

# Race and Representation

**ROBERT SMALL**

Executive Director, Legacy Enterprises





**LEGACY**

**Race and Representation**



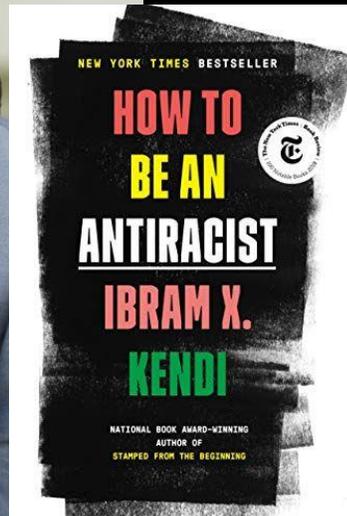
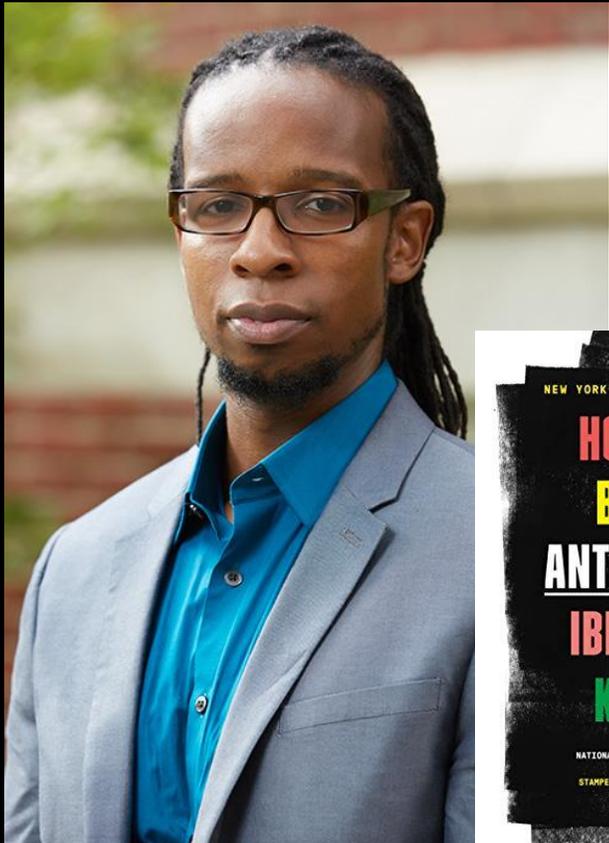
# LEGACY

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.





