



WESTERN MICHIGAN UNIVERSITY
School of Social Work

Embedding Anti-Racism within SSW Policies and Culture

BRITTNEY IVY, SHANIKA LUCAS, CELESTE MERCHANT, GEORGE DAVIS,
AND PAIGE WOLFE

IMPORTANT DEFINITIONS

POWER

Access to resources that enhance one's chance of getting what one needs to live a comfortable, productive, and safe life.

PRIVILEGE

Unearned access to social power based on membership in a dominant social group

OPPRESSION

The systematic and institutional abuse of power by one group at the expense of others. An oppressive system is built around the ideology of superiority of some groups and inferiority of others, backed by legal authority and social and institutional power

SOCIAL IDENTITY

A person's sense of who they are based on their group memberships. Social identity determines not only how members define and evaluate themselves, but also how other define and evaluate them

PREJUDICE

Preconceived opinion that is not based on reason or actual experience

RACISM

Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior

WHAT TO DO IF YOU HAVE EXPERIENCED AN ACT OF RACISM?

Is it important that you always feel safe within the School of Social Work, along with other areas around campus? If you are ever in a situation where you have felt threatened, uncomfortable in an environment, or are feeling stressed and/or depressed about misrepresentation on Western Michigan University's campus, you could always:

- Talk with a staff or faculty member that you may trust
- Attend open panels hosted by the Office of Diversity and Inclusion, where the importance of representation is discussed by people within the college



Also, Sindecuse Health Center provides services such as counseling services, which are provided for the students at no cost. The Sindecuse Health Center is located on WMU's campus on 1903 W Michigan Ave, Kalamazoo, MI 49008. **Phone number:** 269-387-3287
Website: <https://wmich.edu/healthcenter/>

RESOURCES WITHIN THE COMMUNITY

CORR (GRAND RAPIDS, MI):

MISSION: TO EMPOWER AND EQUIP CHURCHES AND OTHER CHRISTIAN ORGANIZATIONS IN WEST MICHIGAN TO ORGANIZE AND DISCIPLE THEIR MEMBERS AND CONSTITUENTS TO BECOME AGENTS OF INSTITUTIONAL AND INDIVIDUAL RACIAL RECONCILIATION.

NEXT STEPS: CHECK OUT THEIR BLOG ON THEIR WEBSITE OR ATTEND A TWO-DAY WORKSHOP. ATTEND A WORSHIP SERVICE AT ONE OF THE PARTNERING CHURCHES: CHURCH OF THE SERVANT, MADISON SQUARE CHURCH, COIT COMMUNITY CHURCH.

YWCA (KALAMAZOO, MI):

Mission: Eliminate racism, empower women, stand up for social justice, help families and strengthen communities.

Website: <http://ywcakalamazoo.org/>

Next Steps: Add the agencies Facebook page for upcoming events and volunteer opportunities

METRO KALAMAZOO BRANCH NAACP (KALAMAZOO, MI)

Mission: The mission of the National Association for the Advancement of Colored People (NAACP) is to secure the political, educational, social, and economic equality of rights in order to eliminate race-based discrimination and ensure the health and well-being of all persons.

Website: <https://www.naacpkalamazoo.org/>

Next Steps: Become a member by contacting the organization

ERACCE (BATTLE CREEK, MI)

Mission: The mission of ERACCE is to eliminate systemic racism and build antiracist multicultural diversity within Michigan institutions by providing education, networking, technical assistance, and supportive resources to the region.

Website: <http://www.eracce.org/>

Next Steps: May 14-16, 2020, 2.5-day workshop Understanding & Analyzing Systemic Racism

NATIONAL CIVIC LEAGUE: BATTLE CREEK COALITION FOR TRUTH, RACIAL HEALING, AND TRANSFORMATION (BATTLE CREEK, MI)

Mission: The mission of the National Civic League is to advance civic engagement to create equitable, thriving communities. We achieve this by inspiring, supporting and recognizing inclusive approaches to community decision-making.

Website: <https://www.nationalcivicleague.org/>

Next Steps: Become a member to obtain access to the National Civic League quarterly journal and monthly newsletter.

URBAN CORE COLLECTIVE (GRAND RAPIDS, MI)

“UPLIFTING HISTORICALLY MARGINALIZED COMMUNITIES TO A PLACE OF GREATER SELF-SUFFICIENCY BY UNIFYING COMMUNITIES OF COLOR IN ORDER TO REDUCE THE EFFECTS OF SYSTEMIC RACISM.”

ADDRESS: 413 HALL ST SE #1, GRAND RAPIDS, MI 49507

NEXT STEPS: ATTEND A COMMUNITY EVENT, READ SOME ARTICLES ON THEIR WEBSITE BLOG, SUBSCRIBE TO THEIR NEWSLETTER