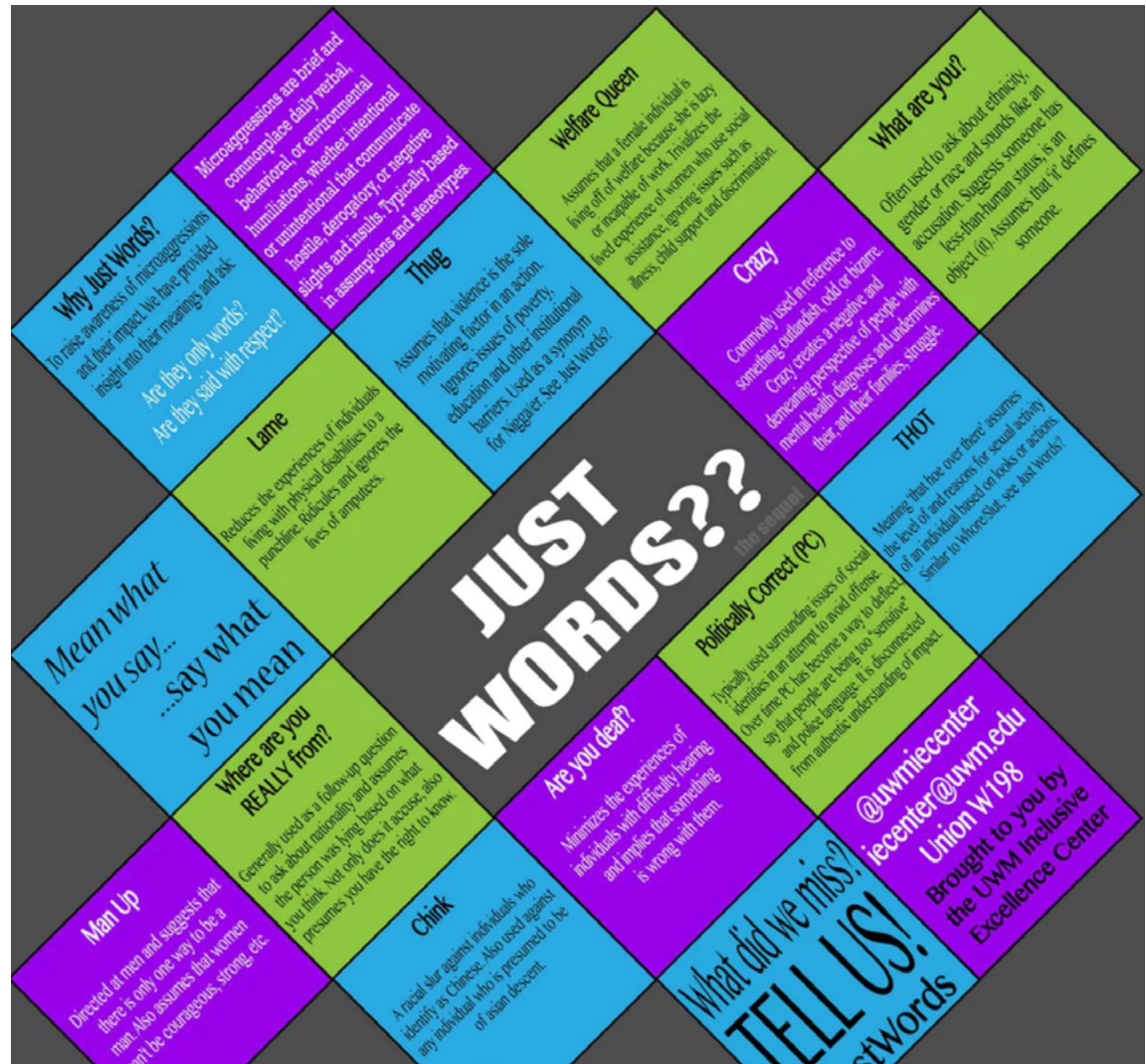
Emergency 911

NYPD 6th Precinct 212.741.4811

Campus Safety 212.229.7001

Student Support and Crisis Management 212.229.5900 ext. 3701

The New School University Emergency alert, **February 2020**
[internal email blast communication/call/text/social media]



The Washington Post, "The war on 'microaggressions:' Has it created a 'victimhood culture' on campuses? Fred Barbash, **October 28, 2015**. Retrieved on January 26, 2020 from <https://www.washingtonpost.com/news/morning-mix/wp/2015/10/28/the-war-over-words-literally-on-some-american-campuses-where-asking-where-are-you-from-is-a-microaggression/?arc404=true>

