



STRUCTURAL ENGINEERS ASSOCIATION OF NEW YORK

We will have time for Q&A at the end of the session.
Please enter questions into the Q&A window.





SEaNY Diversity Committee Summer Seminar Series

July 9, 2020
12:00 PM - 1:15 PM
Zoom Webinar Platform

Conversations on Racism for Built Environment Professionals

This 3-part series is designed to educate our membership, provide policies and practices to support anti-racism, and promote diversity in our profession.



Session 1: An Introduction to Topics of Racism in Society

In this session, diversity and Inclusion strategist Shani Barrax Moore will lay groundwork for understanding how racism impacts individuals, institutions, and the greater structure of our society. We will explore how racist biases are learned by individuals and reinforced through life experiences. Shani will provide a roadmap for individuals and firms to take action, challenge acceptance of racist norms, and create measurable change. The webinar will conclude with a Q&A session.

Speaker: Shani Barrax Moore
*Director of Diversity and Inclusion
at the University of North Texas*

Registration closes 2:00 pm July 8, 2020
<https://seaony.org/event-3889656>

**SEaNY members and NCSEA/SEA members
registration: Free**

Moderator: Jennifer Anna Pazdon, PE
*SEaNY Director,
Diversity Committee Co-Chair*

Zoom Link will be sent anytime between 3:00pm on July 8, 2020
to 11:30am on July 9, 2020 directly from Zoom.

Non-members registration: \$15



A 5-minute history of
racism in the US

History of racism

The New York Times



The New York Times

By The New York Times

Jan. 23, 2020



“1619” is a New York Times audio series, hosted by Nikole Hannah-Jones, that examines the long shadow of American slavery. Listen to the episodes below, or read the transcripts by clicking the icon to the right of the play bar. For more information about the series, visit nytimes.com/1619podcast.

Resource: [The New York Times 1619 Project](https://nytimes.com/1619podcast)

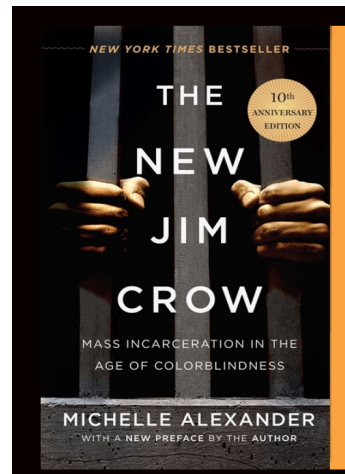
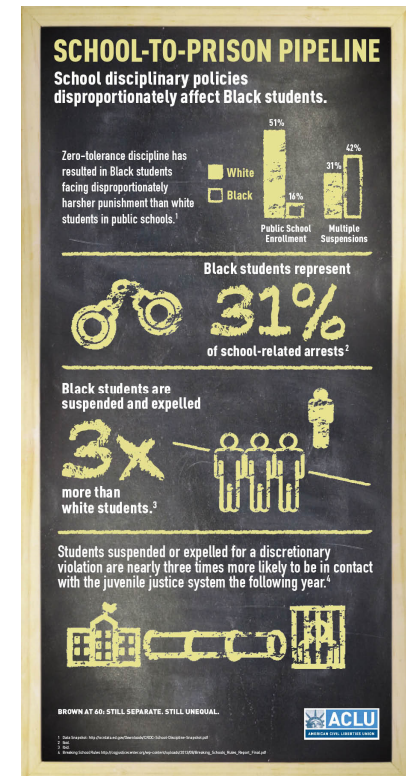


Image credit: [OnMilwaukee](https://www.onmilwaukee.com)
Resource: [newjimcrow.com](https://www.newjimcrow.com)



Resource: [American Civil Liberties Union](https://www.aclu.org)

Change the system > Change the outcome

Power
+
Privilege
=
Racism

Different Kinds of Racism:

- **Individual racism:**

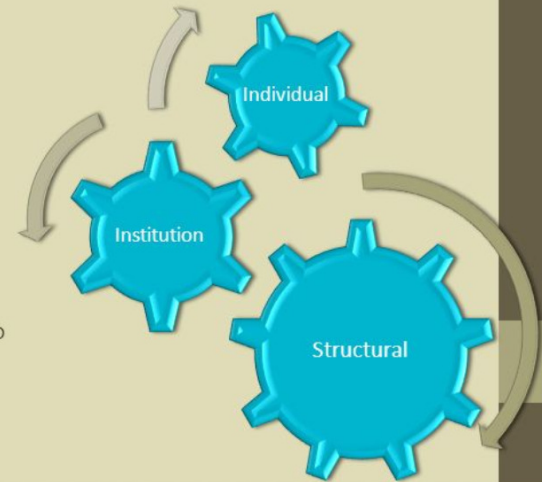
Pre-judgment, bias, or discrimination by an individual based on race.

