

# Race and Representation

**ROBERT SMALL**

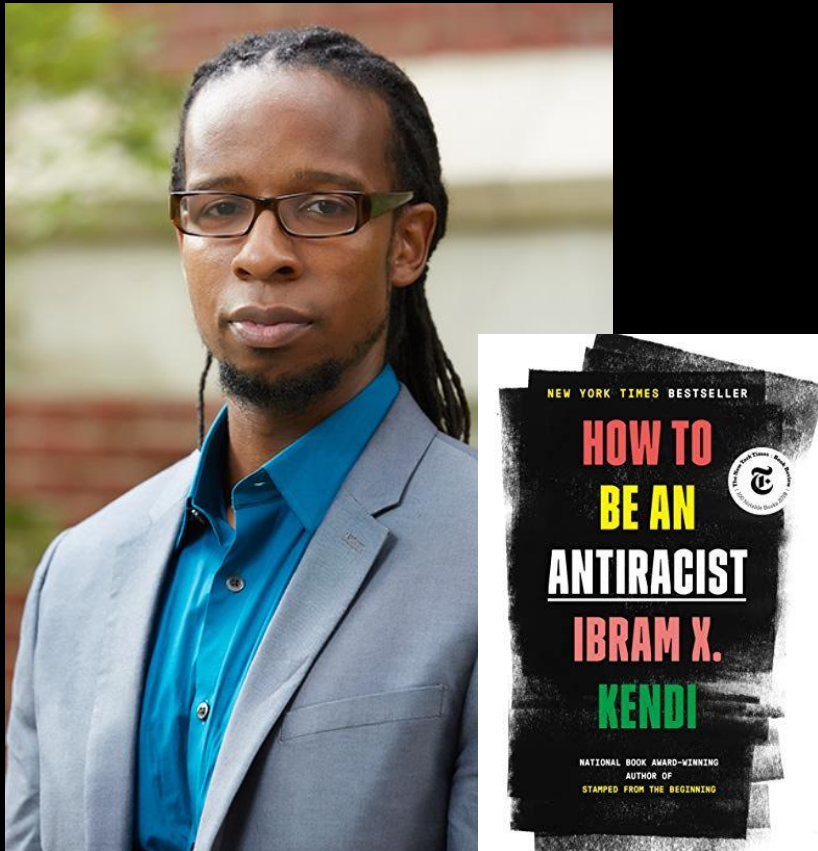
Executive Director, Legacy Enterprises





# LEGACY

Race and Representation



## What is anti-racism?

“The term "anti-racism" was popularized by Ibram X. Kendi in his memoir, “How to be an Anti-racist”

Kendi articulates that the underlying tenet of anti-racism is the belief that all races and ethnic groups are equal and deserving of the same opportunities. But the most important part of anti-racism is the next step, which is to do something about the existing inequality.



"Anti-racism is an active and conscious effort to work against multidimensional aspects of racism," Robert J. Patterson professor of African-American studies

**Double consciousness is the internal conflict experienced by subordinated or colonized groups in an oppressive society.**

W. E. B. Du Bois, *The Souls of Black Folk*





## **DOUBLE CONCIIOUSNESS:**

**Illuminates how life is for Black people living in North America and world-wide.**





LUTHOR  
CALLED IT A  
**TRANSMATTER  
SYMPHONIC  
ARRAY.**

NOT ONE OF  
HIS **BEST.**

THE MACHINE  
SHOWED NO SIGNS  
OF LIFE **UNTIL  
TODAY.**

## DOUBLE CONCIIOUSNESS:

Sets a framework for understanding the position of oppressed people in an oppressive world.





*Freedom of the Storm* by Robert Small, 1996



*Freedom of the Storm* by Robert Small, 2021

# ACTIVELY QUESTION YOUR OWN BIAS

We are all bias. Our own points of view sometimes cloud our judgement and our message.  
Being anti-racist means to consistently evaluate and adapt.





