



#BlackAtSchool
#BlackInCollegeAdmission
#BlackInCollegeCounseling

The Sobering Truth About the Black Experience at Your Institution

PART TWO

Sponsored by the IDEA Committee and led by:
Jules Bannister, Christina Cerenzia, Christopher Charron,
Cindy Córdova, Sharonda Dailey, Courtney Kipp, Jobita Mao,
Katie Phung, Jami Silver

Mindfulness Moment



Guidelines for Engaging in Conversations About Race by Ijeoma Oluo and Jamie Jin Lewis

- **Listen to understand, not to respond.**
- **Lean into discomfort.** The work of addressing injustice is sometimes uncomfortable, especially aspects we've never had to think about before. Trust that the reward will outweigh discomfort.
- **Name race and racism.** Avoid using coded or vague language. Use the words you know to talk about racism specifically.
- **Flow in, flow out.** Monitor how much space you're taking up in a conversation. If you tend to be the first one to speak up, challenge yourself to listen to others first. If you usually hang back in a conversation, challenge yourself to speak your truth.
- **Speak from the "I" perspective;** avoid generalizations.
- **What's said here, stays here.** What's learned here, leaves here. This is a space to build trust and deepen relationships. If you feel an urge to gossip about something you heard, challenge yourself to think about why that story feels so thorny and how you might address that underlying issue in a constructive way.
- **Remember, this is not a debate.** We are talking about people's lived experiences and real pain that people are feeling and your goal should not be to be declared the "winner."
- **Think about your goal for the conversation** and state it at the beginning, so that everyone in the conversation will be on the same page and you'll have a touchpoint to bring the conversation back to if things get off track.
- **Remember that people of color are often speaking from a lifetime of painful experiences around race,** and therefore their emotional response in the conversation may not be one that white people will fully understand, but that doesn't make those responses any less valid.
- **Seek growth, not closure.**

White Supremacy Culture

15 Characteristics of White Supremacy Culture

- Perfectionism
- Sense of Urgency
- Defensiveness
- Quantity Over Quality
- Worship of the Written Word
- Only One Right Way
- Paternalism
- Either/Or Thinking
- Power Hoarding
- Fear of Open Conflict
- Individualism
- I'm the Only One
- Progress is Bigger, More
- Objectivity
- Right to Comfort

Tema Okun and Kenneth Jones,
Dismantling Racism Workbook, 2001

“**White supremacy culture** is the idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions.”

“Because we all live in a white supremacy culture, these characteristics show up in the attitudes and behaviors of all of us – **people of color and white people.**”

From *Dismantling Racism: A Workbook for Social Change Groups*



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Following



169 posts

959 followers

322 following

The Table

Welcome to The Table, a space where college and admissions counselors of color convene to find community, mentorship, and support.

bit.ly/Blackincollegeadmission

The #BlackInCollegeAdmission and #BlackInCollegeCounseling hashtags were created to amplify Black voices and to call attention to the discrimination and racism that Black counselors continue to face in this profession. We share these posts in an effort to abate apathy and push for systemic and equitable change.