IMPOSED IDENTITY

Labels & Categories

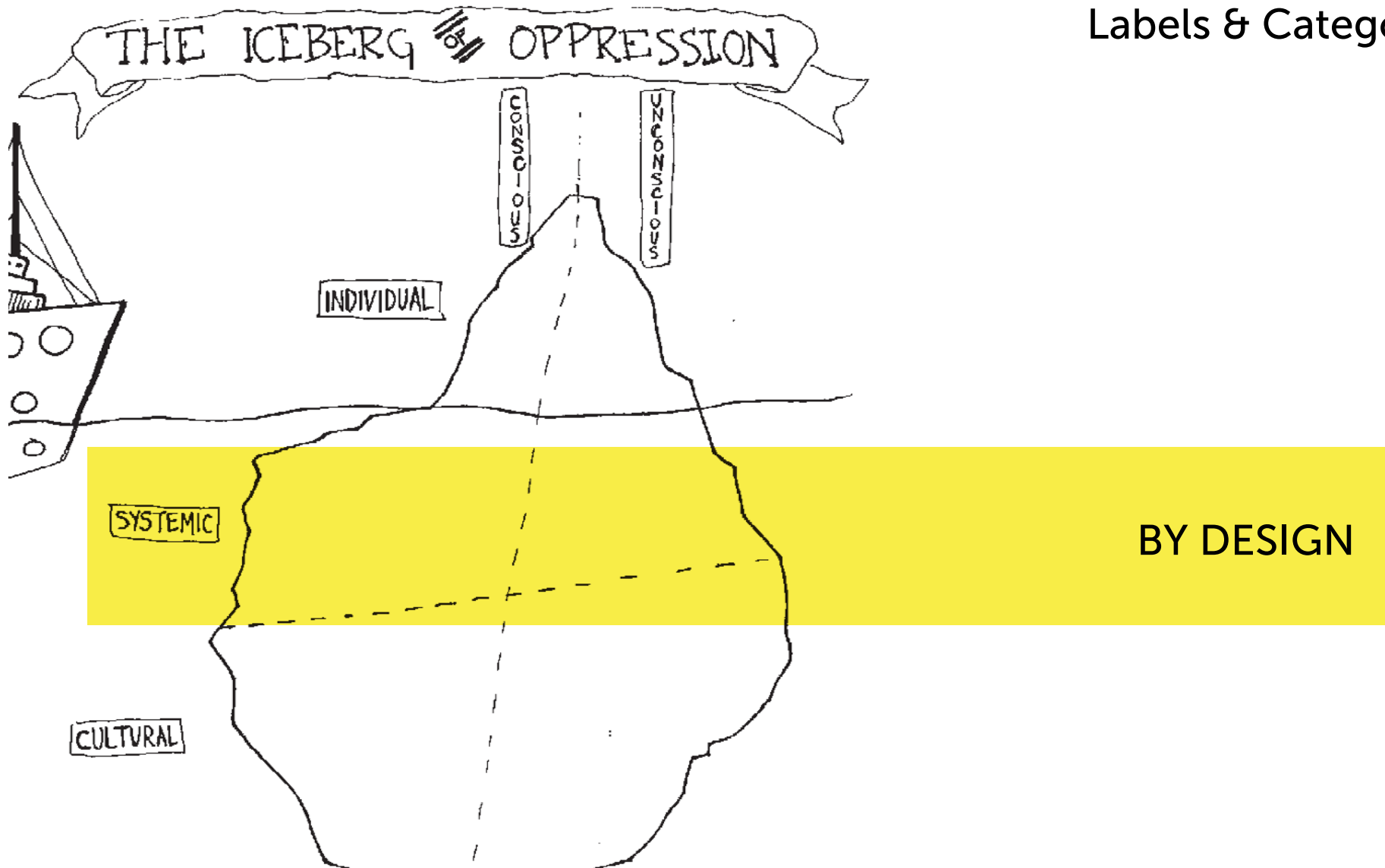
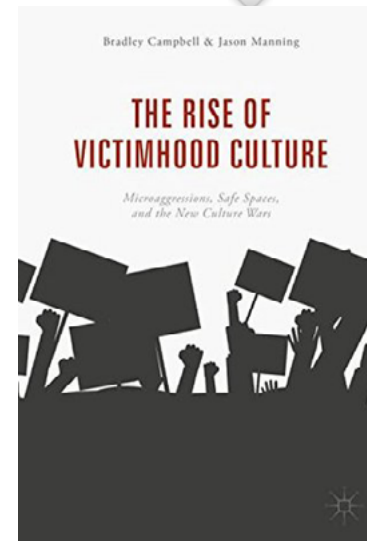
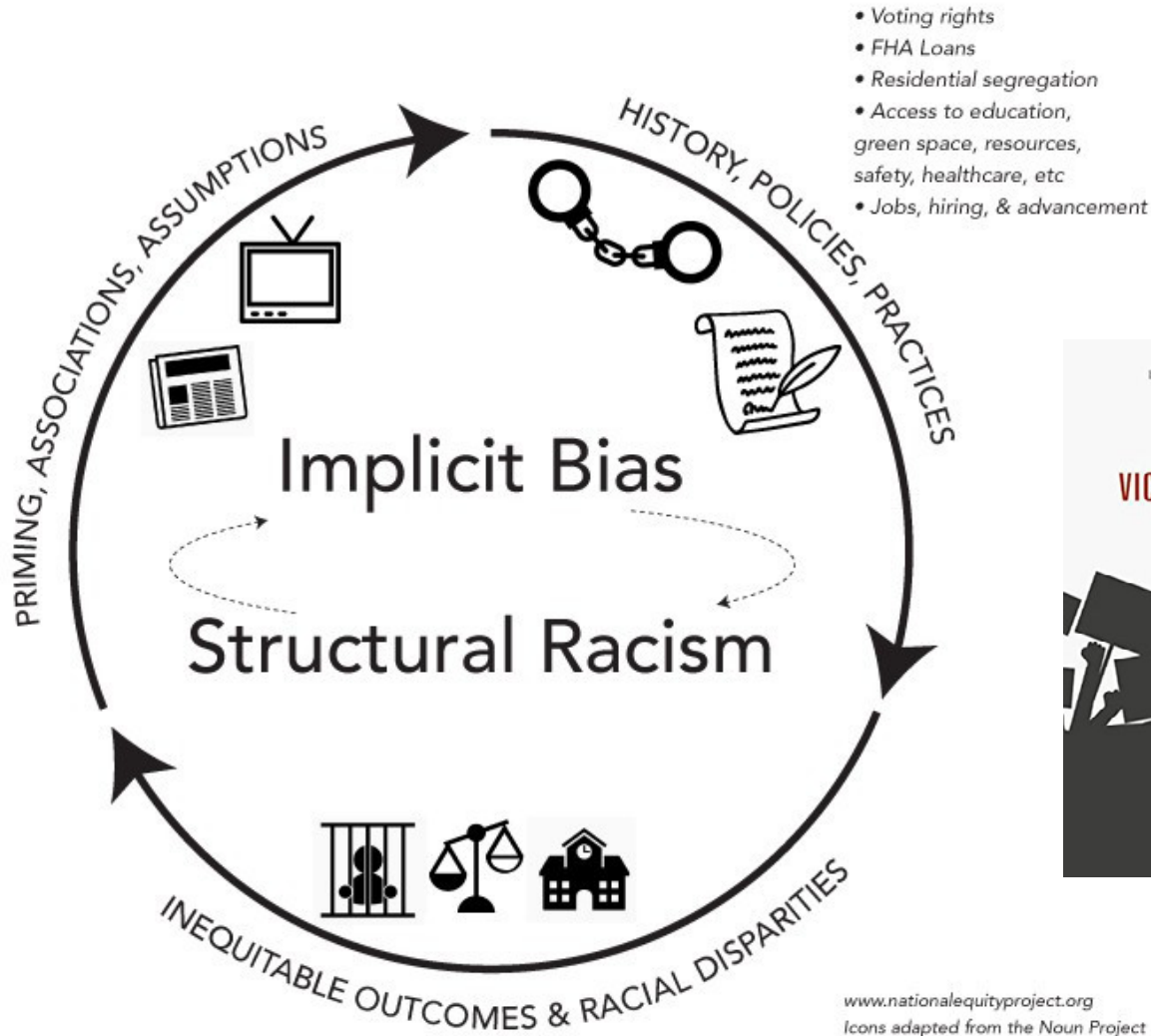


Figure 1. The AORTA Collective's "Iceberg of Oppression."