## ORGANIZATION PROMOTIONAL MATERIAL/CLIENT OUTREACH/PARTICIPATION:

Where are the Black people? Placement and size imply importance.

Invisibility implies non-service or utter lack of interest.





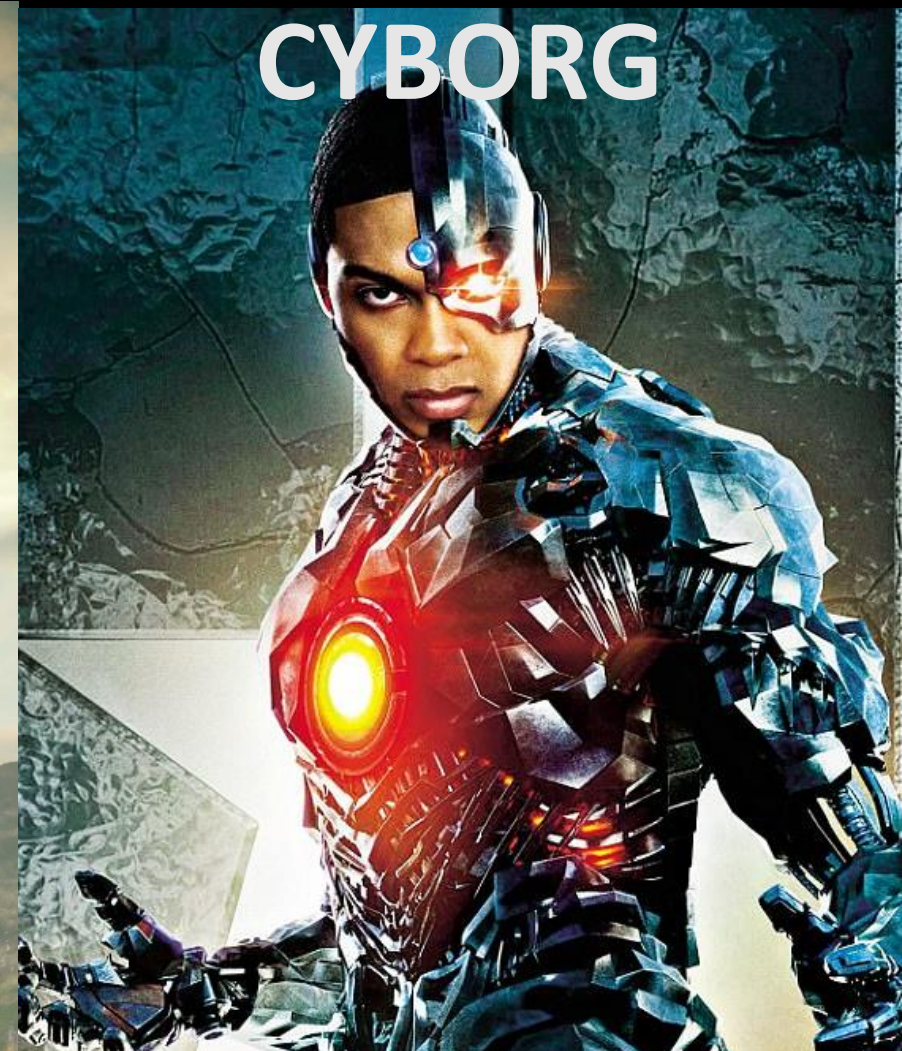
## STORM

How can social service workers empower Black community members to weather the storms in their lives more effectively?



## OKOYE

How can social service agencies encourage and support Black employees To take leadership roles In their agencies?



## CYBORG

Continually address how social service programs are serving members of the Black community members and how they can be better?