Black At (Work) Posts

White Tears and Fears

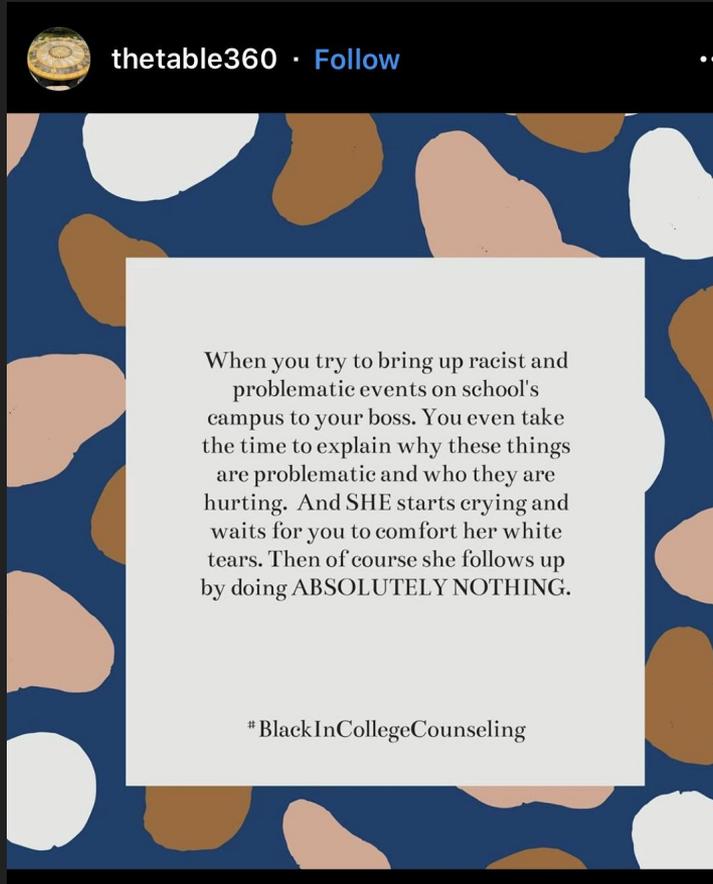


I have experienced white colleagues weaponizing their tears to silence my perspective and overshadow my experiences. To add insult, in those moments I have been viewed by many as the aggressor, though my message was delivered calmly and rationally. Because speaking my truth made that white person cry it no longer mattered what I said, I was automatically wrong and many expected me to apologize.

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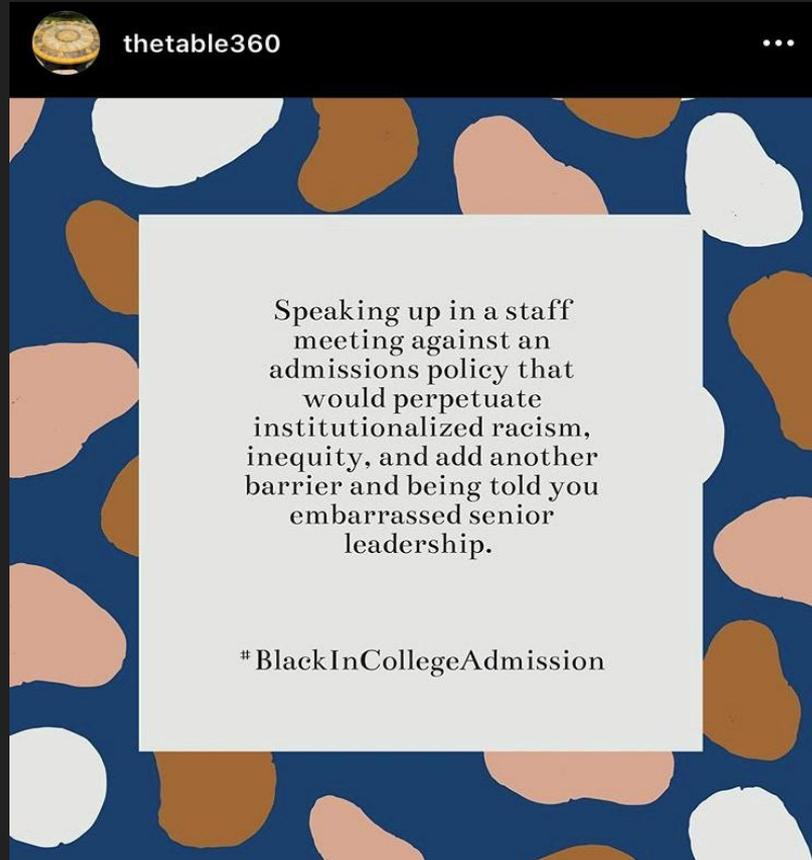
Defensiveness
Only One Right Way
Paternalism
Power Hoarding
Fear of Open Conflict
Right to Comfort

White Tears and Fears



Defensiveness
Paternalism
Fear of Open Conflict
Either/Or Thinking

White Tears and Fears



Speaking up in a staff meeting against an admissions policy that would perpetuate institutionalized racism, inequity, and add another barrier and being told you embarrassed senior leadership.