# LEGACY

Race and Representation



"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.**

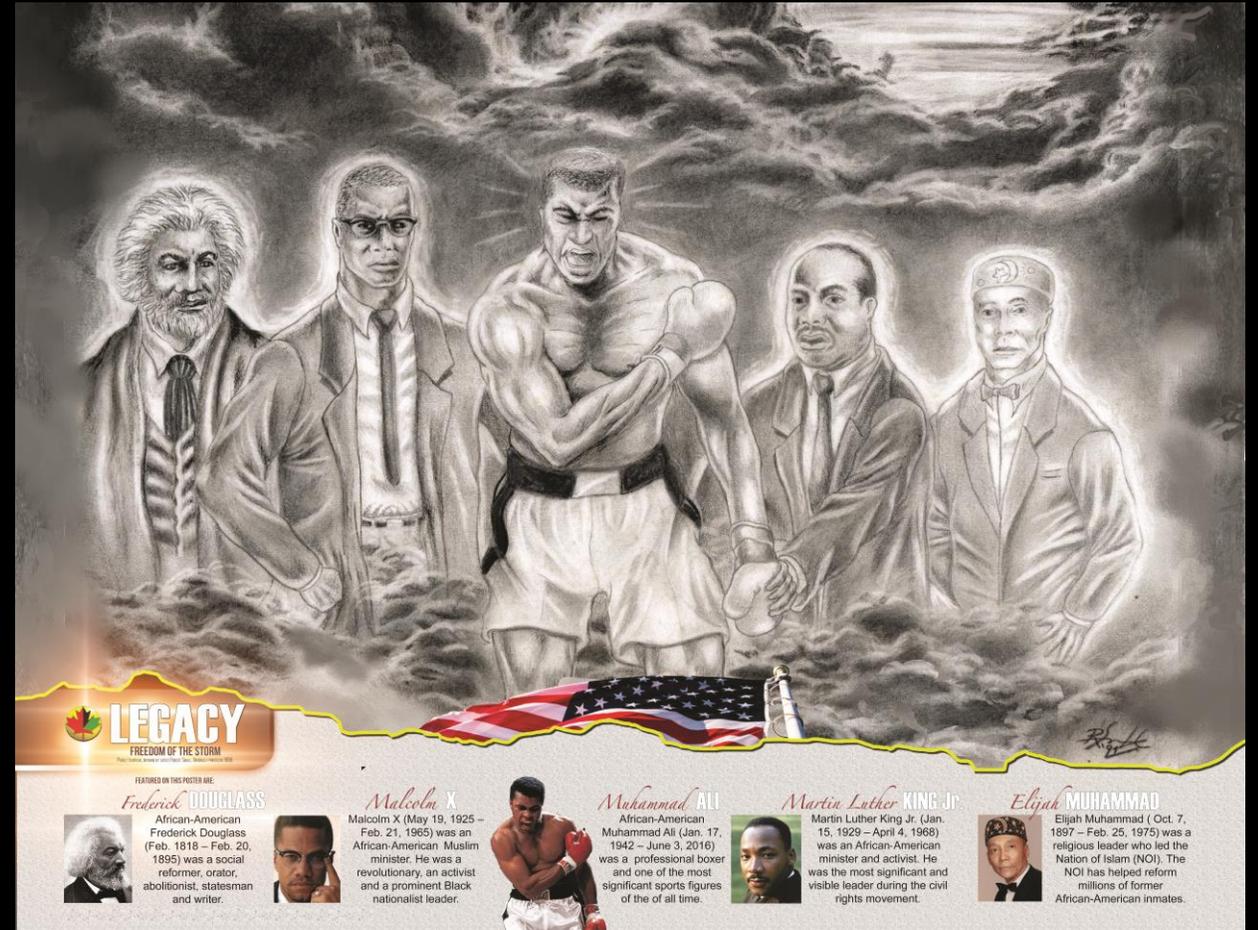


## **DOUBLE CONCIIOUSNESS:**

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.