- **Institutional racism:**

Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

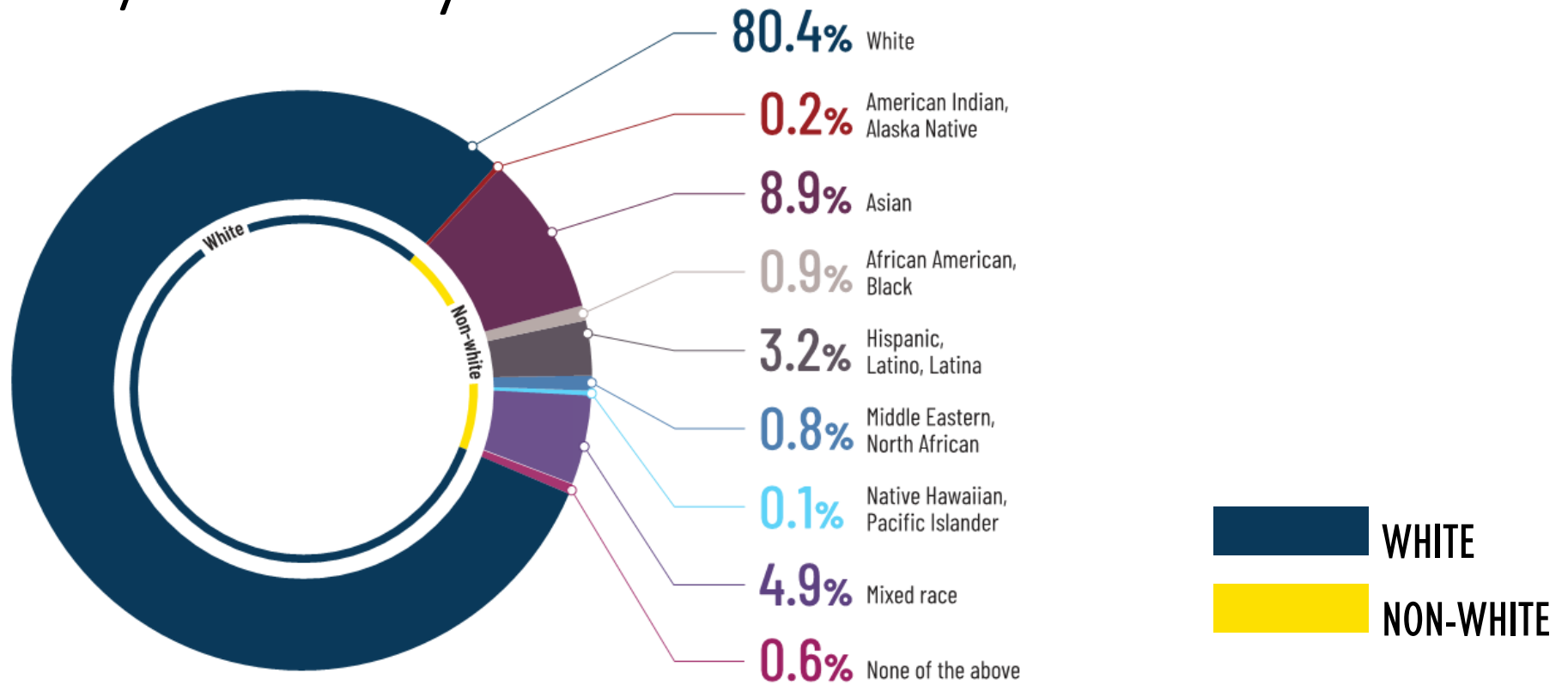
- **Structural racism:**

A history and current reality of institutional racism across all institutions. This combines to create a system that negatively impacts communities of color.



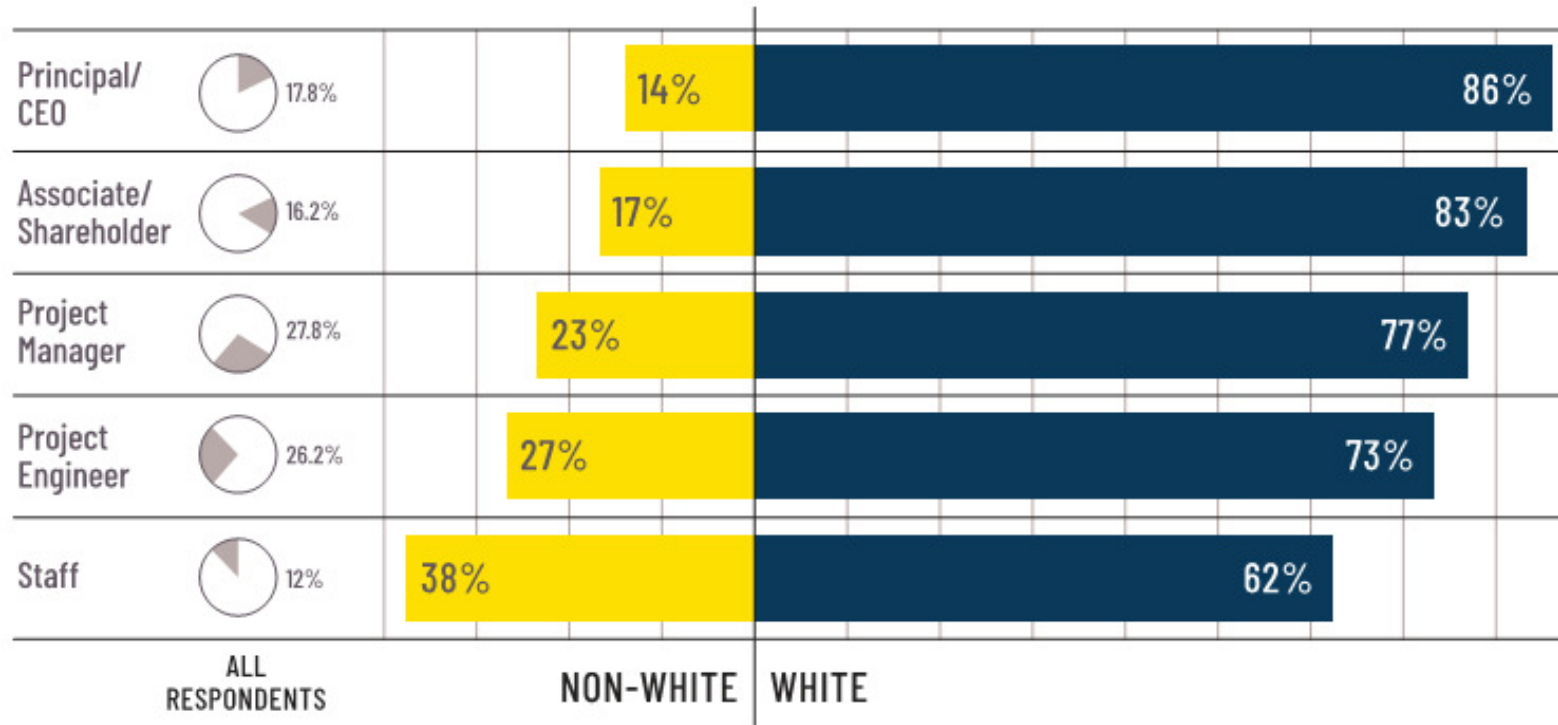
Resource: [Governance Alliance on Race and Equality \(GARE\)](#)

Race/Ethnicity



[Data from NCSEA SE3 Committee 2018 Survey](#)

Race/Ethnicity and Position



[Data from NCSEA SE3 Committee 2018 Survey](#)



How do
biases
develop?



Deconstructing Implicit Bias in the AEC Workplace



Join the **SEAoNY Diversity Committee** for an **interactive deconstruction** of implicit bias and effective strategies to create a more **equitable and diverse** workplace.

This interactive program will focus on how addressing implicit bias in the workplace can forward achievement of the Best Practices identified by the NCSEA SE3 Committee. These Best Practices were developed after analysis of results of the inaugural nationwide SE3 Survey in 2015; a benchmark survey will be released in early 2018.