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Defensiveness
Paternalism
Power Hoarding
Perfectionism
Objectivity

Tone Policing



Defensiveness
Fear of Open Conflict
Right to Comfort

Tone Policing



blackteachersatIS



“A white administrator told me she was sure I had good ideas, but no one could hear them because I was so ‘angry.’ When i countered that I had not, in fact, said anything in the meeting, she replied, ‘your body language is angry.’”

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**Only One Right Way
Objectivity
Fear of Open Conflict
Either/Or Thinking**

Discrediting



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Means white families will ask for another counselor and not state the reason. “We pay tuition so we don’t have to work with anyone we don’t want to”.

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Paternalism
Power Hoarding
Right to Comfort

Discrediting



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A family made it very clear that they did not want to work with me because I am black. They questioned my competency and said that I had made my loyalties clear by advising a WOC affinity group, even implying that I might sabotage their daughter's process because she is white. The school, pointing to policy, chose not to remove the student from my counseling group, completely disregarding what the impact would be on me. The family retaliated by criticizing my every move throughout the year, and I was miserable. I felt unsupported and wished the school had done more to protect me.

#BlackInCollegeCounseling

Defensiveness
Paternalism
Right to Comfort
Worship of the Written Word
Either/Or Thinking

Policies/Systems/Culture



**Only One Right Way
Right to Comfort
Either/Or Thinking**

Policies/Systems/Culture



blackteachersatis



“Time and attendance for WOC were closely monitored versus White colleagues. White colleagues were treated gently and supported in their time off. On many occasions internal emails of encouragement would go around supporting their time off. WOC were often made to feel guilty, discouraged and were expected to disclose reasons for their PTO. One person was called to the Head’s office for further explanation of their unplanned personal day and the burden it caused.”

Andover, MA

#BlackteachersatIS

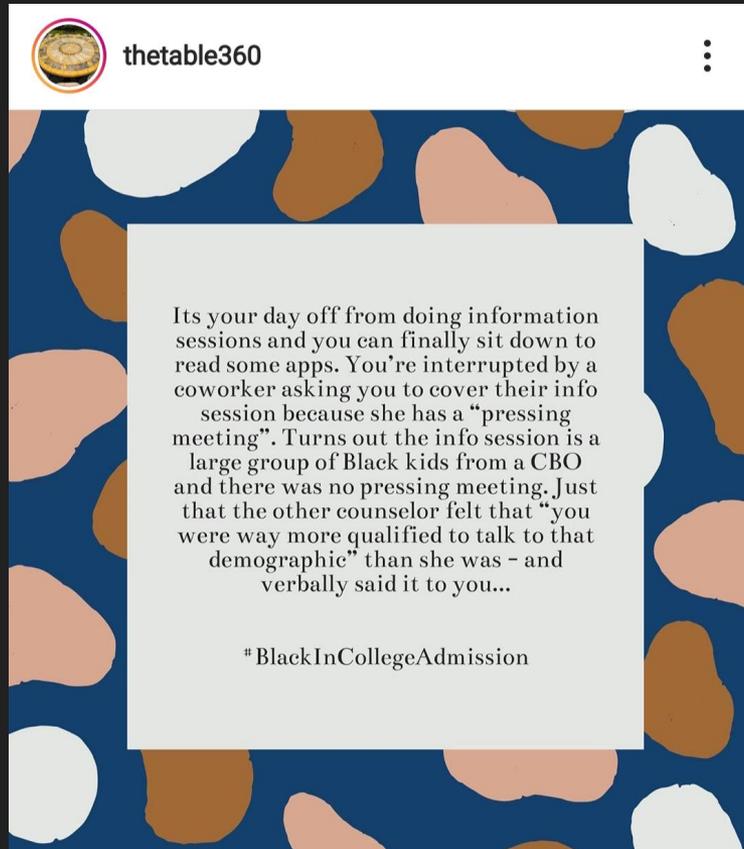
Only One Right Way
Paternalism
Power Hoarding
Perfectionism
Sense of Urgency
Quantity Over Quality