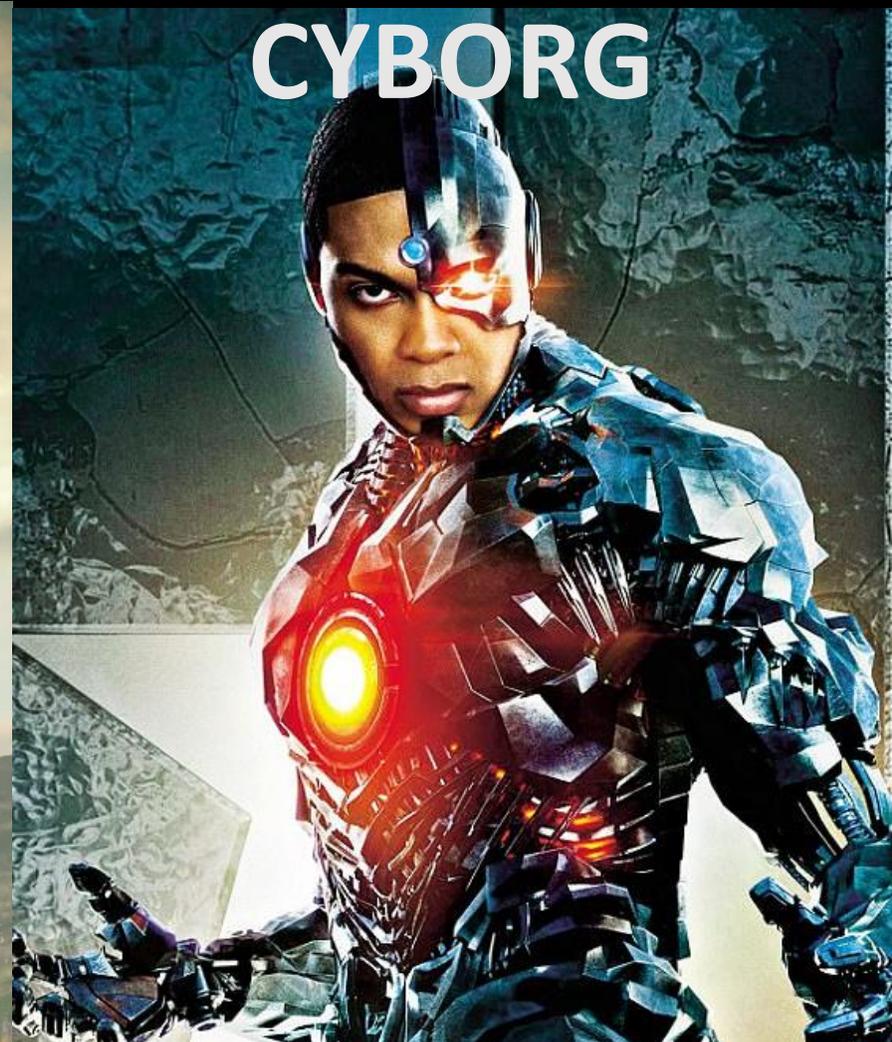
## STORM

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

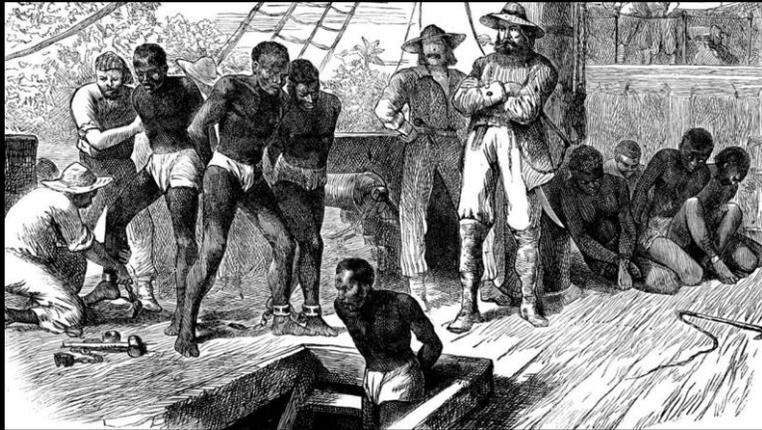
Continually address how social service programs are serving members of the Black community members and how they can be better?



# LEGACY

## Race and Representation

### Art and Pictures



The United Nations declared January 2015 to December 2014 as the International Decade for People of African Descent. In celebration, LEGACY Entrepreners recognizes African resistance against the institution of slavery from the shores of Africa to North America.

### LEGACY YEAR 1 Resistance!



#### What was "the African Slave Trade"?

Between 1400 and 1800, close to 20 million individuals were taken from the African continent during four sizable and mostly simultaneous slave trading operations: Trans-Saharan, Red Sea (Arab), Indian Ocean, and Trans-Atlantic. According to Canadian economic historian Nathan Nunn, by 1800 Africa's population was half of what it would have been, had the slave trades not occurred.

#### Changing the narrative

History often depicts the captured Africans as meekly succumbing to slavery and their fate that awaited them in North America. This bias depiction is not true as the institution of slavery was resisted by the enslaved Africans in many ways.

