EMPATÍA RACIAL

un kit bilingüe de recursos para apoyarle en su aprendizaje sobre la justicia racial

Venezuela's VOICE in Oregon

www.venezuelasvoiceinoregon.org

Dear Friend,

We believe that these resources we gathered can help you learn, listen, and educate yourself about racism.

These resources have been collected for you to be used as a tool and beginning point to:

- Begin or continue developing your **critical thinking** and
- Begin or continue developing **empathy**

The importance of Solidarity is at our core values and respecting and valuing each other with our similarities and differences that make us unique is truly the beauty of harmony among the human race.

Stories matter. And this resource kit does not reflect a complete or definitive kit of race in America. This kit is just a tool of resources created for learning, listening, understanding, getting knowledge about racism and how to act to make a better world. We can prevent passing on our racial pain to the younger generations. We can heal the communities we live in and are part of by focusing on equity, love, hope, harmony, solidarity, inclusion, respect, valuing, honoring.

We as a non-profit organization that focuses its work on education, culture and humanitarian aid want to spread seeds of hope that through education we can make a better place. We are all volunteers working for our community depending on donations to continue on our mission. 100% of our donations go to serve our community and beyond. Thank you for your support. Please visit our website to learn more about us: **www.venezuelasvoiceinoregon.org**

We stand with Black Lives Matter. We are against racism, discrimination, vandalism and violence. We are Venezuelan-Americans, immigrants, and we feel their pain. Their fight is our fight.

Our Non-Discrimination Policy

Venezuela's Voice in Oregon is a 501 (c) (3) non-profit organization. Venezuela's Voice in Oregon is committed to providing an environment of respect and value of the human being that is free from discrimination because of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We will not accept any offenses like threats, insulting comments, nor any verbal offense either in person or via the internet. We unwelcome any offensive verbal conduct, any visual conduct that promotes offenses, and any conduct that makes or promotes a physical offense. None of this type of behavior is permitted at Venezuela's Voice in Oregon. We are committed to providing an inclusive and welcoming environment for all members of our organization, volunteers, staff, clients, subcontractors, vendors, partners, and clients. Venezuela's Voice in Oregon would like to reaffirm this policy and call upon all personnel to effectively pursue the policy as stated.

Querido amigo,

Creemos que estos recursos que reunimos para usted pueden ayudarlo a aprender, escuchar y educarse sobre el racismo.

Estos recursos se han recopilado para que los utilice como herramienta y punto de partida para que:

- Comience o continúe desarrollando su **pensamiento crítico** y
- Comience o continúe desarrollando **empatía**

La importancia de Solidaridad está en nuestros valores fundamentales y respetarnos y valorarnos mutuamente con nuestras similitudes y diferencias que nos hacen únicos es realmente la belleza de la armonía entre la raza humana.

Las historias importan. Y este kit de recursos no refleja un kit completo o definitivo de raza en Estados Unidos. Este kit es solo una herramienta de recursos creada para aprender, escuchar, comprender, obtener conocimiento sobre el racismo y cómo actuar para hacer un mundo mejor. Podemos evitar transmitir nuestro dolor racial a las generaciones más jóvenes. Podemos sanar a las comunidades en las que vivimos y de las que somos parte al centrarnos en la equidad, el amor, la esperanza, la armonía, la solidaridad, la inclusión, el respeto, la valoración, el honor.

Como organización sin fines de lucro que centra su trabajo en la educación, la cultura y la ayuda humanitaria, queremos difundir semillas de esperanza de que a través de la educación podamos hacer un lugar mejor. Todos somos voluntarios que trabajamos para nuestra comunidad dependiendo de las donaciones para continuar en nuestra misión. El 100% de nuestras donaciones van a servir a nuestra comunidad y más allá. Gracias por tu apoyo. Visite nuestro sitio web para obtener más información sobre nosotros: **www.venezuelasvoiceinoregon.org**

Estamos con Black Lives Matter. Estamos en contra del racismo, la discriminación, el vandalismo y la violencia. Somos venezolano-americanos, inmigrantes, y sentimos su dolor. Su pelea es nuestra pelea.

Nuestra política de no discriminación

La voz de Venezuela en Oregón es una organización 501 (c) (3) sin fines de lucro. La Voz de Venezuela en Oregón se compromete a proporcionar un ambiente de respeto y valor para el ser humano que esté libre de discriminación por raza, color, religión (credo), género, expresión de género, edad, origen nacional (ascendencia), discapacidad, matrimonio. estado, orientación sexual o estado militar, en cualquiera de sus actividades u operaciones. Estas actividades incluyen, pero no se limitan a, contratación y despido de personal, selección de voluntarios y vendedores, y provisión de servicios. No aceptaremos ningún delito como amenazas, comentarios insultantes, ni ningún delito verbal, ya sea en persona o por Internet. No aceptamos ninguna conducta verbal ofensiva, cualquier conducta visual que promueva ofensas y cualquier conducta que haga o promueva una ofensa física. Nada de este tipo de comportamiento está permitido en la Voz de Venezuela en Oregón. Estamos comprometidos a proporcionar un ambiente inclusivo y acogedor para todos los miembros de nuestra organización, voluntarios, personal, clientes, subcontratistas, proveedores, socios y clientes. La Voz de Venezuela en Oregón quisiera reafirmar esta política y hacer un llamado a todo el personal para que la apliquen de manera efectiva como se indica.