MENTAL HEALTH

Cognitive Bias



The Rise of Victimhood Culture: Microaggressions, Safe Spaces, and the New Culture Wars

by Bradley Campbell, Jason Manning

★★★★★ 4.41 · [Rating details](#) · 129 ratings · 28 reviews

The Rise of Victimhood Culture offers a framework for understanding recent moral conflicts at U.S. universities, which have bled into society at large. These are not the familiar clashes between liberals and conservatives or the religious and the secular: instead, they are clashes between a new moral culture—victimhood culture—and a more traditional culture of dignity. Even as students increasingly demand trigger warnings and “safe spaces,” many young people are quick to police the words and deeds of others, who in turn claim that political correctness has run amok. Interestingly, members of both camps often consider themselves victims of the other. In tracking the rise of victimhood culture, Bradley Campbell and Jason Manning help to decode an often dizzying cultural milieu, from campus riots over conservative speakers and debates around free speech to the election of Donald Trump. ([less](#))

IMPOSED IDENTITY

Labels & Categories

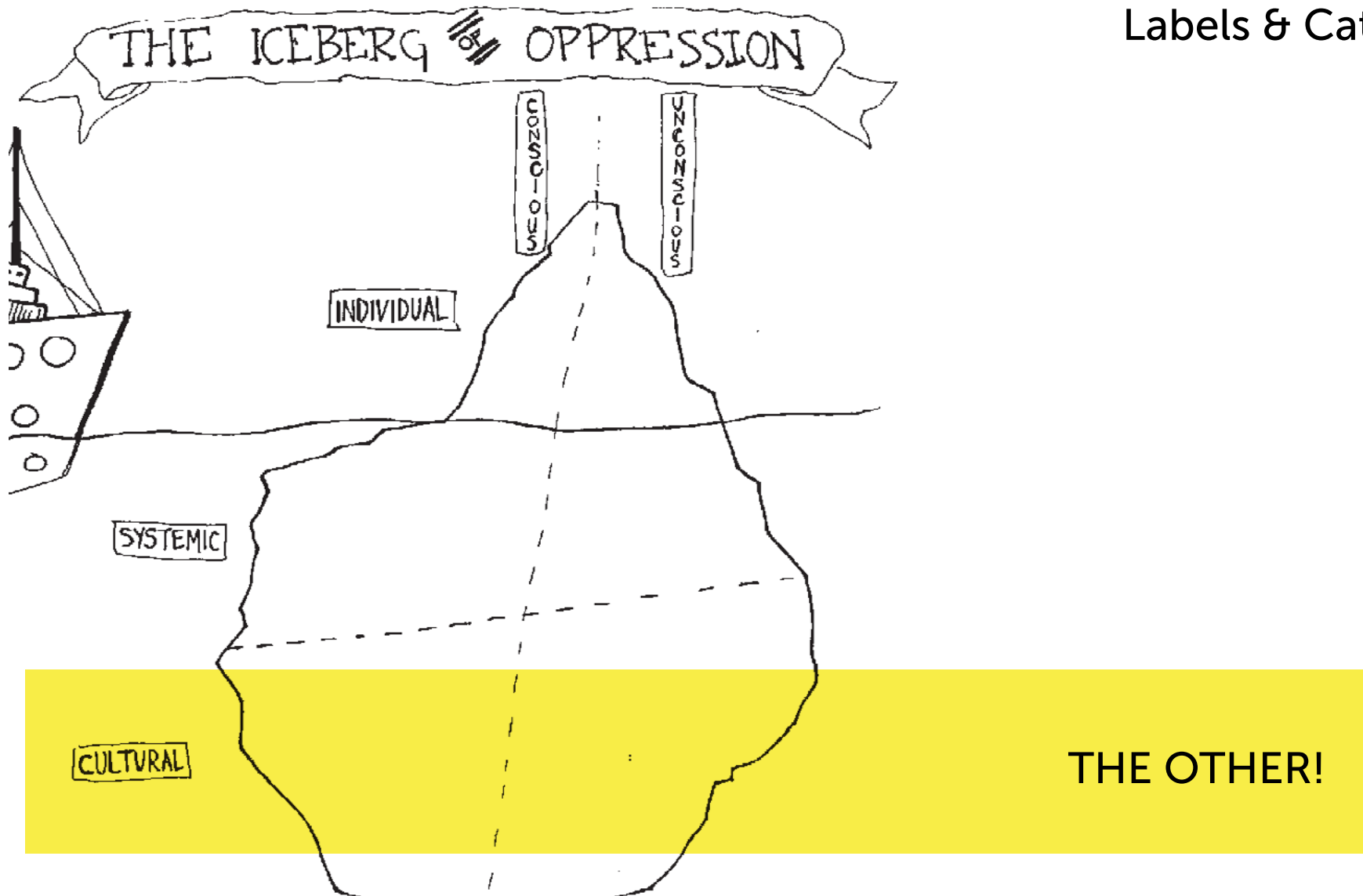


Figure 1. The AORTA Collective's "Iceberg of Oppression."

MENTAL HEALTH

Internalized Oppression
& PTS[lave]S



Admin · January 20 at 10:02 PM

Do you Mondays: when you walk into a store and this store doesn't have what you need. DO YOU walk out the store with nothing, or DO YOU buy something so it's not weird?