For those in management and hiring positions, this event will provide skills for attracting and retaining a diverse and productive workforce in your office. For entry to mid-level staff, this event will equip you to respond effectively to bias in your workplace in the interest of equitable treatment and advancement of your career.

This program is sponsored and supported by Gilzanz, Murray, and Steficek



Date: February 27

Time: 6:30 pm

Location: Center for Architecture

Expert catalyzer of shared vision and collective change, Certified Master Facilitator, Columbia-certified executive coach, scholar, and founder of Lumenance Consulting LLC, Nancy Alexander has been an active voice for equity in the building industry for two decades.

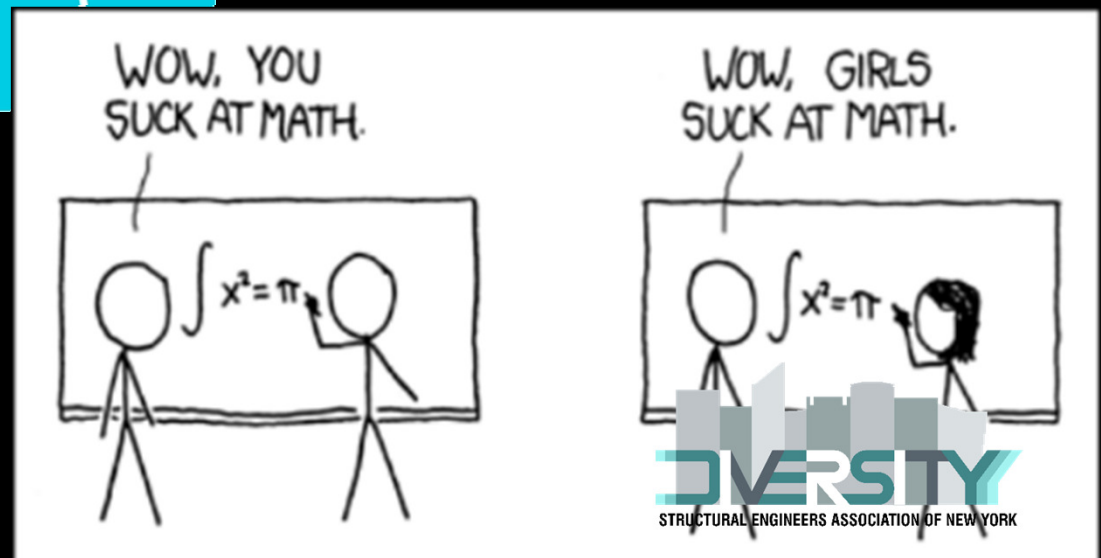
Nancy has consulted on mission, vision, strategy, governance and leadership effectiveness with the AIA, BIMForum, the Association of Collegiate Schools of Architecture, and many other clients. She has presented at AIA Women's Leadership Summits, the AIA National Convention, and Autodesk University. She is past vice-chair of the Beverly Willis Architecture Foundation, and facilitated the first five of its annual Industry Leader Roundtables.



The SEAoNY Diversity Committee's mission is to advocate for inclusion and advancement of women and minorities in the structural engineering community, raise awareness about the challenges they face in the professional workplace, and propose solutions through worker-friendly, equitable policies. Our vision is a more diverse and inclusive community with better collaboration in the workplace and longer-term employee retention. Please contact us at seaonydiversity@gmail.com with your interest.

What is implicit bias?


Implicit bias refers to the brain's automatic, instant association of stereotypes or attitudes toward particular groups, often without our conscious awareness.



Process of learning through **interactions** with individuals, institutions, and culture **various societal norms***; these include systems of **oppression**, privilege, and **power dynamics**. This **permeates** through parents, peers, teachers, and other influential individuals in our lives.

Socialization

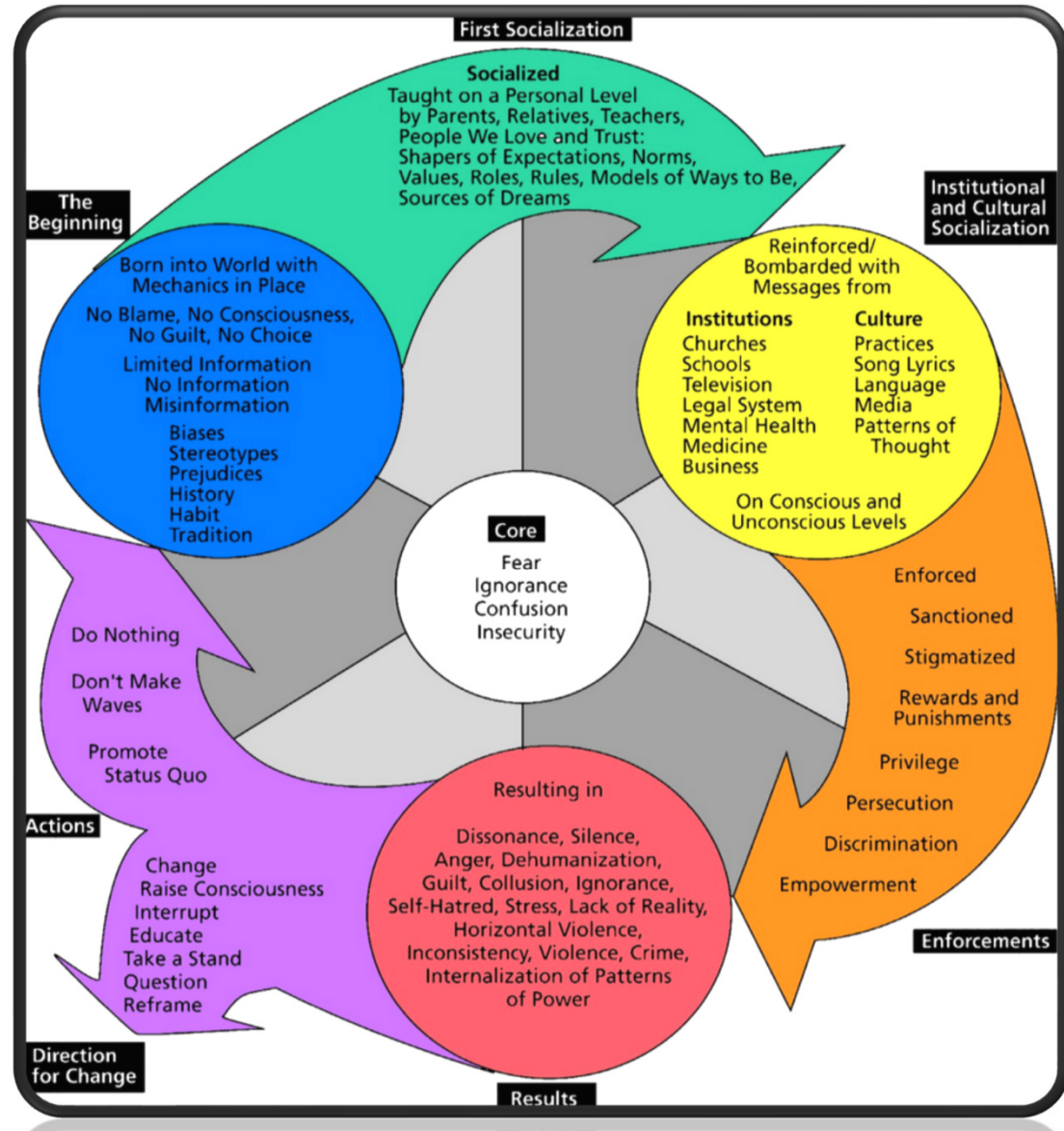
Teaching for Diversity and Social Justice