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What is racism?

Racial Equity Tools The Racial Equity Tools glossary.

Racial Equity Resource Guide Racial Domination, Racial Progress: The Sociology of Race in America. (W.K. Kellogg Foundation)

The King Center "Racism – prejudice, apartheid, ethnic conflict, anti-Semitism, sexism, colonialism, homophobia, ageism, discrimination against disabled groups, stereotypes...Racism is a philosophy based on a contempt for life. It is the arrogant assertion that one race is the center of value and object of devotion, before which other races must kneel in submission. It is the absurd dogma that one race is responsible for all the progress of history and alone can assure the progress of the future. Racism is total estrangement. It separates not only bodies, but minds and spirits. Inevitably it descends to inflicting spiritual and physical homicide upon the out-group."

What is intersectionality? Video. "Kimberlé Crenshaw, a 2017 NAIS People of Color Conference speaker, civil rights advocate, and professor at UCLA School of Law and Columbia Law School, talks about intersectional theory, the study of how overlapping or intersecting social identities—and particularly minority identities—relate to systems and structures of discrimination."

The urgency of intersectionality | Kimberlé Crenshaw TED Talk. "Now more than ever, it's important to look boldly at the reality of race and gender bias — and understand how the two can combine to create even more harm. Kimberlé Crenshaw uses the term "intersectionality" to describe this phenomenon; as she says, if you're standing in the path of multiple forms of exclusion, you're likely to get hit by both. In this moving talk, she calls on us to bear witness to this reality and speak up for victims of prejudice."

What does intersectionality feminism actually mean? "...Today, intersectionality encompasses more than just the intersections of race and gender." (International Women's Development Agency)

The Intersectionality Wars "An African American man is going to experience the world differently than an African American woman," French told me. "Somebody who is LGBT is going to experience the world differently than somebody who's straight. Somebody who's LGBT and African American is going to experience the world differently than somebody who's LGBT and Latina. It's sort of this commonsense notion that different categories of people have different kinds of experience." (Vox)

White Privilege: Unpacking the Invisible Knapsack by Peggy McIntosh and daily effects of white privilege.

Black People Need Stronger White Allies — Here's How You Can Be One "Amid COVID-19 — the novel virus that is still affecting thousands globally and has had a **disproportionate effect on Black Americans** – many are left reeling as they work to figure out how to navigate a bereft and trying social climate." (Refinery 29)

Building resilience in a racist world "For Louisa Adjoa Parker, the racism she experienced as a child was a normal part of life. But adolescence brought mental health problems that she came to realise were a direct consequence. Here she explores what individuals and society can do to acknowledge the harm." (Wellcome Collection)

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Not-racist v anti-racist: what's the difference? "John Amaechi is a psychologist, a New York Times best-selling author and a former NBA basketball player. John explained what it means to be anti-racist." (BBC Radio 1)

Anti-racist Education "What actions can teachers take to counter white supremacy?" (Teaching Tolerance)

How young people are combating anti-black racism in their immigrant communities "Second-generation Americans are organizing online to translate educational resources, combat disinformation, and express solidarity with the black community." (Vox)

Racism and the Empathy for Pain on Our Skin Empathy is a critical function regulating human social life. In particular, empathy for pain is a source of deep emotional feelings and a strong trigger of pro-social behavior. We investigated the existence of a racial bias in the emotional reaction to other people's pain and its link with implicit racist biases. (By Forgiarini, Gallucci & Maravita)

Books for adults about racism:

There There by Tommy Orange

White-Fragility: Why It's So Hard For While People to Talk About Racism by Robin DiAngelo

How To Be An Antiracist by Ibram X. Kendi

Stamped from the Beginning: The Definitive History of Racist Ideas in America
by Ibram X. Kendi

How to Be Less Stupid About Race: On Racism, White Supremacy, and the Racial Divide
by Crystal Marie Fleming

Racial Healing Allies eBook
by Tovi C. Scruggs-Hussein (free download)

So you want to talk about race by Ijeoma Oluo

Anxious To Talk About It: Helping White Christians Talk Faithfully about Racism
by Carolyn B. Helsel

Raciolinguistics: How Language Shapes Our Ideas About Race by H. Samy Alim, John R. Rickford, and Arnetha F. Ball

Films & Documentaries for adults about racism and other types opression:

13th (2016)

I Am Not Your Negro (2016)

McFarland, USA (2015)

Lee Daniels' The Butler (2013)

American History X (1998)

Schindler's List (1993, addresses anti-semitism)

Hidden Figures (2016, also addresses feminism)

The Boy in the Striped Pajamas (2008, addresses anti-semitism)