PRIVILEGE & POWER

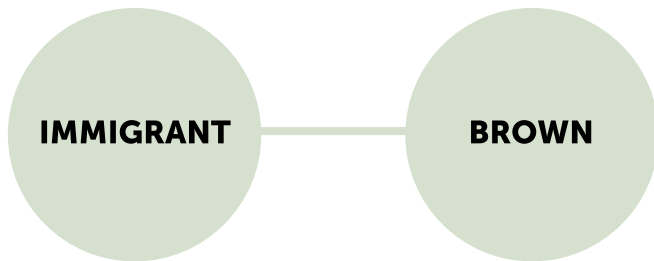
Acknowledge, Share, & Amplify



IMMIGRANT

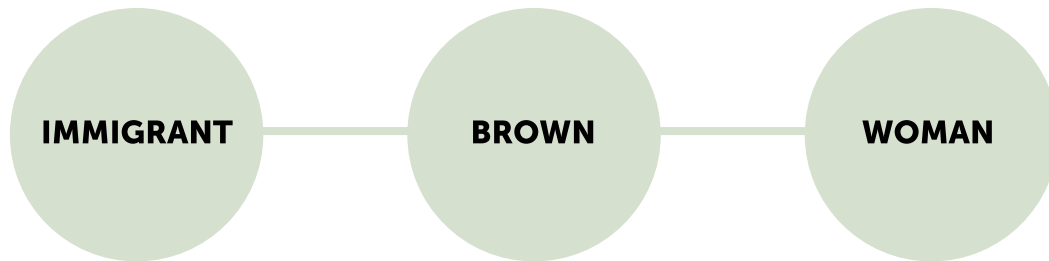
PRIVILEGE & POWER

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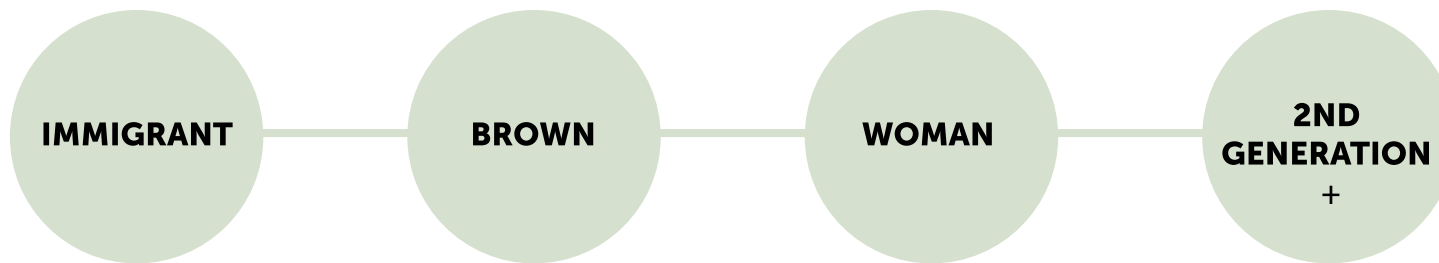
PRIVILEGE & POWER

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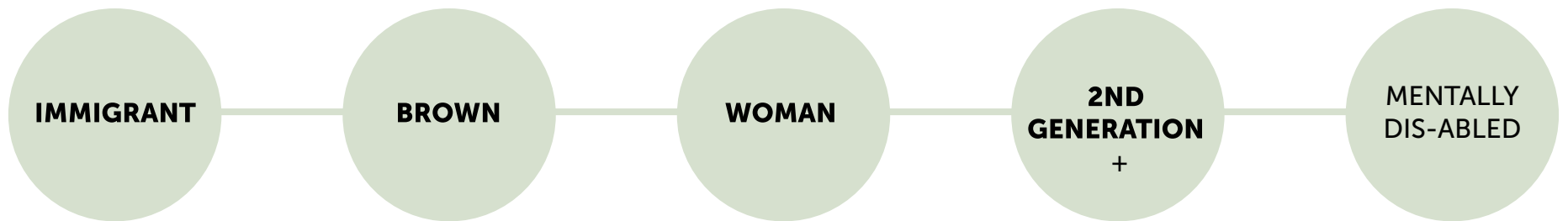
PRIVILEGE & POWER