Learning “the rules” and “who’s who”

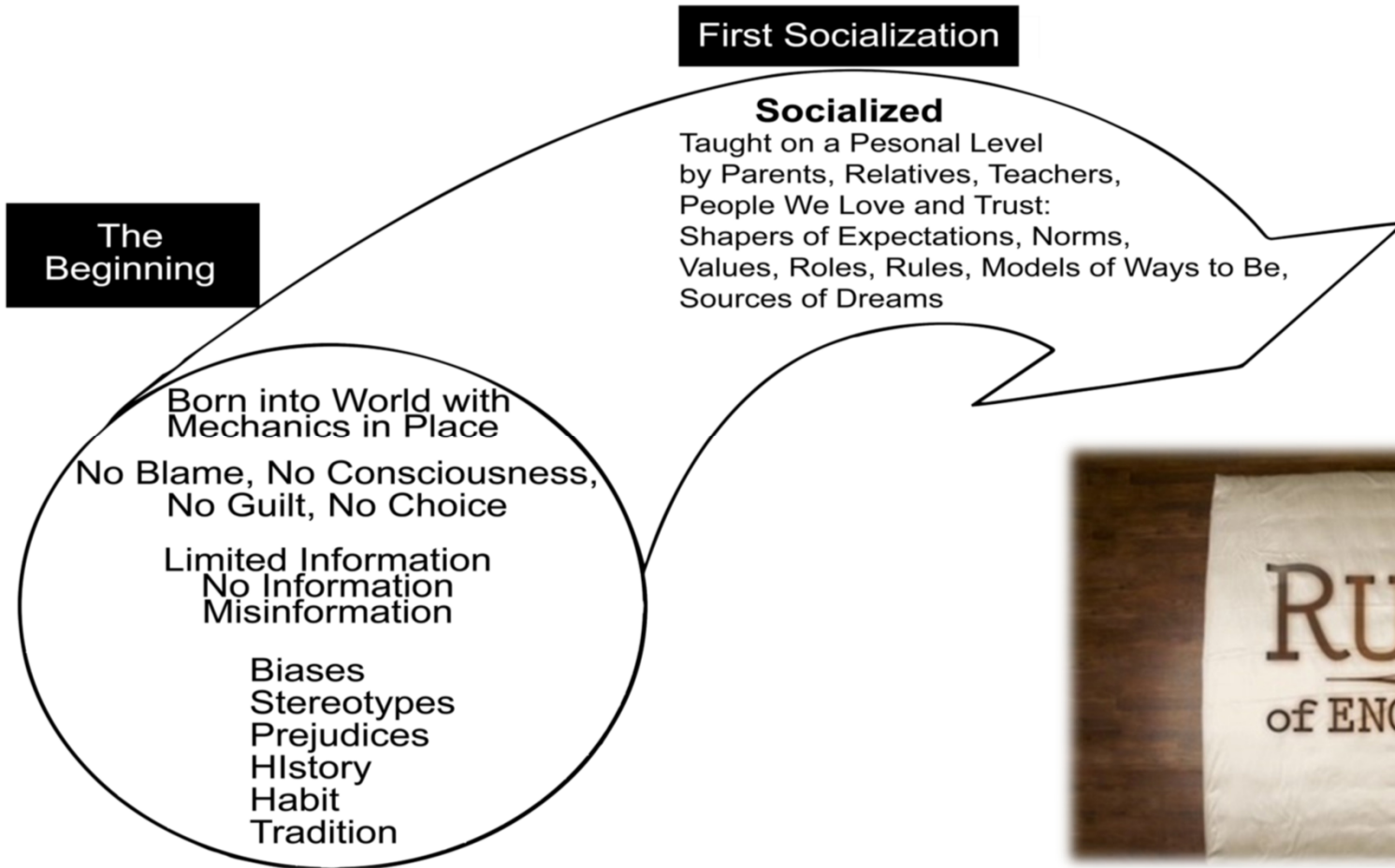
How do we become part of these systems?