#### Resistance in Africa (example)

- Many African Kings and Queens spoke out against the slave trade such as:
  - In the early 17th century, Nzinga Mbandi, queen of Ndongo (Angola) waged a century long campaign against the Portuguese and their enslavement of Africans.
  - Kongo ruler Nzinga Mbemba (Alfonso I) wrote to the King of Portugal demanding the end of the illegal depopulation of his kingdom.
  - Several major states took measures to limit and suppress the slave trade, banning it and also attacked European forts.

#### Resistance in the Caribbean (example)

- Seven major rebellions in Jamaica from 1673 and 1686 and several others during the same time period in Antigua, Nevis and the Virgin Islands
- During the Aminta rebellion on St. John in the Danish Virgin Islands, Africans took control of the island for six months before being defeated.
- Toussaint L'Ouverture led 500,000 enslaved Africans and free people in Dominque to defeat the armies of France, Spain and Britain in 1804.
- Inspired by this event, a revolt occurred in 1816 with the Bussa rebellion in Barbados.

#### Resistance in Canada/United States (example)

- African-American abolitionist and political activist Harriet Tubman liberated more than 700 enslaved people in the United States.
- Between the 17th and 19th centuries, enslaved Africans and African Americans in British North America and the United States staged hundreds of revolts most notable were the Nat. Turner and 1811 slave rebellions.

However Long the Night" (right) by artist Robert Small  
For more information go to  
http://www.legacyentrepreners.com/legacypage.htm

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



**LEGACY**  
President Barack Obama

44<sup>th</sup> PRESIDENT **Barack OBAMA**

On November 4, 2008 Barack Obama made history by becoming the first African-American President of the United States of America.

**LEGACY**  
The First Lady of the United States

First Lady Michelle **OBAMA**

On November 4, 2008, Michelle Obama walked into history as the first African-American to become First Lady of the United States of America when her husband, Barack Obama won the Presidency of the United States.

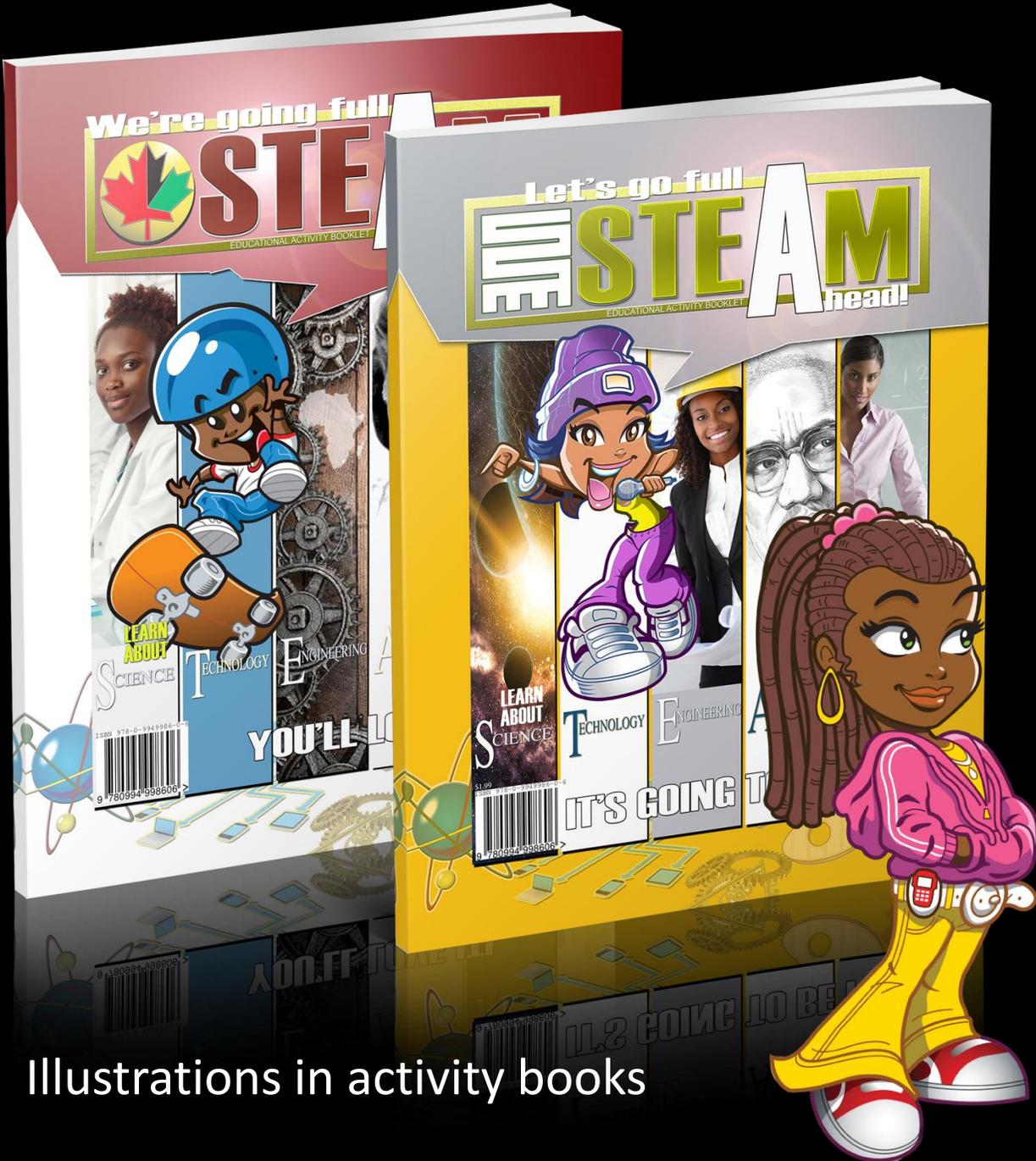
First Lady Michelle Obama graduated from Princeton University and Harvard Law School.