Acknowledge, Share, & Amplify



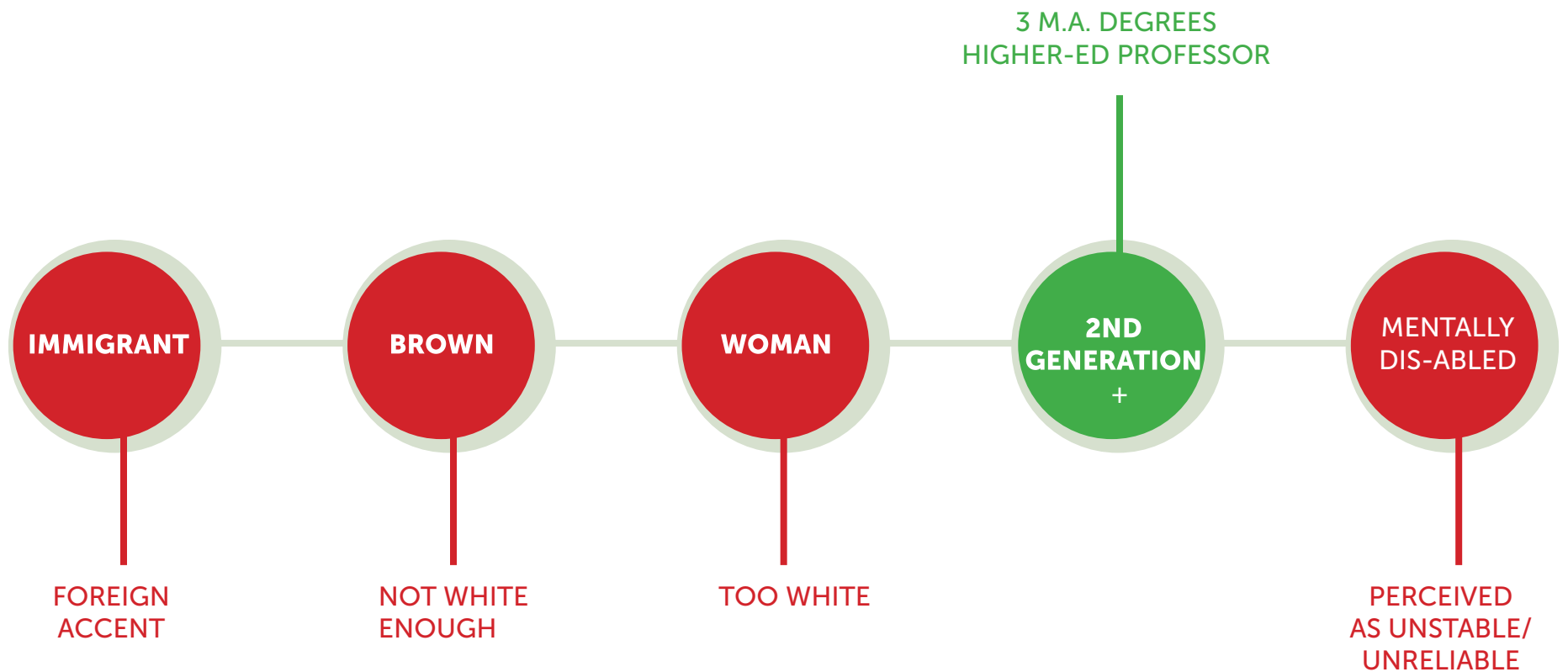
PRIVILEGE & POWER

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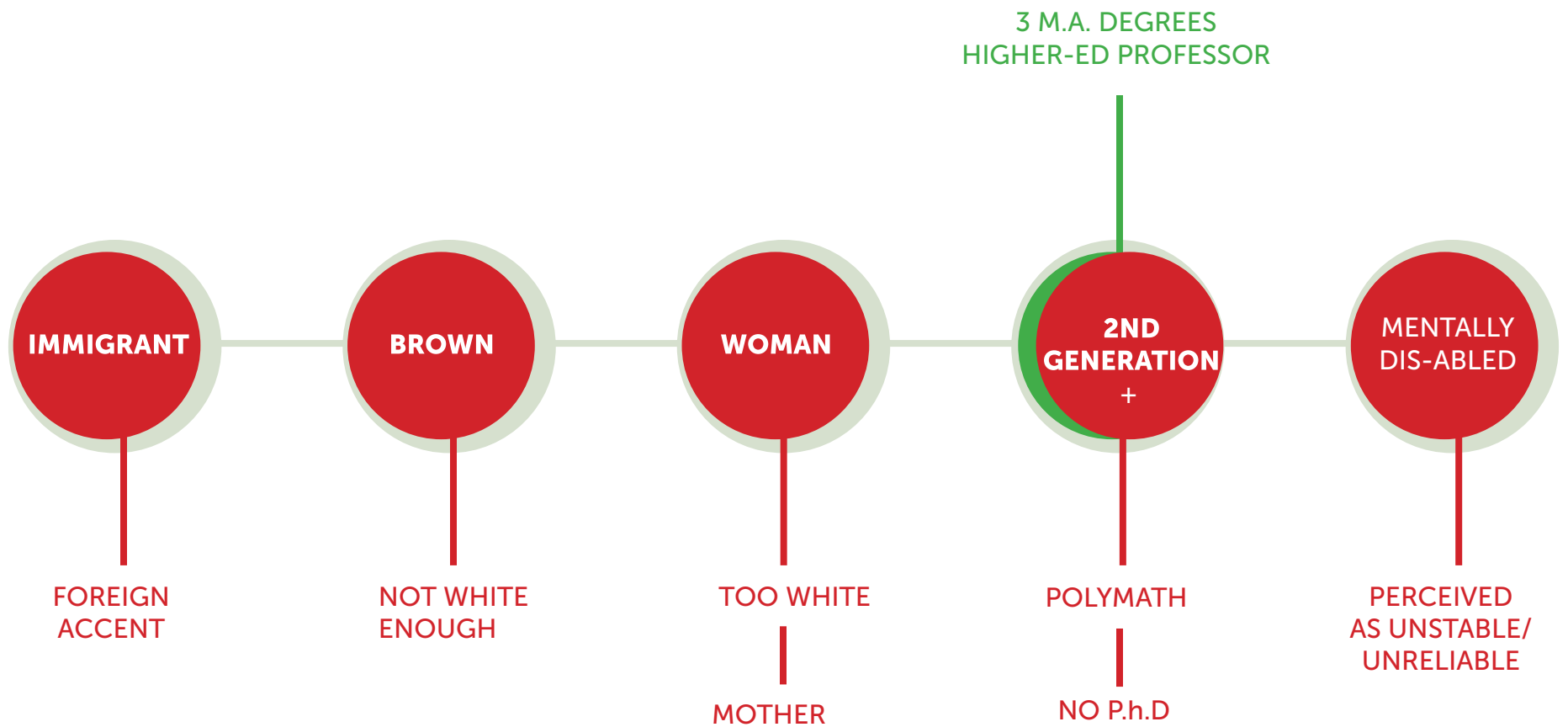
PRIVILEGE & POWER

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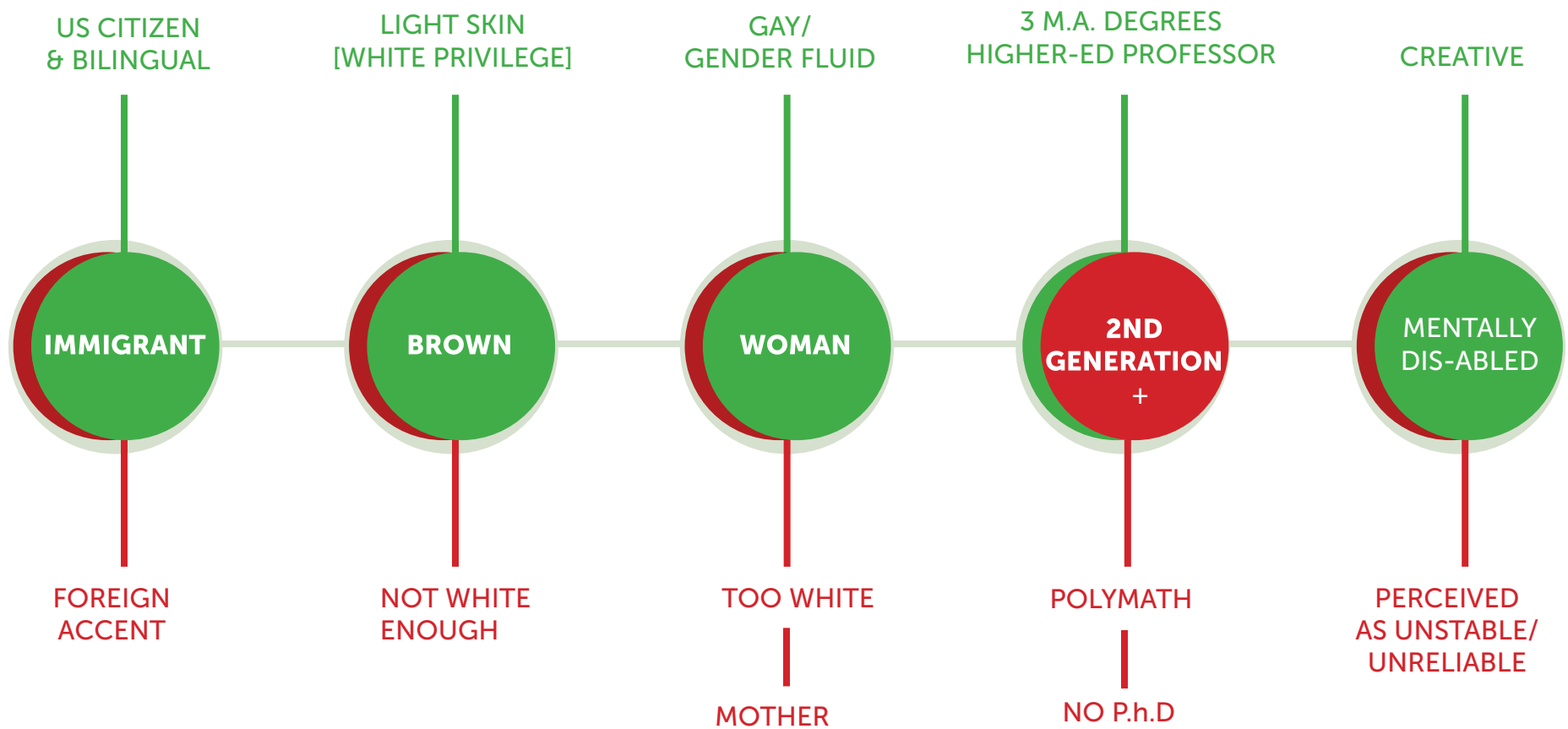
PRIVILEGE & POWER