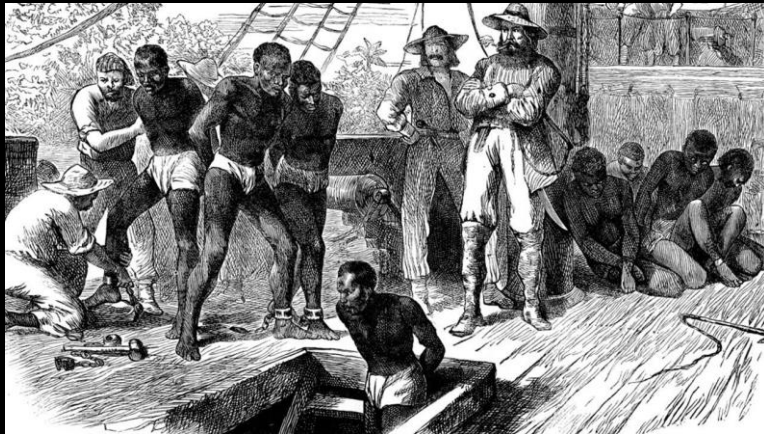




# LEGACY

## Race and Representation

### Art and Pictures



The telling of Black stories from the viewpoint of the oppressor is different than those of the oppressed. *However Long the Night* by Robert Small

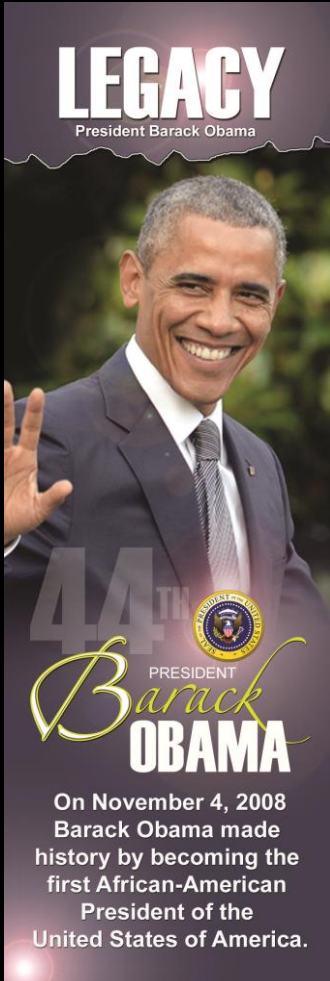
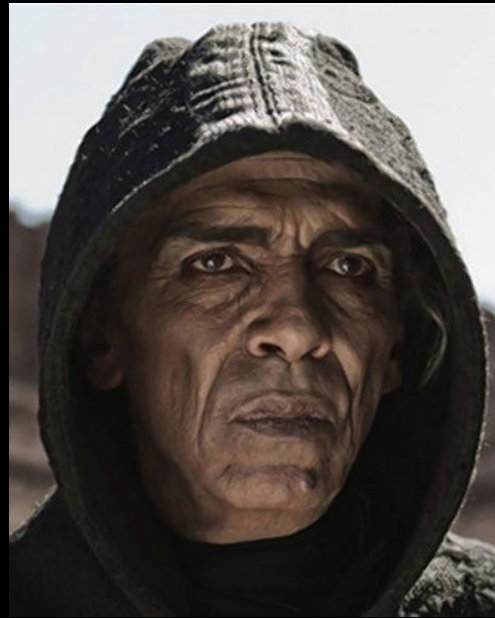