The role of the First Lady is to attend many official ceremonies and functions of state either along with, or in place of the President.



## 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”**



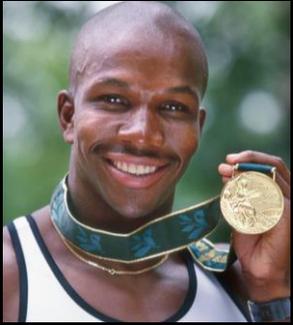
Illustration from Huckleberry Finn



# LEGACY

Race and Representation

Celebrating our victories like others.



**LEGACY YEAR 4**  
GREATEST OF ALL TIME

## WHO IS THE GOAT?

**IS THE GOAT... Muhammad ALI?**  
Referred to as "The Greatest", Muhammad Ali is regarded as the most significant figure of the 20th century. This is due to his performance in the ring as a boxer and historic social activism outside of it. It can be argued that the term "The GOAT" emerged with him.

**IS THE GOAT... Jackie JOYNER-KERSEE?**  
Jackie Joyner-Kersey is regarded as the greatest female track star of all time. She was a dominant force in the long jump and heptathlon, receiving medals in four different Olympics and often referred to as the "First Lady of American athletics".

**IS THE GOAT... Michael JORDAN?**  
Former professional basketball player Michael Jordan won six championships, five MVP awards and ten scoring titles. He was also instrumental in popularizing the game of basketball on a global scale. In 2014, Jordan became the first billionaire player in NBA history.

**IS THE GOAT... Serena WILLIAMS?**  
American professional tennis player Serena holds the most Grand Slam titles in singles, doubles, and mixed doubles combined among active players. She has also won four Olympic gold medals, an all-time record shared with her sister, Venus Williams.

**CAN SHE BECOME THE GOAT? Sha'Carri RICHARDSON**  
American sprinter of the 1990s and 2000s who as a heritage, recorded times which were world under 20 records for the sprint.