Cycle of Socialization

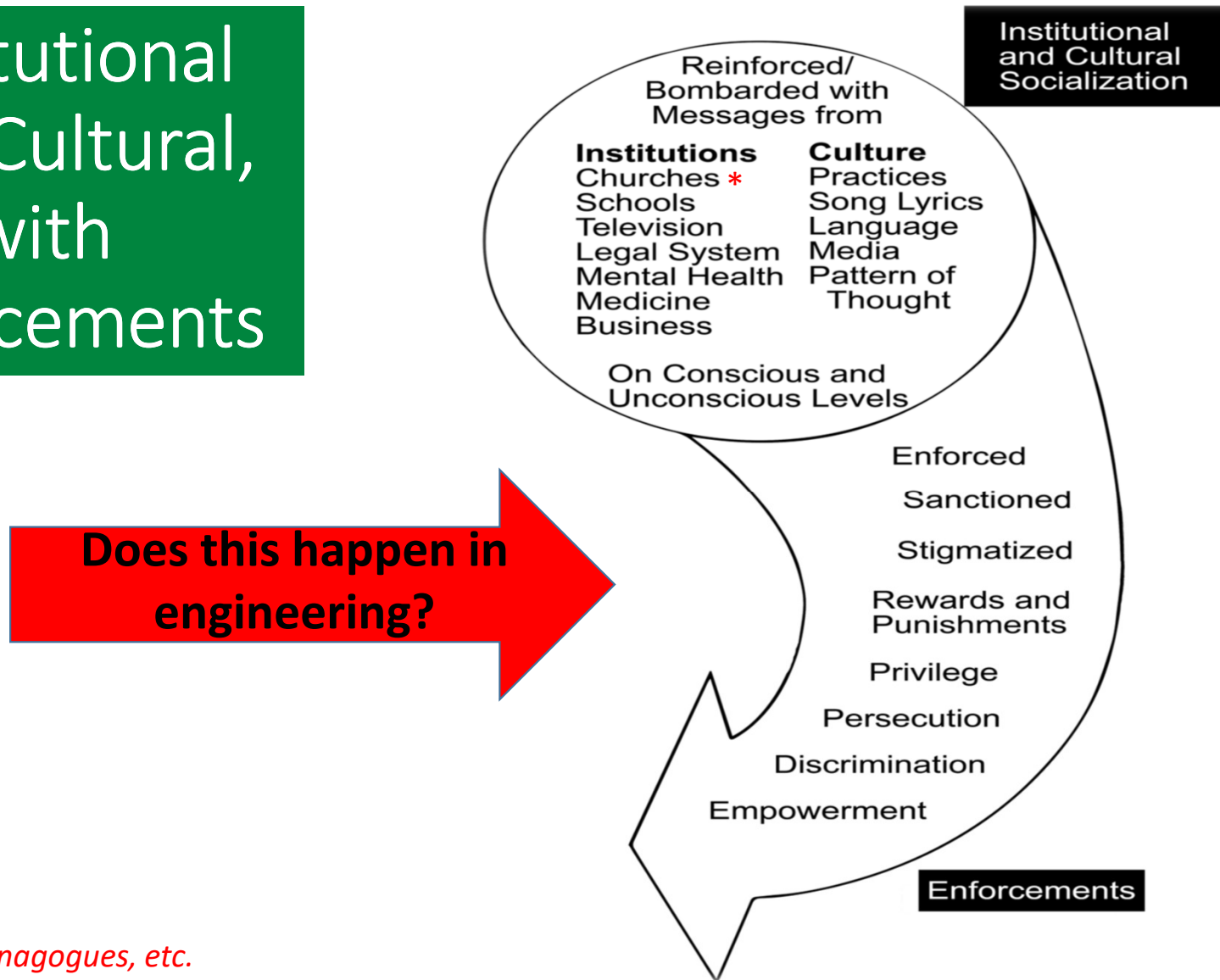


Source: [Cycle of Socialization developed by Bobbie Harro \(1982\)](#)