# LEGACY

## Race and Representation

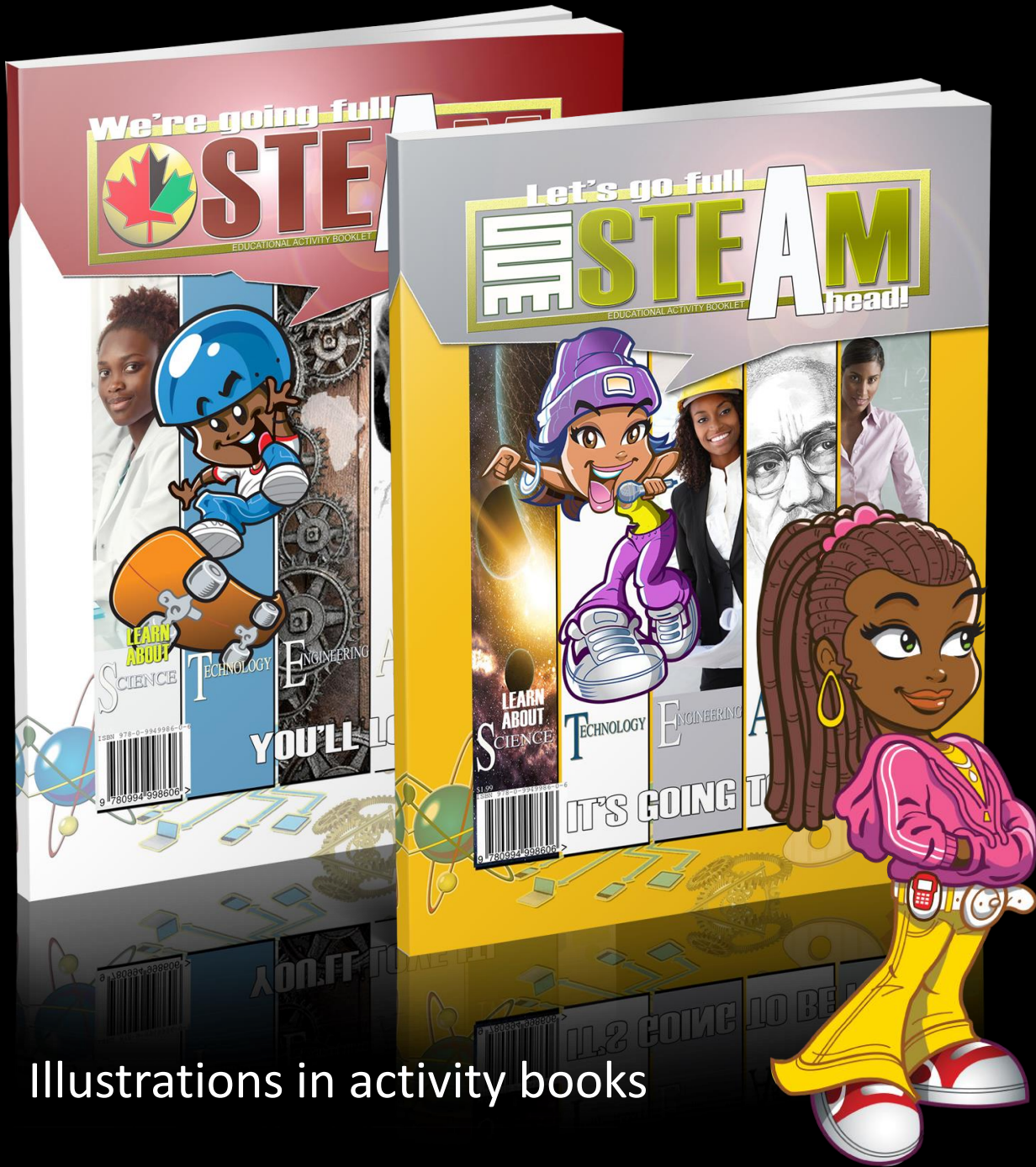
Identifying, confronting and addressing racist imagery/language



## BLACK LEADERSHIP IN AGENCIES

Evaluate and treat  
Black in  
management and  
among the staff  
equally.





Illustrations in activity books

**QUESTION EDUCATIONAL MATERIAL  
BEING PROVIDED TO CLIENTS/STAFF ;**

**“Anti-racist kids will most likely grow up to be  
anti-racist adults, giving us hope for a better  
tomorrow”**



Illustration from Huckleberry Finn

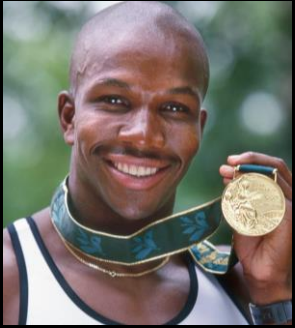




# LEGACY

Race and Representation

Celebrating our victories  
like others.