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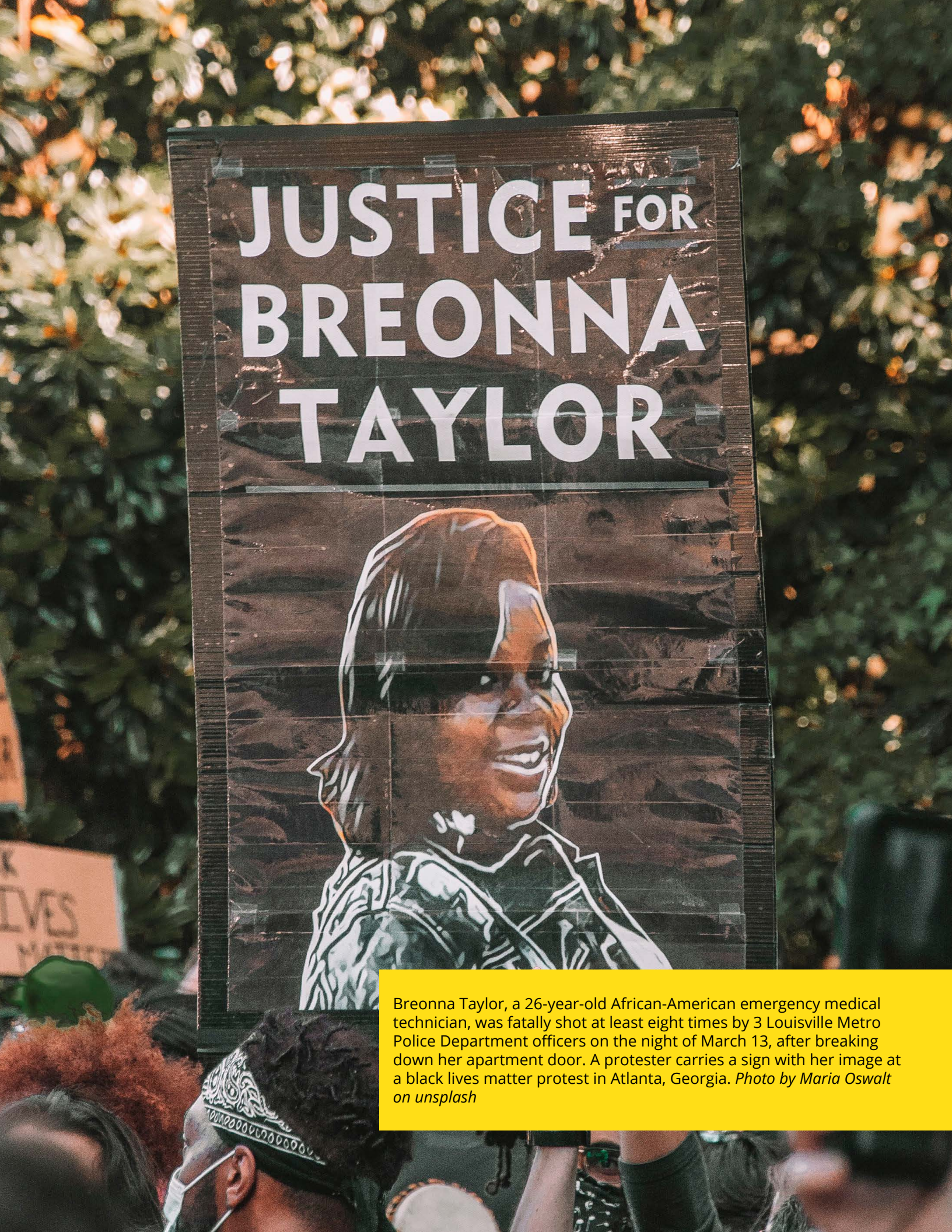

Breonna Taylor, a 26-year-old African-American emergency medical technician, was fatally shot at least eight times by 3 Louisville Metro Police Department officers on the night of March 13, after breaking down her apartment door. A protester carries a sign with her image at a black lives matter protest in Atlanta, Georgia. *Photo by Maria Oswalt on unsplash*

¿Qué es racismo?

Discriminación "Discriminar es dañar los derechos de alguien simplemente por ser quien es o por creer en lo que cree. La discriminación es nociva y perpetúa la desigualdad." (Amnesty International)

¿Qué es el racismo y qué tipos de racismo hay? "Miles de personas se han visto obligadas a huir de sus hogares debido a las persecuciones por motivos de raza. Muchos siguen sin poder regresar a sus países." (ACNUR)

¿Qué es el movimiento Black Lives Matter y por qué se creó? "El movimiento 'ayudó a impulsar la conversación en torno a la violencia' policial y estatal contra las personas negras, dice su página web, agregando que el compromiso del movimiento es 'luchar juntos e imaginar y crear un mundo libre de anti-negrura, donde cada persona negra tenga el poder social, económico y político para prosperar.' " (CNN En Español)

