

## **Minnesota Racial Equity Challenge: Understanding the Origins and Effects of Racial Inequities in Minnesota**

**Instructor Bio:** Dr. SooJin Pate is a principal consultant with [Strategic Diversity Initiatives](#) (a DEI consulting firm), a Visiting Assistant Professor at St. Olaf College, and a writer dedicated to centering the lives and experiences of historically marginalized peoples. She received her Ph.D. in American Studies at the University of Minnesota, minoring in African American & African Studies, Asian American Studies, and specializing in comparative approaches to race and ethnic studies. An alumna of Howard University, SooJin received her MA in English, specializing in African American and Caribbean literatures. She's taught courses on critical race theory, women of color feminism, African diasporic literatures, and U.S. history and culture at various colleges and universities in the Twin Cities area. She is the author of [From Orphan to Adoptee: U.S. Empire and Genealogies of Korean Adoption](#) (University of Minnesota Press) and was named **Educator of the Year** (2014) and **Ally of the Year** (2013) by Macalester College. She's the co-host of the [Antiracist Parenting Podcast](#) and co-editor of the anthology-in-progress [Ode to George: Reflections on George Floyd's Memorial Site at 38th & Chicago](#).

**Seminar Description:** Last summer, the Twin Cities became the flash point for a renewed national and global movement for racial equity when we witnessed the horrific killing of George Floyd. As Minnesotans and legal professional, we share a responsibility to gain a deeper understanding of the history and issues that led to deep racial disparities in our state. By understanding the root causes, we can take more meaningful action to create equitable communities.

This seminar is for TCDIP community members who are interested in learning more about the people who live in Minnesota, the history of racism in this state, the racial inequities that currently exist in our state and their origins, and what we can do to eliminate these racial inequities. In so doing, we will be addressing issues of colonization, genocide, segregation, policing, and other systems of oppression that have barred Indigenous, Black, and Brown people from access to life-affirming institutions, hindering our ability to thrive in what is considered one of the best places to live in the United States.

By engaging in this seminar, participants will gain a better understanding of:

- the Indigenous peoples who make up Mni Sota Makoce (Dakota word for our state) and their ongoing efforts to fight genocide and settler colonialism
- the immigrants who make up this state, including what prompted their migration and the various ways in which racism impedes their lives
- how systems of oppression negatively affect the lives of Black, Indigenous, and People of Color in this state, especially in regard to housing, employment, education, health care, and public safety
- concrete actions we can take to be allies to each other in order to mitigate the negative effects of racism in this state

**Time Commitment:** By signing up for this course, you commit to engaging in 4 to 5 hours of equity focused reading and discussion per month for the next 6 months. You will read and watch materials on your own and then engage with your cohort during two monthly meetings. The readings will take about an average of 2 to 3 hours per month. We will meet twice per month for 1 hour each for a facilitated discussion. To get the most out of this experience, we ask you to attend both discussion sessions each month. At minimum, all attendees should plan to participate in at least one group discussion per month.

### **Seminar Atmosphere:**

Given the purpose and objectives of this Equity Challenge, this seminar will be centering the voices, perspectives, and experiences of those who have been historically marginalized and oppressed in our society. Therefore, this seminar requires you to set aside whatever preconceptions, assumptions, and perspectives you have by taking on the perspectives of others who may not look like you, think like you, or have the same lived experiences as you.

Our virtual seminar is a place where carefully thought-out ideas, arguments, and analyses are expressed. This isn't to say that we cannot process nascent ideas aloud. However, this is not a place to air out personal opinions, beliefs, or rants; rather, in order to foster an inclusive and equitable setting, thoughtful and critical thinking is to be observed. In addition, this seminar will assume that the topics and texts with which we engage are **significant, deserving your full intellectual attention**. Therefore, you will come to our seminar having completed the required texts, having understood them, and/or having questions about them.

Hateful words, personal attacks, disrespect, and bigotry **WILL NOT** be tolerated. Please interact with everyone in a thoughtful, considerate manner. Any conduct that disrupts discussion, creates a hostile learning environment for others, or harasses or threatens anyone in the seminar will be asked to leave. You must meet with SooJin and the TCDIP team before we will allow you to participate in the seminar again.

### **Minnesota Racial Equity Challenge Certification:**

Participants who engage with this course and attend at least 9 out of 12 discussion sessions will receive a certification from Twin Cities Diversity in Practice. TCDIP will publish a list of those who have received this certification and will honor recipients. To qualify for the certification, participants must:

- Complete the required reading for each session
- Attend a total of 9 discussion sessions (inclusive of make-up sessions if needed)
- Finish all modules of learning and reading

TCDIP will offer a limited number of make-up sessions for participants. There will be one make-up discussion session available at the halfway point and one at the end, with two make-up sessions available total.

### **Participating in this program is not meant to be performative. You are making a commitment.**

Our goal is that all program participants engage with readings and other materials at a meaningful and analytical level. We know that we must understand racism to begin to dismantle it.