The Beginning: First Socialization

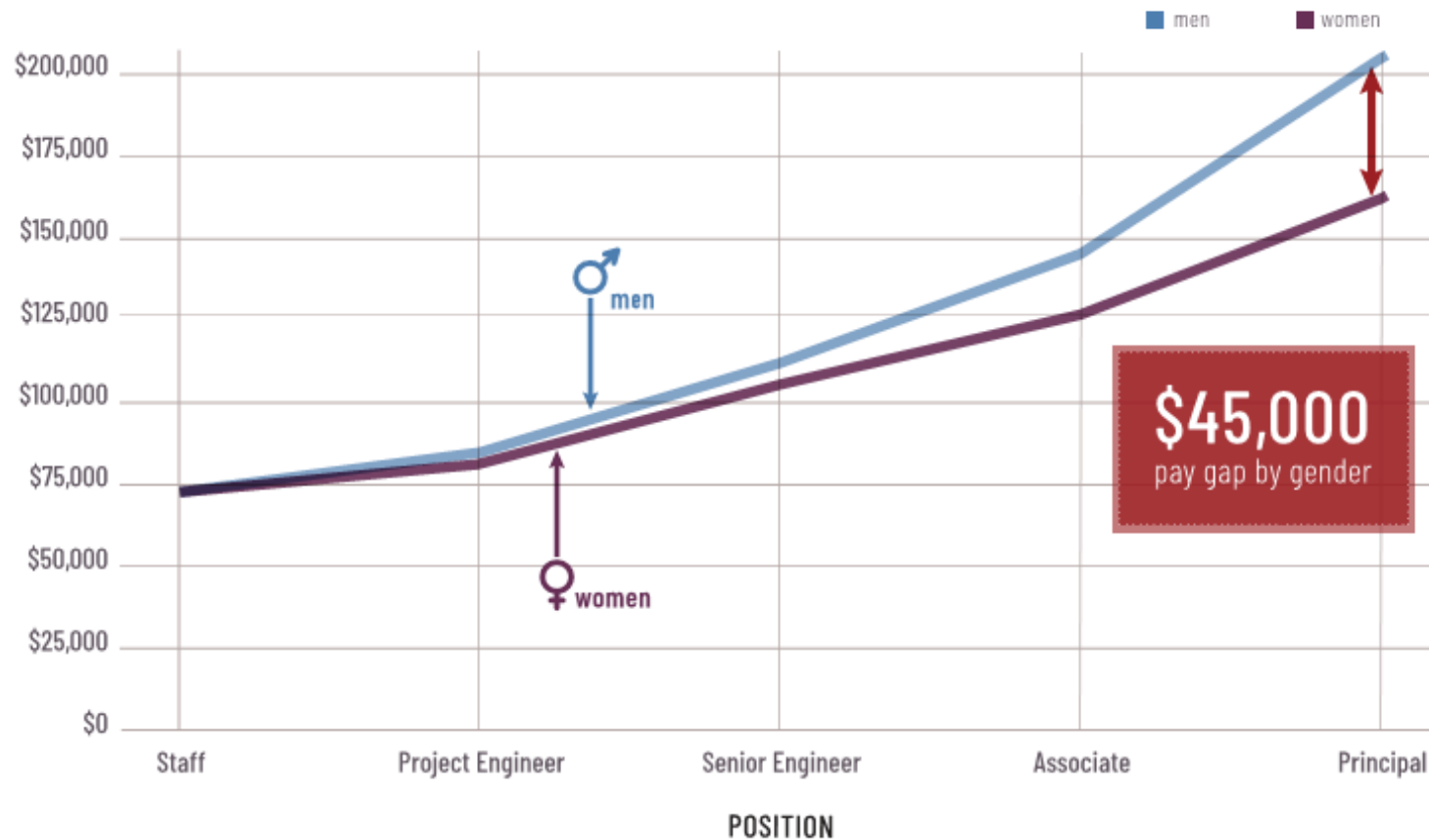


Institutional and Cultural, with Enforcements



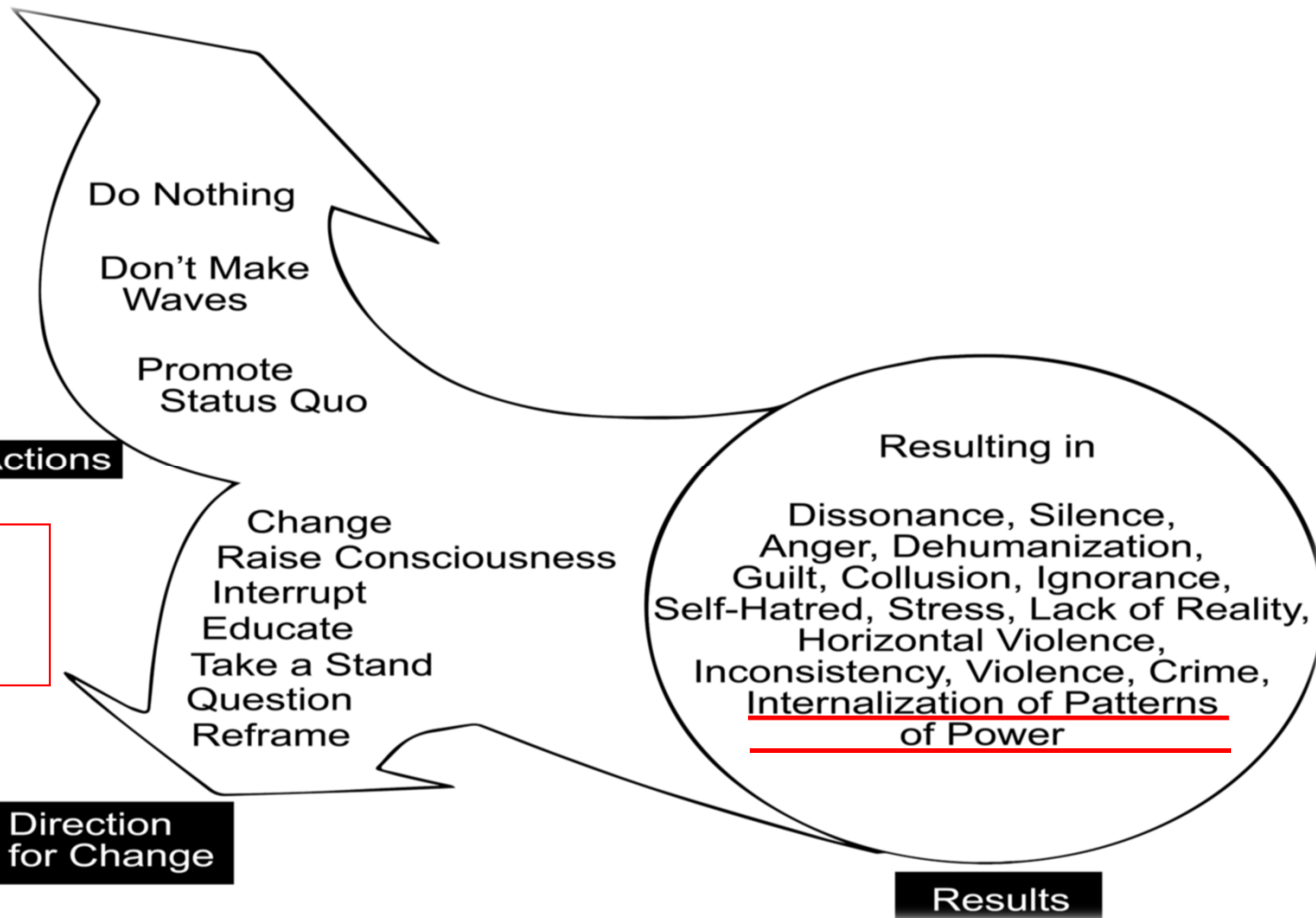
**or temples, synagogues, etc.*

Gender Pay Gap



[Data from NCSEA SE3 Committee 2018 Survey](#)