Amueblarse la cabeza para combatir el racismo "Cuando falla el sentido común, la única red que nos queda es la de los artefactos culturales. Pero a menudo nuestra conciencia tiene la mecha muy corta. El verdadero desafío consiste en mantener la tensión en el plano intelectual, cuando las pancartas desaparezcan de las calles y los telediarios." (CulturPlaza)

Antifa: el grupo que Donald Trump planea designar como terrorista "...Antifa es un movimiento de activistas cuyos seguidores comparten filosofía y tácticas. Han dado a conocer su presencia en protestas en todo el país en los últimos años, incluida la **manifestación "Unite the Right"** en Charlottesville, Virginia, en 2017." (The New York Times)

Videos sobre el racismo y lo que está ocurriendo:

Racismo y Xenofobia – Vídeos Recursos de videos educativos sobre el temas de racismo y xenofobia. EducaTolerancia.org es una website recursos educativos, tolerancia y derechos humanos. (EducaTolerancia.com del Gobierno de España)

El Anti-Racismo Latinoamericano en Tiempos 'Post-Raciales' "Este proyecto investiga prácticas e ideologías anti-racistas en Brasil, Colombia, Ecuador y México. El proyecto contribuye a encarar problemas de racismo y desigualdad racial en la región e interviene en los actuales debates sobre cómo conceptualizar y nombrar al racismo, el anti-racismo, la discriminación y la idea de raza." (El Departamento de Sociología de la Universidad de Cambridge.)

La reflexión viral de Muhammad Alí sobre el racismo en Estados Unidos Video con títulos en Español. (Mundo Deportivo)

George Floyd | Las protestas contra el racismo en EEUU llegan hasta la Casa Blanca "Sexta noche de protestas en numerosas ciudades contra el racismo en Estados Unidos tras la muerte de George Floyd." (Noticias El País)

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What do you know about police brutality and systemic racism?

Systemic racism explained: Four dimensions of racism and how to be part of the solution
You've likely heard the term "systemic racism," but do you know what it means? KGW talked to the experts to break it down and to give us the tools to address it.

UN Report on Racial Disparities "The United States criminal justice system is the largest in the world. At yearend 2015, over 6.7 million individuals were under some form of correctional control in the United States, including 2.2 million incarcerated in federal, state, or local prisons and jails. The U.S. is a world leader in its rate of incarceration, dwarfing the rate of nearly every other nation." (The Sentencing Project)

There's overwhelming evidence that the criminal justice system is racist. Here's the proof. Here's the overwhelming proof. "...The term "systemic racism," [is] often wrongly interpreted as an accusation that everyone in the system is racist. In fact, systemic racism means almost the opposite. It means that we have systems and institutions that produce racially disparate outcomes, regardless of the intentions of the people who work within them." (The Washington Post)

Audit Finds Portland's Gang Patrol Officers Disproportionately Target African Americans
"According to the audit office's report, 59 percent of drivers that GET officers pull over are African American." (Portland Mercury)

The State of Black Oregon 2015 "The State of Black Oregon 2015 provides a clear, urgent call and path forward for a Black Oregon policy agenda." (Urban League of Portland)

Racial and Ethnic Disparities and the Relative Rate Index Report Summary of Data in Multnomah County. (Safety + Justice Challenge)

Nearly Six Million Kids Are Impacted by Parental Incarceration "Close to six million kids in America have experienced losing a parent to prison or jail at some point in their lives." (The Annie E. Casey Foundation)

Turning Off the School-to-Prison Pipeline "Zero-tolerance practices of exclusionary discipline fuel school failure and push students into the justice system. Inclusive school climates with restorative practices foster academic success leading to positive life outcomes." (Reclaiming Children and Youth Journal)

Amid Brutal Responses To Protesters, Will Moments Of Solidarity Bring Real Change?
"The nationwide demonstrations in the wake of George Floyd's killing have been met at times with heavy-handed police tactics that include beatings, the use of tear gas and rubber bullets fired into crowds...In a handful of cities large and small, from Miami to Scenectady, N.Y., to **Portland, Ore.,** some officers have knelt in solidarity, and a few have even marched with protesters demanding police reforms." (NPR)

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¿Qué sabes de la brutalidad policial y racismo sistémico?

Videos sobre la brutalidad policial y el racismo sistémico:

Resolución de la ONU condena el racismo sistémico, sin mencionar a EEUU Una resolución que condena el racismo sistémico y la violencia policial fue adoptada unánimemente por el Consejo de Derechos Humanos de la ONU, tras la retirada de una mención que criticaba específicamente a Estados Unidos. (AFP Español)

Conozca Algunas Formas De Combatir La Violencia Policial Contra La Comunidad Afrodescendiente "Históricamente, las organizaciones ambientales lideradas por blancos que alguna vez ignoraron el racismo ambiental finalmente se unen a una gran lucha por la justicia." (Earth Justice)

Violencia Policial "Con demasiada frecuencia no se lleva ante la justicia a los agentes que han matado o herido a personas al hacer uso ilegítimo de la fuerza. Por eso es tan importante que conozcas tus derechos, y que sepas lo que la policía está autorizada a hacer y lo que no." (Amnesy International)

Racismo, brutalidad policial y COVID-19 en Estados Unidos "La pandemia revela lo que los videos de teléfonos celulares y cámaras corporales han expuesto cada vez más y lo que las comunidades de color han sabido por mucho tiempo: el racismo está bien vivo en Estados Unidos y tiene consecuencias letales." (Democracy Now!)