Assumptions and Tokenization



**Power Hoarding
Fear of Open Conflict
Either/Or Thinking**

Assumptions and Tokenization



Its your day off from doing information sessions and you can finally sit down to read some apps. You're interrupted by a coworker asking you to cover their info session because she has a "pressing meeting". Turns out the info session is a large group of Black kids from a CBO and there was no pressing meeting. Just that the other counselor felt that "you were way more qualified to talk to that demographic" than she was - and verbally said it to you...

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Either/Or Thinking
Objectivity
Paternalism

Microaggressions



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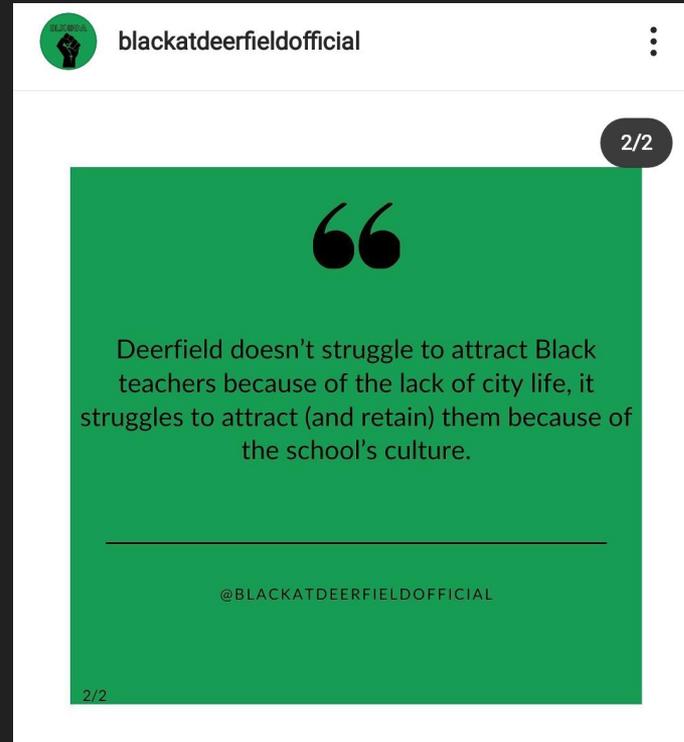
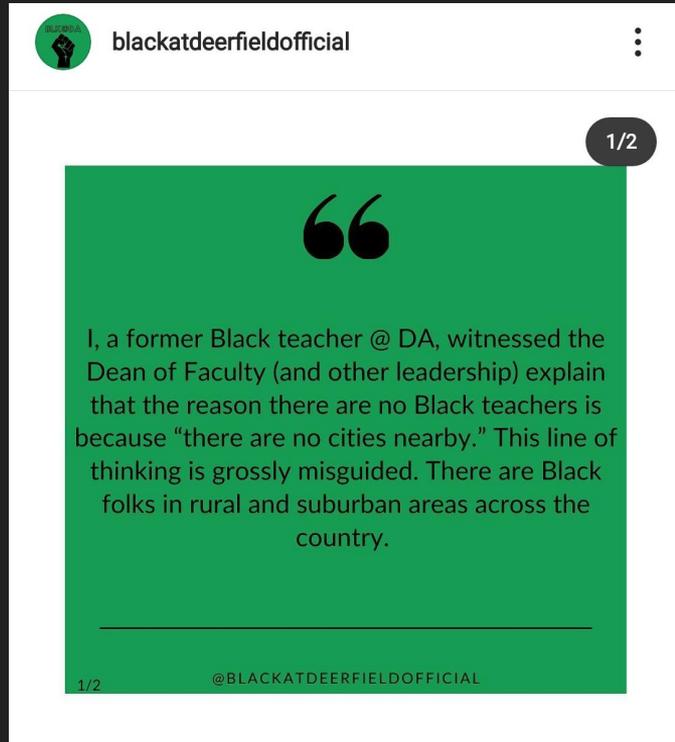


“Non-Black people
(colleagues and parents) go
out of their way to
compliment my hair when
it’s straightened but say
nothing when it’s naturally
curly.”