Results, Actions, Directions for Change



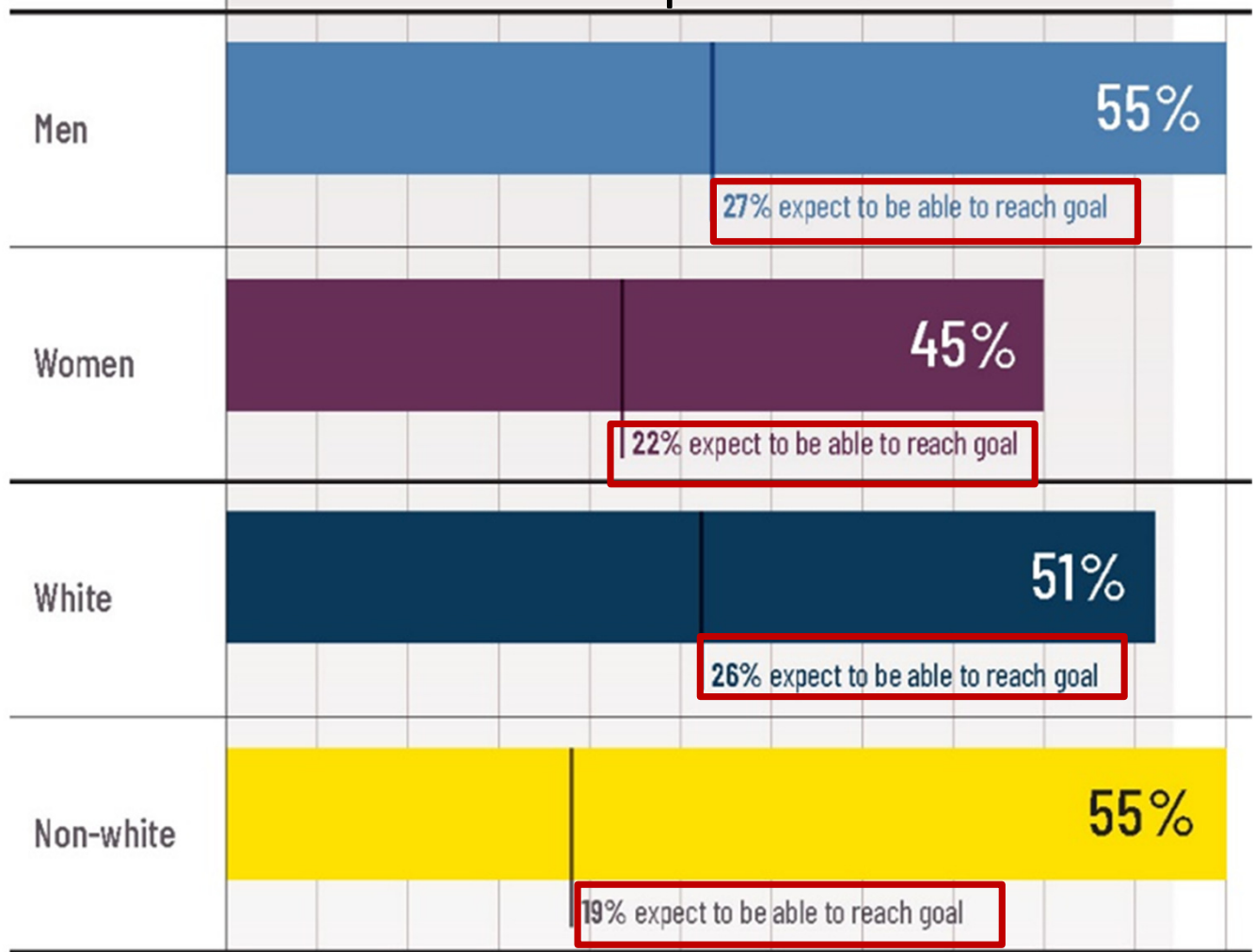
Internalized Oppression

Internalized oppression: occurs when members of advantaged (white) and targeted groups (people of color) **adopt the dominant ideology about their own groups** that maintains and reinforces oppression. As part of their socialization process, members of both groups **internalize social messages** about their own groups as well as messages about other groups:

- **Internalized domination:** when members of the **advantaged group accept their groups' socially superior status** as normal and deserved. (ex. Males believing that only males make good engineers and women are “exceptions” in the field)
- **Internalized subordination:** when members of **targeted groups internalize dominant social messages of inferiority** about their group (ex. A girl thinks she’s not good at math because she has heard “most girls aren’t”)

Aspirations vs Self-Expectation

Those who aspire towards Principal who also expect to achieve this goal:



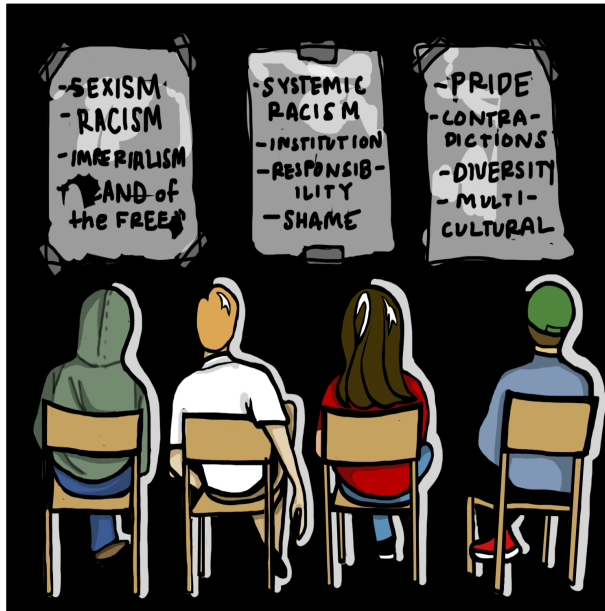
49%

49%

51%

35%

Data from NCSEA SE3 Committee 2018 Survey



How can we begin to address these biases and perceptions?

Addressing *Individual* Racism: Cultural Humility

Allows **culturally competent individuals** to identify the **presence** and **importance** of differences between **their orientation and that of each person they interact with** and to explore **compromises** that would be **acceptable** to **both**.

A **lifelong process** of **self-reflection** and **self-critique**.

Seeing differences without judgment, awareness of biases and assumptions, and self-assessment

Resource: J. Murray-Garcia, MD & M. Tervalon, MD, [*Journal of Health Care for the Poor and Underserved*, 1998](#)



How do
we move
into
action?

Moving Forward

Actor

The actions of an Actor do not disrupt the status quo, much the same as a spectator at a game. Both have only a nominal effect in shifting an overall outcome. Such systems are challenged when actors shift or couple their actions with those from Allies and/or Accomplices.

The actions of an Actor do not explicitly name or challenge the pillars of White supremacy which is necessary for meaningful progress towards racial justice.

There is an excellent quote by Lilla Watson on need for Actors to shift to Accomplices: *"If you have come here to help me, you're wasting your time. If you have come because your liberation is bound up with mine, then let us work together."*

Also
"performative allyship"

Ally

Ally is typically considered a verb - one needs to act as an ally, and can not bestow this title to themselves.

The actions of an Ally have greater likelihood to challenge institutionalized racism, and White supremacy. An Ally is like a disrupter and educator in spaces dominated by Whiteness.

An Ally might find themselves at a social gathering in which something inappropriate is being talked about. Instead of allowing that space to incubate Whiteness, the Ally wisely disrupts the conversation, and takes the opportunity to educate those present.

Being an Ally is not an invitation to be in Black and Brown spaces to gain brownie points, lead, take over, or explain.

Allies constantly educate themselves, and do not take breaks.

Francesca Ramsey's Video: [5 Ways of Being an Ally](#)

Accomplice

The actions of an Accomplice are meant to directly challenge institutionalized racism, colonization, and White supremacy by blocking or impeding racist people, policies, and structures.

Realizing that our freedoms and liberations are bound together, retreat or withdrawal in the face of oppressive structures is not an option. Accomplices' actions are informed by, directed and often coordinated with leaders who are Black, Brown First Nations/Indigenous Peoples, and/or People of Color.

Accomplices actively listen with respect, and understand that oppressed people are not monolithic in their tactics and beliefs.

Accomplices aren't motivated by personal guilt or shame. They are not emotionally fragile.

Accomplices build trust through consent and being accountable - this means not acting in isolation where there is no accountability.

Allyship versus Accompliceship: The difference



Dr. D-L Stewart
Social Justice Speaker
2018 UNT Equity and Diversity
Conference

[Click here to watch the interview](#)

Resource: White Accomplices Organization: [Moving from Actor > Ally > Accomplice](#)

The Four Ps



How do we apply to our organizations?