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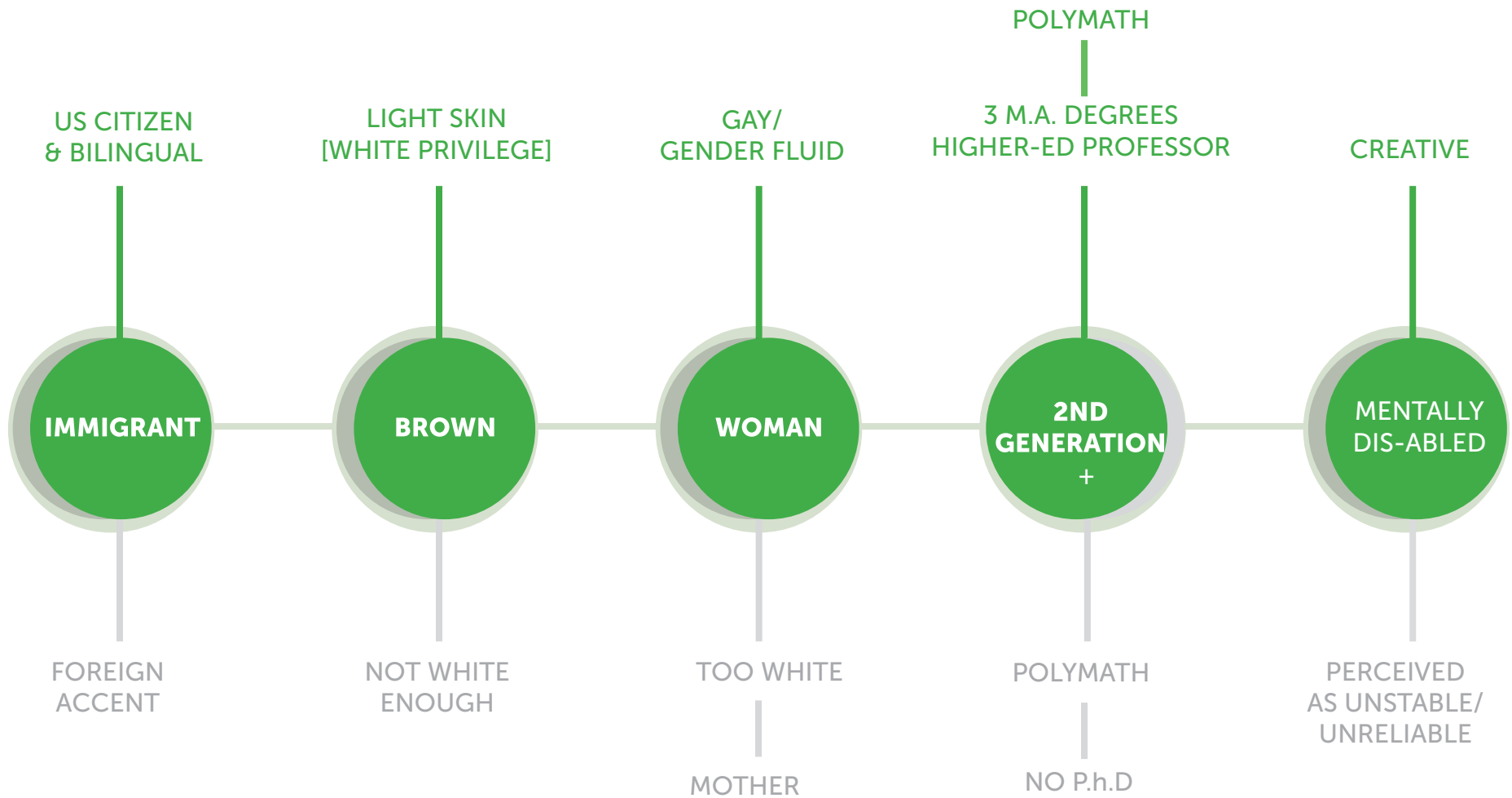
PRIVILEGE & POWER

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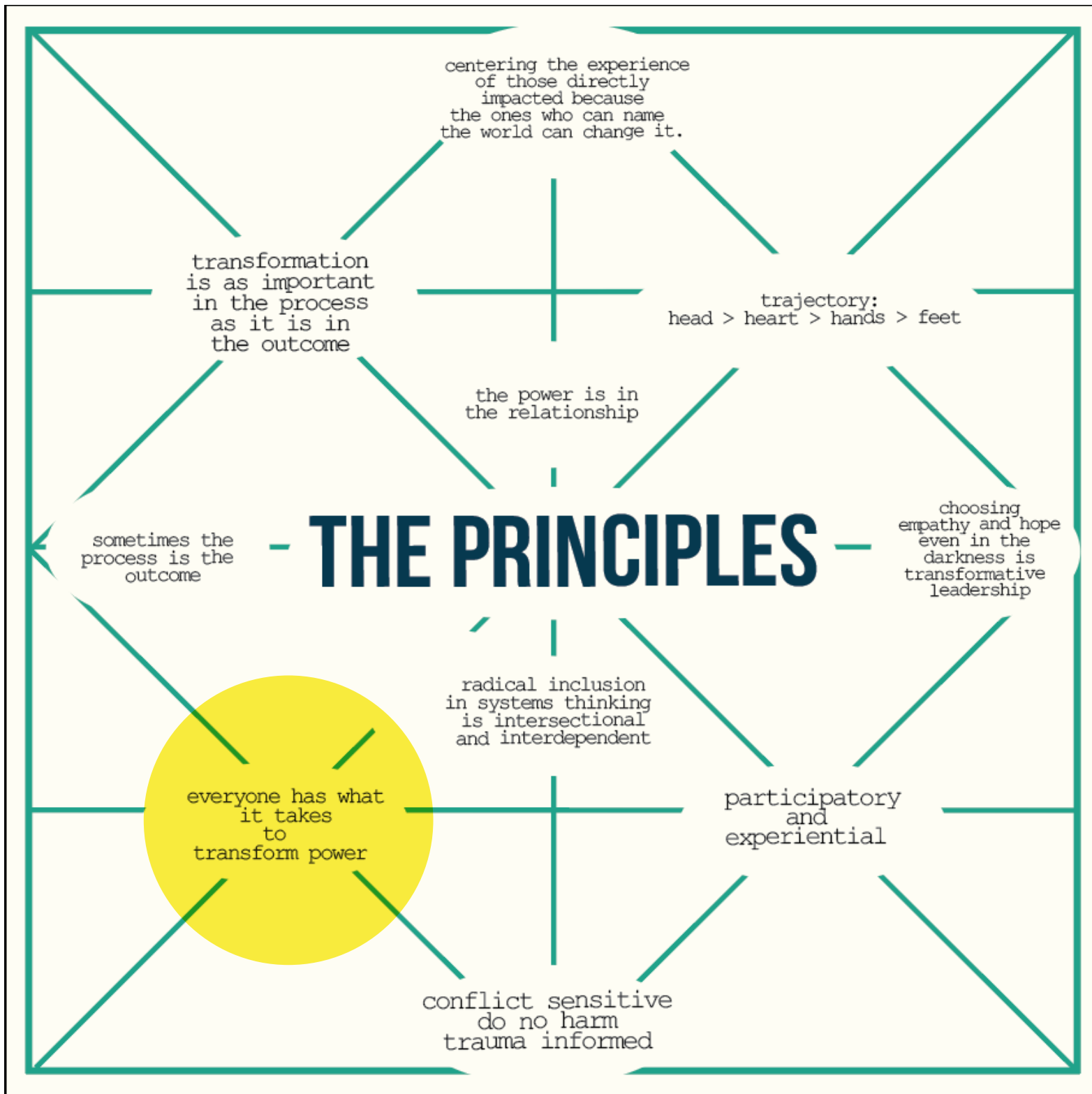