## Seminar Schedule (Subject to Change)

### March: Colonization and Immigration

#### Week 2: March 12, 8:30-9:30 AM

- Required Reading and Videos:
  - [“The Danger of a Single Story”](#) TedTalk by Chimamanda Ngozi Adichie (18 min)
  - [“Anton Treuer’s Quest to Revive the Ojibwe Language”](#)
  - [“US-Dakota War Internment”](#) (4 min)
  - [“Our Ancestors Don’t Speak English”](#) (5 min)
  - [“The Spark That Ignited Fires”](#) Rivers of Oil Podcast (30 min)
  - Recorded Lecture: A Short History on Immigration (part 1)
  
- Suggested Workshops:
  - [Raising Antiracist White Children](#) (sign up now for April workshops)
  - [The Arc of White Womanhood](#) (7 session workshop series)

#### Week 4: March 26, 12:00 – 1:00 PM

- Required Readings, Podcast, and Video:
  - [“Minnesotanos: Latino Journeys in Minnesota”](#)
  - [“Concentration Camps in the ‘Home of the Free’ at the Southwest Border and in History”](#)
  - [Antiracist Parenting Podcast: Talking to Children about ICE and the Prison Industrial Complex](#) (1hr, 34 min – feel free to start at 17:24)
  - Recorded Lecture: A Short History on Immigration (part 2)
  
- Suggested Readings:
  - [“Sonia Sotomayor Delivers Sharp Dissent in Travel Ban Case”](#)
  - [“Viewpoint: Islamophobia has a long history in the US”](#)

### April: The Consolidation of Whiteness & Racial Segregation in MN

#### Week 2: April 9, 8:30-9:30 AM

- Required Readings and Video (PDF of articles sent by email by Dr. Pate):
  - “Suddenly White Supremacy: How Race Took Hold” in *How Race Survived U.S. History* by David Roediger
  - “Possessive Investment in Whiteness” by George Lipsitz
  - Recorded Lecture: Coming to Terms: Defining Race & Racism (30 min)
  - Recorded Lecture: White Supremacy
  - Recorded Lecture: Critical Whiteness Studies & The Consolidation of Whiteness (includes discussion of required readings) (38 min)

#### Week 4: April 23, 12:00 - 1:00 PM

- Required Readings and Video:
  - [“America Wasn’t a Democracy, Until Black Americans Made It One”](#)
  - [“Mapping Prejudice”](#)
  - [“With covenants, racism was written into Minneapolis housing. The scars are still visible”](#)
  - [“Jim Crow of the North”](#) (56 min)
  - [“How Racism Makes Us Sick”](#) (17 min)

## May: Policing in MN

### Week 2: May 14, 8:30 - 9:30 AM

- Required Reading:
  - [“Enough Is Enough: A 150-Year Performance Review of the Minneapolis Police Department”](#)
- Suggested Readings:
  - [“George Floyd’s Death and the Long History of Racism in Minneapolis”](#)
  - [“It Could Have Been Me’: Black Attorneys Reflect on George Floyd’s Death and What Comes Next”](#)
- Suggested Video: 13<sup>th</sup> (Please access through Netflix)

### Week 4: May 28, 12:00 - 1:00 PM

- Required Readings and Podcast:
  - [“George Floyd’s Salvation”](#)
  - [“How I Became a Police Abolitionist”](#)
  - [The Bad Cops: How Minneapolis protects its worst police officers until it’s too late”](#)
  - [Why is this Happening? with Chris Hayes: Abolishing Prisons with Mariame Kaba](#) (58 min)
- Suggested Readings:
  - [“In the aftermath of George Floyd killing, an uneasy discussion about racism in Minnesota’s Muslim community”](#)
  - [As a Coach and Cop in Minneapolis, Where Would He Draw the Line?”](#)

## June: Education Disparities in MN

### Week 2: June 11, 8:30 - 9:30 AM

- Required Reading and Video:
  - [“How Minneapolis, One of America’s Most Liberal Cities, Struggles With Racism”](#)
  - [“Systemic Racism Explained”](#) (5 min)

### Week 4: June 25, 12:00 – 1:00 PM

- Required Reading and Podcast:
  - [15 year later, MN schools are more segregated, and achievement gap has barely budged”](#)
  - [“Extensive Data Shows Punishing Reach of Racism for Black Boys”](#)
  - [“Black Teachers Matter E2: Alexis Pate, Innocence, and Getting to the Good”](#) (43 min)

## July: Deconstructing Whiteness, White Fragility, and Allyship

### Week 2: July 9, 8:30 - 9:30 AM

- Required Reading, Videos, and Journaling:
  - [Ally Identity Development](#) by Keith Edwards
  - Excerpts from [Me and White Supremacy](#) by Layla Saad
    - READ: Prelude (4-7); Chapters 3-4 (18-24); Part 1 (58-72) **page# on pdf**
  - [“Author Robin DiAngelo: Debunking the most common myths white people tell about race”](#) (3.5 min)
  - [“What’s My Complicity? Talking White Fragility With Robin DiAngelo”](#) (30 min)

**Week 4: July 23, 12:00 – 1:00 PM**

- Required Readings and Video:
  - [“What Happened When My ‘Progressive’ Neighborhood Decided to Have a Meeting About Racism”](#)
  - [Dear White People, This is What We Want You to Do, Inside the Kandi Dish](#)
  - [Cracking the Codes: Joy DeGruy, A Trip to the Grocery Store](#) (4 min)
  - [“5 tips for being an Ally”](#) by Franchesca Ramsey (3.5 min)

**August: MN Nice and White Supremacy**

**Week 2: August 13, 8:30 - 9:30 AM**

- Required Reading:
  - [“MN Nice reveals lingering White Supremacy”](#)
  - [“The Characteristics of White Supremacy Culture”](#)

**Week 4: August 27, 12:00 – 1:00 PM**

- Required Reading:
  - [“For People of Color, Minnesota Nice is Reminiscent of Racism We’ve Experienced”](#)
  - [Minnesota Nice? It’s like Ice”](#)
  - [“Toward a Racially Just Workplace”](#)