

# Staff Anti-Racism Awareness & Education (SARAE)

3<sup>rd</sup> Week Winter Term Dialogue: Tuesday, January 19<sup>th</sup>, 2021

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**Winter Term Theme:** Understanding internal biases and perceptions and how they influence interactions with difference.

**Media for this discussion:**

[The Code Switch Podcast: \*Can We Talk About Whiteness?\*](#)

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## Discussion Questions:

1. When you think about your own identity, do you think about race? When you are describing people to others, do you use their race as an identifier? Why or why not?
2. Professor Catherine Orr shares that she and her colleague at Beloit College teach a class of the same title, "Whiteness" yet receive very different reactions to the subject matter based on their racial identities (white vs Black). Have you ever had your motivations questioned based on your race or interpreted information differently based on the identity of the individual delivering it? Have you seen instances of this phenomenon in society/politics/etc?
  - a. How is this phenomenon important when engaging in conversations about anti-racism and trying to bring more people into the fold?
3. Professor Chenjerai Kumanyika's student, Will, discloses that it took his fellow white classmates a long time to learn how to talk about race in a "tactful" way. To what extent do conversations about race have to be "tactful" in order to be productive? Is it possible to be over-cautious when discussing race?
4. Both professors have the ultimate goal of equipping their students with the tools necessary to discuss race. Where and how have you developed (or sharpened) your tools for discussing race?
5. Do you relate to any of the ideas brought up in the podcast by the guests or hosts? Did they make you think specifically about an aspect of your life or something you've experienced?
  - a. Example: Will, the student, saying he doesn't talk about whiteness with his friend group because they just don't have the tools to have that conversation.
  - b. Example: Black students in Will's class filling in most of the discussion even though there were many more white students in the class.

**Note:** These questions are just building blocks to spur conversation. Other ideas, thoughts, and questions beyond the few listed here are more than welcome.