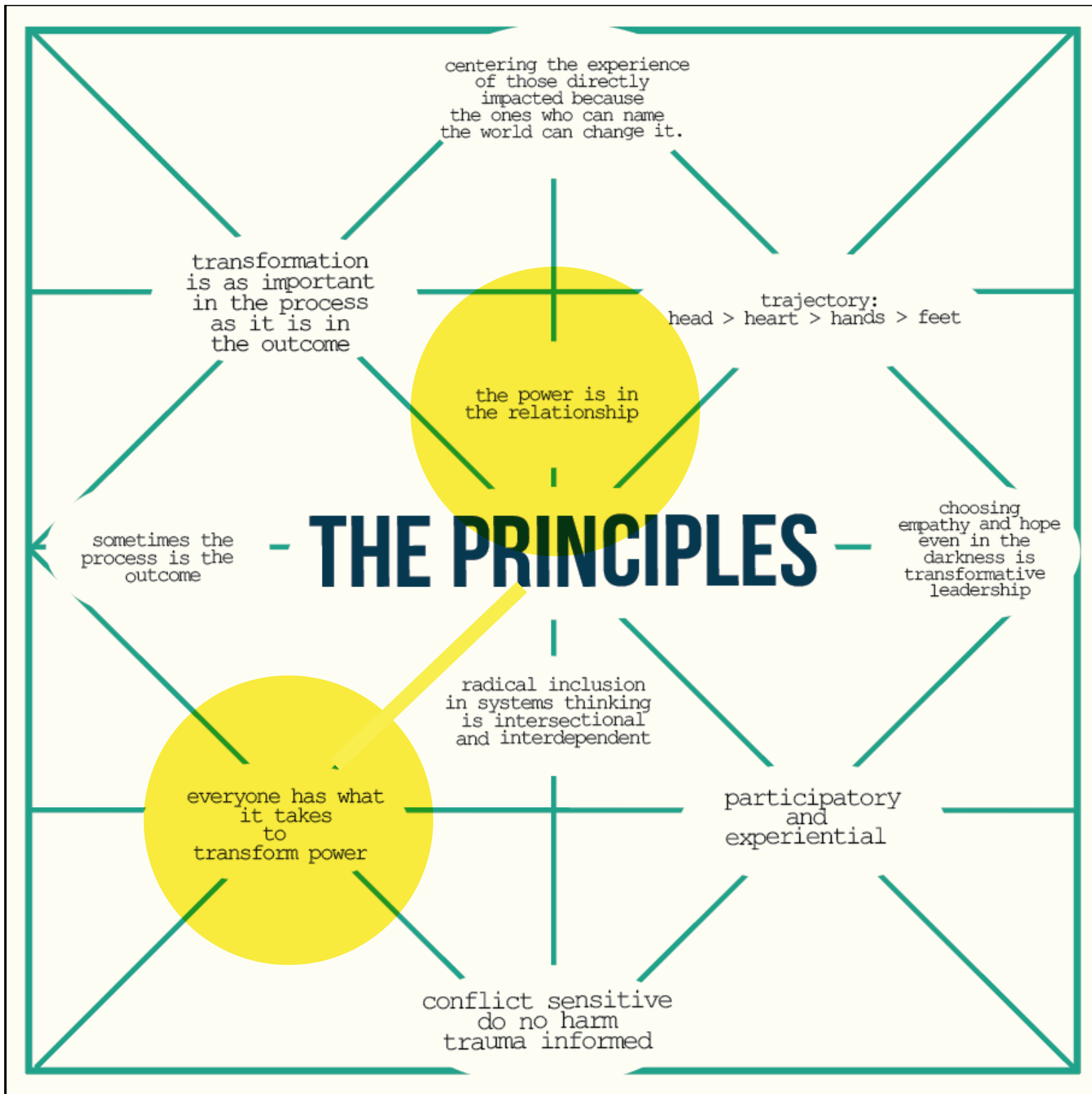
PRIVILEGE & POWER

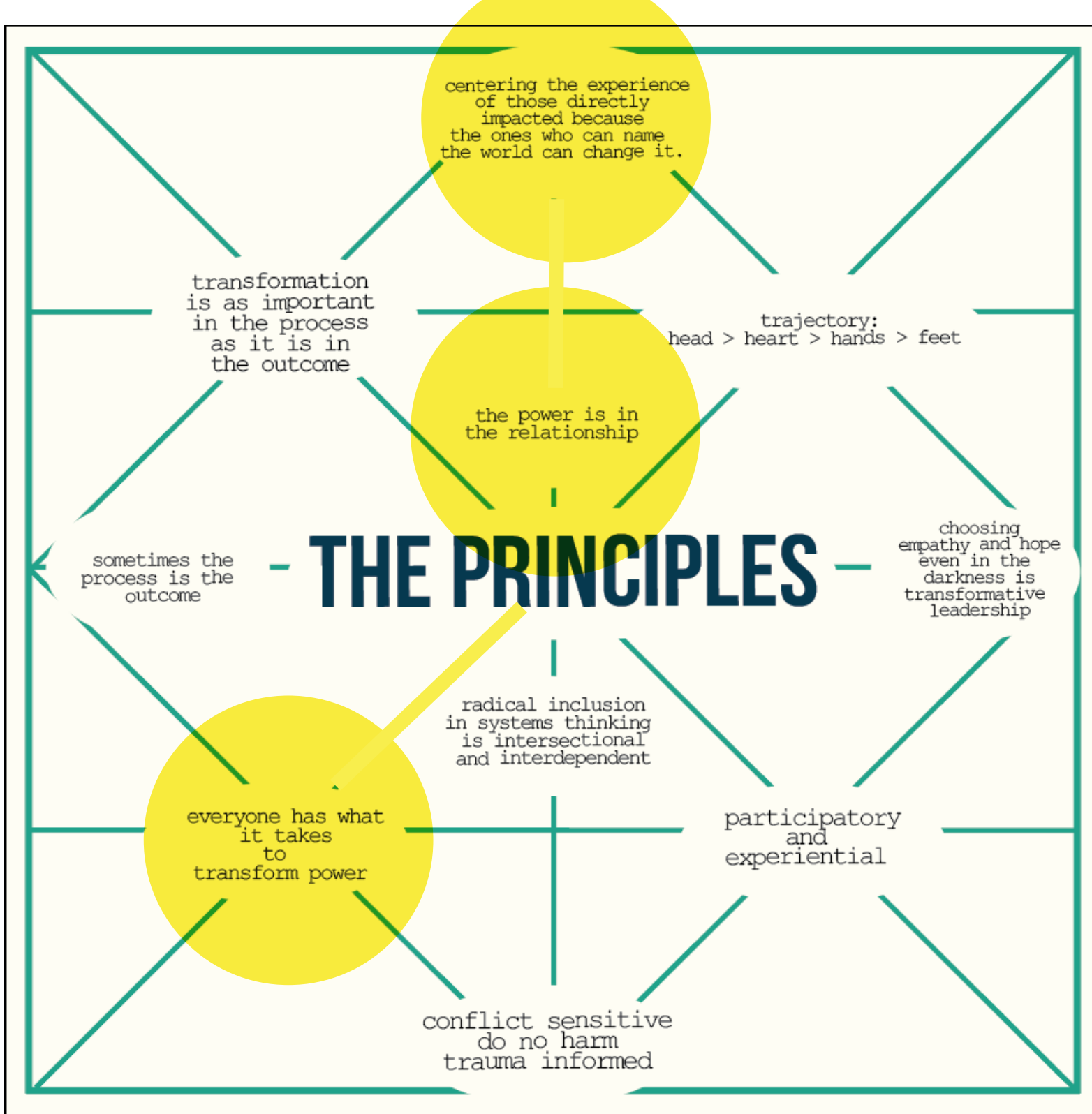
Acknowledge, Share, & Amplify



DISSMANTELLING OPPRESSION







1.

Call out injustice.

Make the invisible visible

Meghan Markle

'megən mɑ:kəl'

Verb

Past tense : Meghan Markled

to Meghan Markle - to value yourself and mental health enough to up and leave a room / situation / environment in which your authentic self is not welcomed or wanted.