Nueve películas para comprender el racismo y las protestas en Estados Unidos "El audiovisual, en todas sus formas, se ha acercado en múltiples ocasiones al racismo estructural y la violencia policial contra la que hoy protestan miles de estadounidenses: rescatamos algunos títulos imprescindibles" (El Diario)

Charla Latina y Por Qué Las Vidas Afrodescendientes Importan: ¿Cómo se llegó a este punto? "Este video da algunos ejemplos de la historia que la comunidad afro-americana ha vivido en este país." (por Osmani R. Alcaraz-Ochoa)

Charla Latina y Por Qué Las Vidas Afrodescendientes Importan: ¿Cómo podemos apoyar? "Este video comparte 4 puntos que la comunidad latina no negra puede hacer para solidarizarse con Black Lives Matter." (por Osmani R. Alcaraz-Ochoa)

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Want to learn more about racism in North America?

The Race Gap: "From birth to death, Black people face systemic disadvantages in American lifemore than 150 years after slavery was abolished." (Reuters)

Juneteenth.com Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States.

How Prison Labor is the New American Slavery and Most of Us Unknowingly Support it
"If you buy products or services from any of the 50 companies listed [in the article] (and you likely do), you are supporting modern American slavery." (Return To Now)

Your income predicts how well you can socially distance "The Covid-19 mortality rate for Black Americans is 3.7 times higher than the rate for white Americans, due in large part to unequal access to health care. Latinx people are 2.5 times more likely to die of the disease than white people...Your income predicts how well you can socially distance...America's rich used to move around more than the poor. When Covid landed, that flipped: The wealthy now work remotely, while essential workers toil." (Wired Magazine)

The Color of Coronavirus: COVID-19 deaths by race and ethnicity in the U.S. "Our ongoing Color of Coronavirus project monitors how and where COVID-19 mortality is inequitably impacting certain communities—to guide policy and community responses to these disproportionate deaths...Our latest update reveals continued wide disparities by race, most dramatically for Black and Indigenous Americans. We also now adjust these mortality rates for age, a common and important tool that health researchers use to compare diseases that affect age groups differently. This results in even larger mortality disparities observed between Black, Indigenous, and other populations of color relative to Whites, who experience the lowest age-adjusted rates nationally. (APM Research Lab)

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¿Quisiera saber más del racismo en Norte América?

Racismo, la herida abierta de América "Ciento cincuenta y siete años después de abolirse la esclavitud, la comunidad afroamericana sufre una desigualdad sangrante." (El Independiente)

Una línea de tiempo incompleta de racismo, vigilancia y resistencia en los Estados Unidos
Slides o láminas presentadas en forma cronológica mostrando eventos resaltantes sobre el racismo en Estados Unidos.

¿De dónde proviene el asentado racismo que sufre Estados Unidos? "La muerte George Floyd a manos de un policía en Minneapolis, cristalizó la indignación mundial contra el racismo. Una discriminación que en Estados Unidos se manifiesta desde hace 400 años, con el primer asentamiento de esclavizados en Jamestown." (France 24)

¿El origen del racismo en EEUU? Las claves de la 'Colonfobia' desatada en el país "La muerte de George Floyd ha desatado la ira hacia la figura de Cristóbal Colón, muchas de cuyas estatuas están siendo atacadas. Para algunos, el genovés simboliza la unión entre dos continentes y el espíritu emprendedor americano; para otros, la colonización y desposesión indígena y el origen del racismo en Estados Unidos." (Público)

George Floyd: el dolor y la ira sacuden unas 50 ciudades de EE.UU. tras la muerte del hombre afroestadounidense bajo custodia policial "La indignación por la muerte de otro afroestadounidense a manos de la policía de EE.UU. se esparce como un polvorín de ira y dolor por todo el país." (BBC)

Protestas contra el racismo en Estados Unidos: qué es la "fuga blanca" y cómo derivó en la segregación de las ciudades del país "Después de que los tribunales establecieran que la eliminación de la segregación racial requería la mezcla de razas en escuelas públicas, muchas personas blancas respondieron mudándose a los suburbios, donde todo el distrito era blanco y los centros escolares aún estaban segregados de facto", cuenta Ford, catedrático de Derecho en la Universidad de Stanford." (BBC)

Videos sobre el racismo en Norteamérica:

Historia de la lucha contra el racismo en Estados Unidos " 'Hemos aprendido a volar como los pájaros, a nadar como los peces, pero no hemos aprendido el sencillo arte de vivir como hermanos.' Estados Unidos, una vez concluida la guerra de Corea en 1953, se consolida como la economía número 1 del mundo. Mientras la economía crecía, el racismo permanecía."