#BlackteachersatIS

**Only One Right Way
Either/Or Thinking
(Can lead to defensiveness
when the person is called out.)**

Microaggressions



**Defensiveness
Either/Or Thinking**

Microaggressions



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A White colleague was expressing disappointment that a Black student chose to attend an HBCU. “He can do so much better.” I responded, “I went to an HBCU.” They responded, “really, but you are so well-spoken!”

#BlackteachersatIS

**Only One Right Way
Objectivity
Either/Or Thinking**

Silencing



When your department chair, who is a non black POC, readily accepts the feedback/ideas of your new white colleague but has often rejected/challenged your ideas.

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Paternalism
Power Hoarding
Fear of Open Conflict



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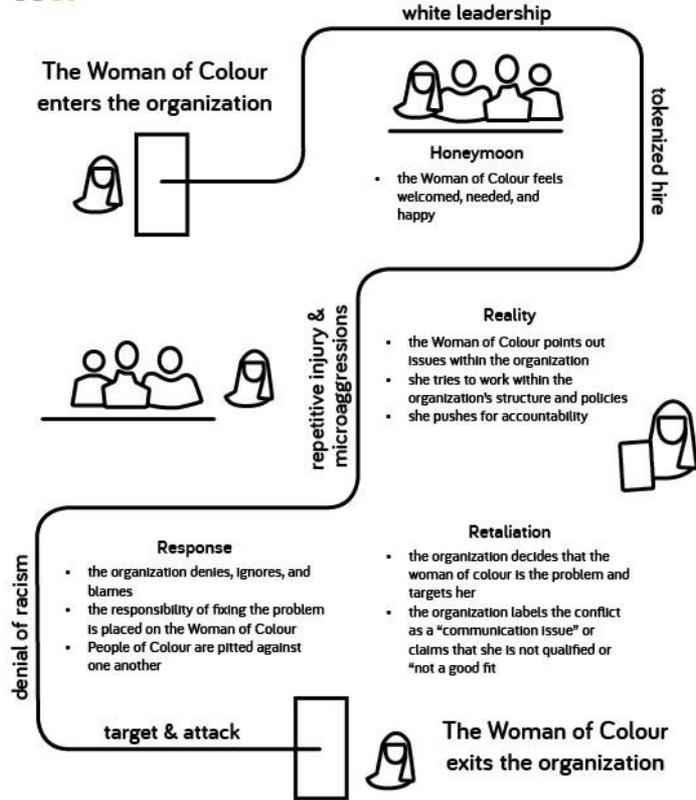


For me, being Black in College Admissions is learning (the hard way) how to navigate an intellectual environment that is dominated by White perspectives and underlying expectations of 'Black respectability'. For years, I felt I needed to constantly prove my intellect in order to validate my view point. I have worked to free myself of this mindset, because anyone who is seeking to invalidate my perspective because of respectability, never truly viewed my perspective as valid to begin with.

#BlackInCollegeAdmission



The "Problem" Woman of Colour in the Workplace



Advice for being a better ally to your Black colleagues

- Listen, listen, listen.
- Stop policing their tone.
- Pay attention to who has “a seat at the table” and be willing to give up your seat when it’s clear that there is not enough representation.
- Recruit, hire, promote, and support Black professionals.
- Hold your peers and supervisors accountable.
- Report racism when you see it, even if it seems “small.”
- Ask your colleagues how they would like to be supported.
- Identify colleagues by their name and pronounce it correctly.
- Demand that your institution invest in high quality diversity, equity, and inclusion training.
- Be willing to share what you earn--racial pay gaps will not be addressed through secrecy.
- Continue to educate yourself--do not rely on your Black colleagues to educate you.
- Check your privilege, embrace it/own it, and use it to create change. Check your biases.



**BLACK
LIVES
MATTER**