Person A : Where's Ryan?

Person B : Oh, he Meghan Markled

Facebook post, January 23, 2020

UNDERSTANDING

Speaking up

2.

*Understand history of oppression;
its effects on younger generations
[PTSS]*



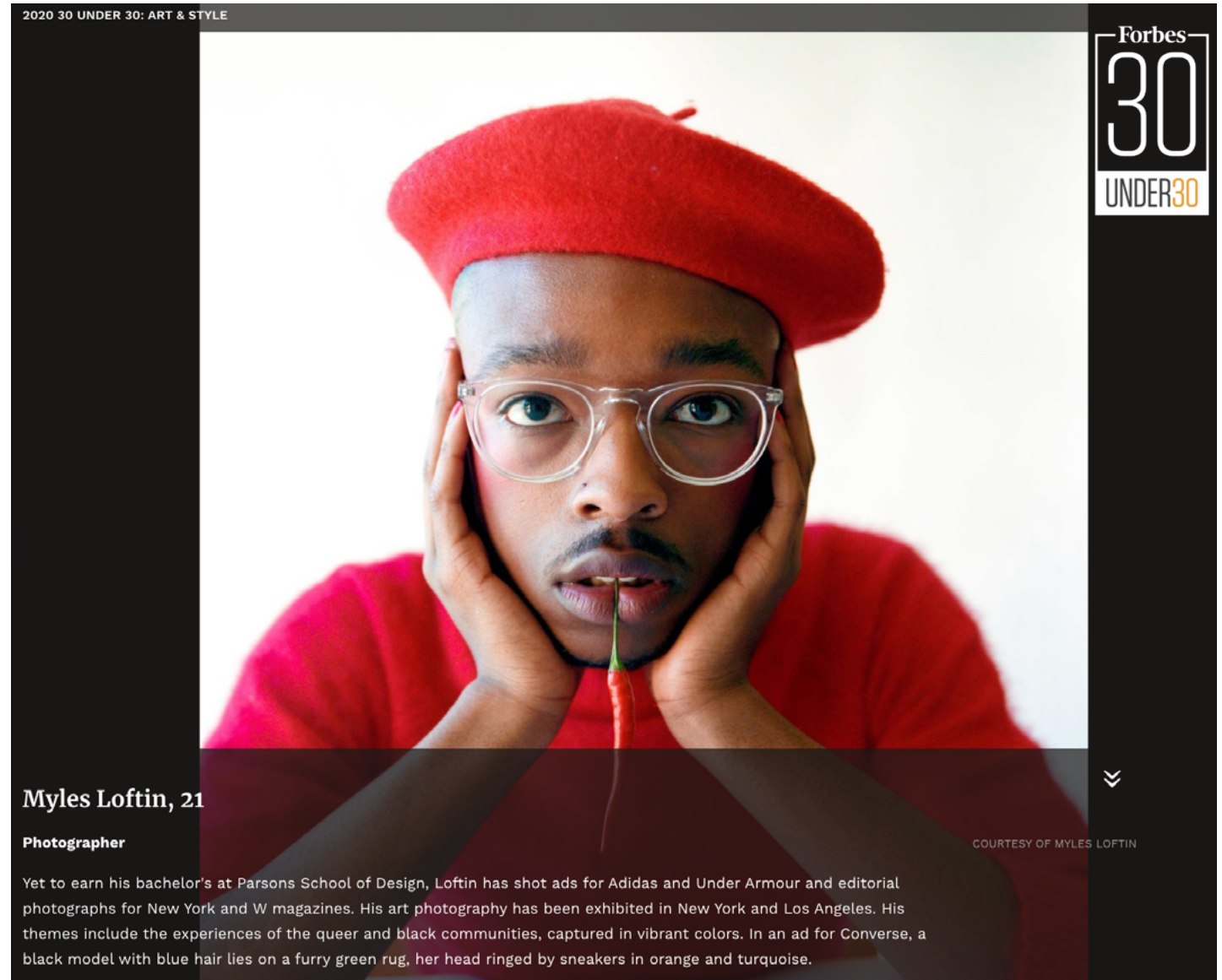
REPRESENTATION

Shared Power

3.

*Celebrate role models
from past and present
create new pathways*

HOODED, 2016





THANK YOU!

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