Documental: El Racismo en Estados Unidos (traducido al Español)

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How is this connected to Oregon's history?

A Hidden History "...I learned Oregon was created as a white utopian homeland. That Oregon was the only state that entered the Union with a clause in its constitution forbidding Black people to live here." (Oregon Humanities)

Oregon was America's first and only state to begin as 'whites-only' "Oregon's original constitution banned black people from the state, and the law stayed in the constitution for well over 100 years." (The Washington Post)

A Racist History Shows Why Oregon Is Still So White "Americans across the country have demonstrated for over a week now against systemic racism and police brutality. For many people, the protests have forced uncomfortable conversations about white privilege and the generations of prejudice against Black people and other people of color in the United States." (Oregon Public Brodcasting)

Ku Klux Klan "Fiery crosses and marchers in Ku Klux Klan (KKK) regalia were common sights in Oregon and the nation during the 1920s." (The Oregon Encyclopedia)

Oregon Has an Ugly Racial History. Kerry Tymchuk's Job Is to Make Sure We Never Forget It. "The head of the Oregon Historical Society weighs in on the renaming of schools, the removal of monuments, and the Oregon historical figure who has an entire county named after him, and probably shouldn't." (Willamette Week)

Eric Ward Feared Someone Would Be Killed in Portland's Street Battles. He's More Worried by What's Next. "Portland has become a proxy for a reelection campaign, and for alt-right and white nationalist paramilitaries and vigilantes who want to live out their fantasy of racial war." (Willamette Week)

Neighbors reflect on 100 days of Portland protests Interviews and video. (KATU 2 Portland)

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¿Cómo está esto conectado a la historia de Oregón?

Orígenes de Oregon como estado racista sigue teniendo repercusiones hoy "La historia de discriminación y supremacía blanca de Oregon comenzó desde el momento en que nació." (KUNP TV Univision Portland)

Los disturbios de Portland reflejan su historia de izquierdismo y racismo "Para Portland, los conflictos sociales y los disturbios callejeros no son novedad. Esa ciudad del estado de Oregon tiene una larga historia de activismo obrero." (Metro Libre)

Oregón, el estado de EE. UU. que no deja de protestar contra el racismo "Se trata, además, de una ciudad y un estado marcados por constantes tensiones históricas cuya población siempre ha estado muy dividida." (El Espectador)

Las protestas contra el racismo nunca cesaron en Oregon. Trump amenaza con enviar militares Oregon "no ha visto descanso desde que estallaron las protestas por la muerte de George Floyd." (La Red 21)

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An sign in a Portland storefront banning African Americans from entering the establishment. Segretation was practiced in the State of Oregon until the 1970s. *Photo taken in 1943, courtesy of the Oregon Historical Society*

Black Lives Matter marchers rest on the Burnside Bridge in Portland, Oregon for 8 minutes and 46 seconds in honor of George Floyd. *Photo by Henryodell - Own work, CC BY-SA 4.0, https://commons.wikimedia.org/w/index.php?curid=90906667*

What can we do to improve this situation?

Can Empathy Reduce Racism? A new study suggests we can keep our prejudices in check by trying to see the world through someone else's eyes. (Greater Good Magazine)

10 Steps Towards Bridging Our Painful Racial Divide An article offering 10 steps we can each take to step out of the shadows of silence. “There is a cure against racism. The deep wounds can be healed but the healing process is intricate, deliberate and will require involvement from those who have previously remained silent.” (Not In Our Town)

Talking About Race An online portal to help families, individuals, and communities talk about racism and commit to being antiracist. (National Museum of African American History & Culture)

Understanding the power of listening when having conversations about race "Emotions are strong right now as the nation comes together to protest racial injustices and the death of George Floyd, bringing on some difficult conversations. But for many, instead of talking, this might be the time to learn how to listen instead of talk." (Fox 2 Detroit)

Racism Grows In Places Black People Cannot Reach: An Expert Opinion On Active Listening "As business leaders begin to confront this overwhelming subject, it is essential that we be solution focused and mindful of the emotional labor that this kind of work requires." (Forbes)

Five Steps Latinos Can Take to Combat Anti-Blackness “The culture of the United States has been built on a racial binary designed to exclude and oppress the descendants of Africans brought into this country against their will. Anti-blackness is not the occupation of hateful individuals, rather it is embedded within the very notion of race in the US, and reflected in all of its institutions. As Latinos – which is, itself a designation of ethnicity, not race – we often find ourselves struggling to stake out a place within this rigid racial landscape, while dealing with our own internalized biases and societal pressures to assimilate into whiteness”. (Remezcla)

Latinos must confront ‘ingrained’ anti-black racism amid George Floyd protests, some urge “White-presenting Latinos should use this time to reconcile with their privilege and acknowledge that black people are already part of their community, said a young Afro-Latinx.” (NBC News)

Artist creates mural in NE Portland honoring George Floyd, Ahmaud Arbery and Breonna Taylor “A local artist is showing his support for the protests, using artwork.” (KPTV FOX 12 Oregon)

The White Women Of Portland, Oregon Aren't Listening "The Wall of Moms and Naked Athena failed to hear what their local NAACP and Black Lives Matter movement requested of them as allies. However, with the cacophony of voices and continued violence in the streets of America, we all, in various ways, are missing the vital importance of listening." (WGBH)

153 Ways to Donate in Support of Black Lives and Communities of Color Including victim memorial funds, bail funds, mental-health organizations, policy-reform organizations, Black LGBTQ organizations, and more. (New York Magazine)

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¿Qué podemos hacer para mejorar esta situación?