POLICIES
PROGRAMS
PRACTICES
PEOPLE



Aurora Change
Agency

Aurorachangeagency.weebly.com



@AuroraChange

Coaching, training, leadership and
organizational development towards
intentional inclusion:
one change agent at a time.

Shani Barrax Moore, CCDP/AP



TazamaDada@gmail.com

Q&A

Please enter questions into the Q&A window.



STRUCTURAL ENGINEERS ASSOCIATION OF NEW YORK

Thank you for your participation



STRUCTURAL ENGINEERS ASSOCIATION OF NEW YORK

**Session 2, July 23rd
Session 3, August 6th**

**All sessions start at
noon EDT and are
free for NCSEA/SEA
members**

www.seaony.org/events

Suggested Resources

Featured in the Presentation

[1619 Project](#) | An audio series from The Times observing the 400th anniversary of the beginning of American slavery.

[ACLU School-to-Prison Pipeline](#) | The ACLU is committed to challenging the "school-to-prison pipeline," a disturbing national trend wherein children are funneled out of public schools and into the juvenile and criminal justice systems. Many of these children have learning disabilities or histories of poverty, abuse or neglect, and would benefit from additional educational and counseling services. Instead, they are isolated, punished and pushed out. Students of color are especially vulnerable to push-out trends and the discriminatory application of discipline.

[2018 Survey Report](#) NCSEA Structural Engineering Engagement and Equity (SE3)

"Negative factors related to career satisfaction include being at the associate/shareholder position level, and being Asian or Black."

[13th Ava DuVernay \(2016\)](#) | F

"Combining archival footage with testimony from activists and scholars, director Ava DuVernay's examination of the U.S. prison system looks at how the country's history of racial inequality drives the high rate of incarceration in America."

[The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#), by Michelle Alexander | B

"Alexander shows that, by targeting black men through the War on Drugs and decimating communities of color, the U.S. criminal justice system functions as a contemporary system of racial control, even as it formally adheres to the principle of colorblindness."

[Project Implicit](#) Harvard Implicit Association Test | A "virtual laboratory" for collecting data to educate the public about hidden biases.

"The IAT measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude that you did not know about. For example, you may believe that women and men should be equally associated with science, but your automatic associations could show that you (like many others) associate men with science more than you associate women with science."

[97 Things White People Can Do for Racial Justice](#) | Suggested readings, viewings, actions, etc.

J. Murray-Garcia, MD & M. Tervalon, MD. "[Cultural Humility Versus Cultural Competence](#)," [Journal of Health Care for the Poor and Underserved](#), 1998 | A

Tervalon and Murray-Garcia discuss the need to cultivate Cultural Humility in members of technical professions to enhance efficacy and successful outcomes.



Suggested Resources, cont'd.

Books

Ibram X. Kendi. [How to Be an Anti-Racist](#), 2019 | B

"Kendi's concept of antiracism reenergizes and reshapes the conversation about racial justice in America--but even more fundamentally, points us toward liberating new ways of thinking about ourselves and each other. Instead of working with the policies and system we have in place, Kendi asks us to think about what an antiracist society might look like, and how we can play an active role in building it."

Robin DiAngelo. [White Fragility: Why It's So Hard for White People to Talk About Racism](#), 2018 | B

"Racial stress results from an interruption to what is racially familiar. In turn, whites are often at a loss for how to respond in constructive ways, as we have not had to build the cognitive or affective skills or develop the stamina that that would allow for constructive engagement across racial divides,...This book explicates the dynamics of White Fragility and how we might build our capacity in the on-going work towards racial justice."

Film, Video

[Color Blind or Color Brave](#) Melody Hobson TED Talk | V

[I Am Not Your Negro](#) James Baldwin, Raoul Peck, Samuel L. Jackson | F

Writer James Baldwin tells the story of race in modern America with his unfinished novel "Remember This House."

Teaching and Action Tools

[SE3's Commitment to Racial Justice](#) | SEAoNC SE3

[Diversity & Inclusion Resources](#) University of North Texas, Division of Institutional Equity & Diversity

Maurianne Adams and Lee Anne Bell. ["Teaching for Diversity and Social Justice,"](#) 2016 | B

"For nearly a decade, Teaching for Diversity and Social Justice has been the definitive sourcebook of theoretical foundations and curricular frameworks for social justice teaching practice....[the book] presents a well-constructed foundation for engaging the complex and often daunting problems of discrimination and inequality in American society."

[Governance Alliance on Race and Equality \(GARE\)](#) - GARE is a national network of government working to achieve racial equity and advance opportunities for all.

Hardiman and Jackson. ["Conceptual Foundations for Social Justice Courses,"](#) 1997 | A



Suggested Resources, cont'd.

Resources for White People

[97 Things White People Can Do for Racial Justice](#) | Suggested readings, viewings, actions, etc.

[White Men as Full Diversity Partners](#)

"When companies engage white males alongside their peers from different backgrounds, marginalized groups are freed from the exhausting work of coaching white men to understand their world. Most white men want to help. They just don't know how."

[Me and White Supremacy](#) | B ([Life Kit Podcast](#) about the book)

"[This book]'s written for the people who think they aren't racist. Who say they don't see color. Who have black friends. Who voted for Obama. It's written for the people who really think they're allies."

[Anti-Racism for White People: Walking the Walk](#) | Online Courses

"WE SUPPORT PARTICIPANTS IN HONING THE FOLLOWING ANTI-RACIST PRACTICES:

Identifying the conditioning of white supremacy and its impact on your identity, perceptions, and behavior

Employing mindsets, behaviors, and commitments that will enable you to more effectively take action for racial justice

Having difficult conversations about race

Identifying and dismantling white supremacy culture as it shows up in the workplace

Learning about the history and present-day realities of systemic racism

Crafting individualized strategies for being an agent of interpersonal, institutional, and systemic anti-racism "

[Becoming an Anti-Racist White Ally: How a White Affinity Group Can Help](#)

[Moving from Actor > Ally > Accomplice](#) White Accomplices Organization | Guidance for Action

[Get Comfortable with Being Uncomfortable](#) Luvvie Ajayi | V

"In this bright, uplifting talk, Ajayi shares three questions to ask yourself if you're teetering on the edge of speaking up or quieting down -- and encourages all of us to get a little more comfortable with being uncomfortable."