When delivering services to Black community members, focus on their strengths/capabilities rather than their weaknesses.

**Who is the GOAT? by Robert Small, 2021**





# LEGACY

## Race and Representation

Celebrating and recognizing  
Black women



**LEGACY Year 3 Powerful**

**Angela DAVIS**  
Angela Davis is an activist, scholar and writer promoting women's rights, gender equality and racial justice. She was a prominent member of the Black Panther and Communist Parties in the 1960s and 1970s. An icon of the Black Power movement, Davis was once placed on the FBI's "Ten Most Wanted" list for kidnapping and murder. She was later found not guilty of either charge. As an open lesbian, Davis speaks extensively on issues of race and class and how they affect the gay movement. She also advocates the abolition of imprisonment as the dominant strategy for addressing social problems. Davis is the author of eight books and has delivered numerous lectures around the world.

**Folorunsho ALAKIJA**  
Nigerian oil baroness and fashionista Folorunsho Alakija is the richest Black woman in the world with a net worth of \$3.3 Billion (Time magazine, Dec. 30 2014). Her path to fortune began in England where she pursued secretarial studies and fashion design as a young woman. She then returned to her native country and set up a high-end clothing label called *Supreme Stitches*. A significant proportion of her fortune comes from an oil-exploration license granted to her company *Fanfifa Ltd.* in 1993. The Alakija family retains a 60% stake in the 617,000-acre oil block in the coastal waters of Nigeria.

**Portia SIMPSON-MILLER**  
The Most Honourable Portia Lucretia Simpson-Miller O.N., M.P. is Jamaica's first female Prime Minister (PM). She was sworn in on January 5, 2012. Her ascension to Jamaica's highest office came after serving 17 years as a Cabinet Minister. She has a distinguished record of service at the regional and international level. She previously served as PM from March 2006 to September 2007. In 2011, as Leader of the People's National Party, she returned to government for a second time following a resounding electoral victory. By doing so, she became the second individual to have served non-consecutive terms as PM in Jamaican history.

**Maya ANGELOU**  
African-American Maya Angelou, was born Marguerite Johnson in St. Louis, Missouri on April 4th, 1928. She was an internationally famous author, poet, playwright, dancer, stage and screen producer, actress, historian, filmmaker, civil rights activist and singer. She published seven autobiographies, three books of essays and several books of poetry. She was also credited with a list of plays, movies and television shows spanning over 50 years. She received dozens of awards and more than 50 honorary degrees. She is best known for her autobiographies and famous poem, *I, I, I, Risk*.

A Black women's hairstyle, complexion, what they are wearing are not to be considered in hiring, providing care, delivery of services, etc. *Powerful by Robert Small, 2021*

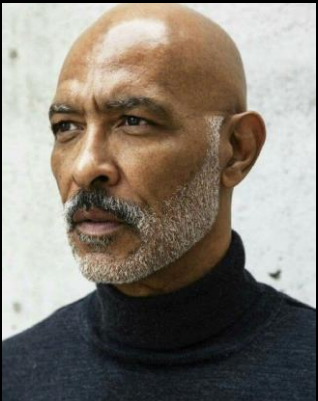




# LEGACY

## Race and Representation

Celebrating and recognizing  
Black men



A Black man's voice, build, hairstyle and complexion are not to be considered in hiring, providing care, delivering to services, etc. *Messages in the Whirlwind* by Robert Small, 2021





“Behaviour is  
something  
humans, do not  
races”

Ibram X. Kendi  
“How to be an  
Anti-racist”

## WHAT'S NEXT?

*Susan's Mystery* by  
Robert Small



# BREAK

Session will  
resume at

11:35