Estrategias y actividades para reducir los prejuicios racistas y el racismo Esta herramienta digital nos ayuda a responder a las siguientes preguntas: ¿Qué son los prejuicios racistas y el racismo? ¿Por qué es importante reducir los prejuicios racistas y el racismo? ¿Cómo reducir los prejuicios racistas y el racismo? (Caja de Herramientas Comunitarias)

Trabajar la empatía como clave ante el racismo Hay temas que son difíciles de abordar con los niños: la muerte, el sexo, el racismo... Nos preocupa no saber qué decir, no tener las contestaciones "adecuadas". Sin embargo, la actualidad es la que es y difícilmente en los últimos días ha sido posible quedarse al margen de las protestas anti-raciales que asolan Estados Unidos y que, paulatinamente, han ido expandiéndose también a otros países. Aunque el racismo nos parezca—y lo es—un tema complejo y difícil de compartir con los niños, sí que debemos tener una cosa clara: no es necesario saber todas las respuestas para mantener una conversación al respecto. (My Family Lab)

5 Maneras que los latinos podemos combatir la anti-negritud "La cultura de los Estados Unidos se ha construido sobre un racismo sistemático que fue diseñado para excluir y oprimir a los descendientes de africanos traídos a este país en contra de su voluntad. La anti-negritud no es solo profesada por individuos llenos de odio, sino que está incrustada en la percepción que se tiene acerca de las razas en los Estados Unidos, y se refleja en todas sus instituciones. Como latinos—que en realidad pertenecemos a una etnia, y no a una raza—a menudo luchamos para encontrar nuestro lugar dentro de la complejidad de este escenario racial, mientras nos enfrentamos a nuestros propios prejuicios y a la presión social de asimilarnos a la cultura blanca." (Remezcla)

7 canciones para combatir el racismo "La música siempre ha sido una de las grandes aliadas de la denuncia social y la lucha antirracista. Por esta misma razón, nos sentimos obligados a realizar esta lista de siete canciones de habla hispana que hayan contribuido a la denuncia del racismo. Sabemos que faltan muchas en este texto y estaremos encantados de recibir vuestras aportaciones, pero ahí van nuestras propuestas." (Es Racismo)

19 formas de combatir el racismo "Pero aún así, es una pregunta que merece una respuesta seria. Aunque tengo muchos amigos negros cercanos, aunque no me considero racista y aunque también soy una minoría en este país, es una pregunta en la que he estado pensando." CNN En Español)

Recursos Antirracistas en Español Esta lista incluye recursos del contexto estadounidense, latinoamericano y español ya que el racismo es un tema global y no exclusivo a los Estados Unidos. Estos recursos incluyen temas sobre la comunidad negra y los pueblos originarios. (The Primary School)