**NO DEBATE, IS IT REALLY? LeBron JAMES**  
Four championships, four MVP's, numerous other awards, total revenue and the only player in NBA history to have been named Finals MVP with three different franchises.

**IS SHE THE REAL GOAT? Claressa SHIELDS**  
Multiple world titles in three weight classes and regarded as the undefeated female middleweight champion from 2019 to September 2020.

**STILL TIME TO BE THE GOAT? Sloane STEPHENS**  
As a professional tennis player Sloane, won the 2017 US Open champion at 19 years of age, and has won six career singles titles in total.

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.



**Folorunso ALAKIJA**

Nigerian oil baroness and fashionista Folorunso 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 sectorial 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 Fanta 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, Iliad / Risk*.

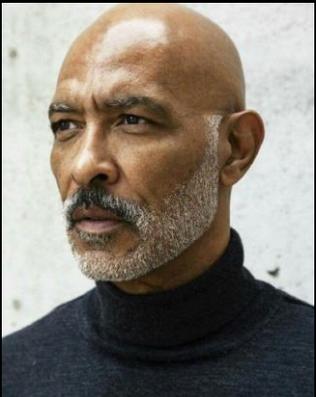
A Black women's hairstyle, complexion, what they are wearing are not to be considered in hiring, providing care, delivery of services, etc. *Powerful* by Robert Small, 2021



# LEGACY

## Race and Representation

Celebrating and recognizing Black men



### LEGACY: YEAR 2 *Messages in the Whirlwind*



**Nelson MANDELA**

Nelson Mandela was a South African anti-apartheid revolutionary and politician. While fighting Apartheid in 1962, he was arrested, convicted of conspiracy to overthrow the state and sentenced to life imprisonment. Mandela served 27 years in prison and was released in 1990. He became the first black president of South Africa in 1994, serving until 1999. In 2009, Mandela's birthday (July 18) was declared "Mandela Day" to promote global peace and celebrate the South African leader's legacy. Mandela died at his home on December 5, 2013, at age 95.



**Bob MARLEY**

Jamaican singer, musician and songwriter Bob Marley elevated reggae music into the spotlight by selling more than 20 million records throughout his career. This accomplishment made him an international superstar. Marley was a committed Rastafarian who infused his music with a profound sense of spirituality. Within his music was the desire to bring about equality, compel people to fight against injustice and resist the economic and social forces of oppression to a joyful beat. He died in Florida on May 11, 1981 as a powerful musician and advocate for social change.



**MALCOLM X**

Malcolm X was a prominent black nationalist leader who served as a spokesman for the Nation of Islam during the 1950s and '60s. Due largely to his efforts, the Nation of Islam (NOI) grew from a mere 400 members in 1952 to 40,000 members by 1960. Malcolm X encouraged blacks to cast off the shackles of racism "by any means necessary". He broke with the NOI shortly before his assassination on February 21, 1965. He had been preparing to deliver a speech that was unfortunately never given, but his words will remain highly relevant for generations to come.



**Marcus GARVEY**

Marcus Garvey was a Jamaican political leader, publisher, journalist, entrepreneur, and orator. He was a staunch proponent of the Black Nationalism and Pan-Africanism movements. He founded the Universal Negro Improvement Association and the African Communities League. He also founded the Black Star Line which promoted the return of the African diaspora to their ancestral lands. Garvey inspired both the Nation of Islam and the Rastafarian movement. He died in England on June 10, 1940, but his message of pride in African heritage lives on.



**Martin LUTHER KING, JR.**

Martin Luther King Jr. was a Baptist minister and social activist. He led the Civil Rights Movement in the United States from the mid-1950s until his death in 1968. Through his activism, he played a pivotal role in ending the legal segregation of African-American citizens. He also helped create the Civil Rights Act of 1964 and the Voting Rights Act of 1965. King received the Nobel Peace Prize among several other honors. King was assassinated in April 1968. He continues to be remembered as a great leader in American history and the creator of a dream for racial equality.

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