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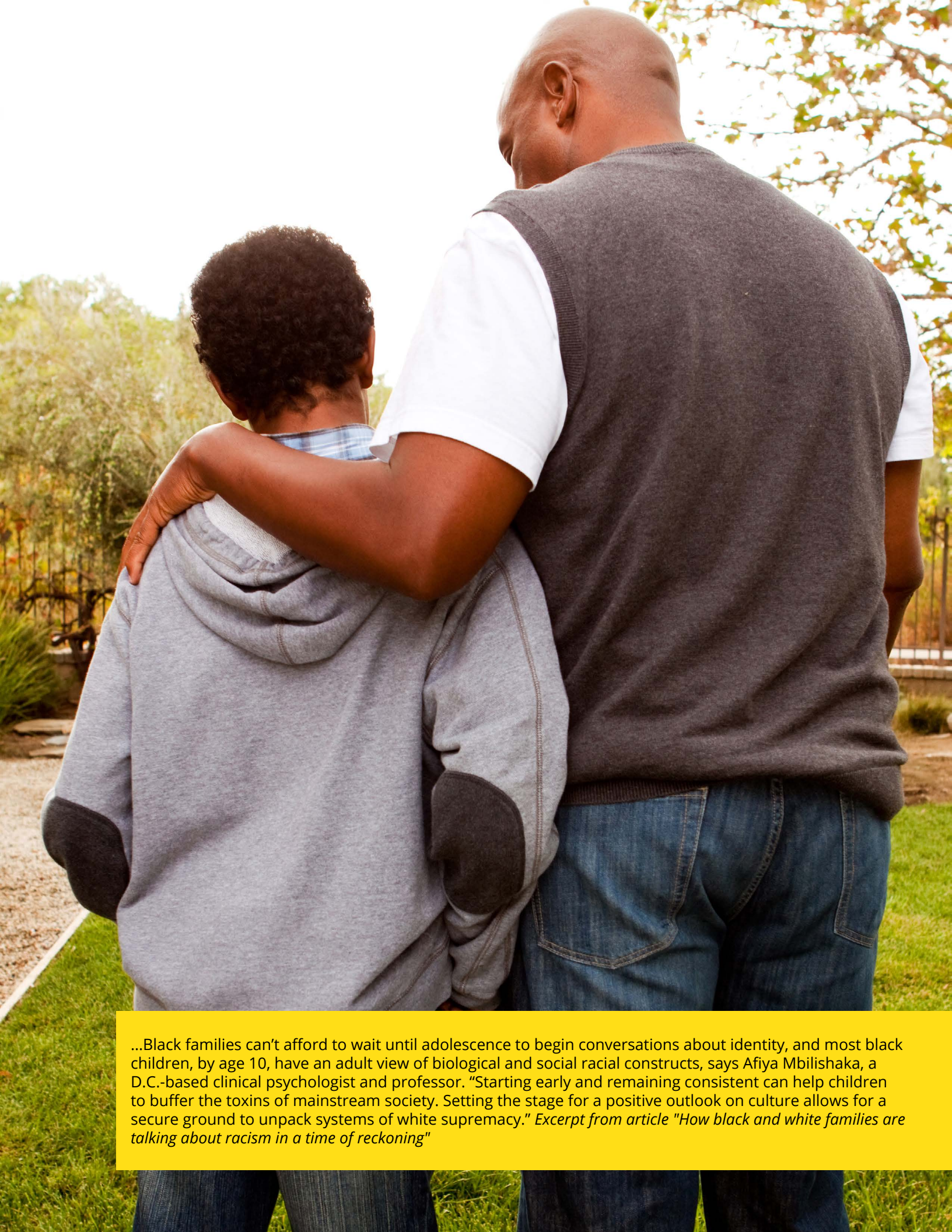

...Black families can't afford to wait until adolescence to begin conversations about identity, and most black children, by age 10, have an adult view of biological and social racial constructs, says Afiya Mbilishaka, a D.C.-based clinical psychologist and professor. "Starting early and remaining consistent can help children to buffer the toxins of mainstream society. Setting the stage for a positive outlook on culture allows for a secure ground to unpack systems of white supremacy." *Excerpt from article "How black and white families are talking about racism in a time of reckoning"*

How do we talk to children about racism?

Let's Talk about Race Resources for parents, teachers, educators. (Smore Online Magazine)

Your Kids Aren't Too Young to Talk About Race: Resource Roundup Resource page with articles, podcasts, books, toys, and more. "So you've realized your kids aren't too young to talk about race, so now what? We've rounded up some resources for you to start." (Pretty Good infographics)

Let's Raise a Generation of Children Who Are Thoughtful, Informed, and Brave About Race Resource page with articles, webinar, books recommendations and more. (EmbraceRace)

Talking to Kids about Racial Violence Advice on how to speak with children about racial violence and book recommendations. (The New York Times)

Talking About Racism and Violence: Resources for Educators and Families "The following resources can help promote deeper understanding around the issues of racism and violence...even at a distance." (Colorín Colorado – a bilingual site)

How black and white families are talking about racism in a time of reckoning Black families are shocked but not surprised by George Floyd's death. Minority parents...have been paying close attention and having these uncomfortable conversations with their children. But what about white families? Are they sitting their children down to discuss how to interact with the police, how to avoid suspicion? (The Washington Post)

Books for children about racism:

A Baobab is Big by Jacqui Taylor

Young Water Protectors
by Aslan and Kelly Tudor & Jason Eaglespeaker

All the Colors We Are / Todos los colores de nuestra piel by Katie Kissinger

Little Leaders: Bold Women in Black History
by Vashti Harrison

Let's Talk About Race by Julius Lester

The Legend of the Colombian Mermaid
by Janet Balleta

Separate is Never Equal by Duncan Tonatiuh

Something Happened in Our Town
by Marianne Celano PhD

Saturday by Oge Mora

I Walk with Vanessa by Kerascoët

Speak Up by Miranda Paul

Train Your Dragon To Do Hard Things
by Steve Herman

We're different, We're the Same by Bobbi Kates

It's OK to be Different by Sharon Purtill

The Peace Book by Todd Parr

Ellie Marches On by Audra Notgrass

The March on Washington by Bonnie Bader

Momma, Did You Hear The News?
by Sanya Whittaker Gragg PhD

The Big Umbrella by Amy June Bates & Juniper Bates

Unique and Wonderful by Dee Smith

Whoever You Are by Mem Fox

I'm Mixed! by Maggy Williams

Race Cars: A Children's Book About White Privilege by Jenny Devenny

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¿Cómo le hablamos a los niños del racismo?

Cómo hablar con los niños sobre los prejuicios raciales "Dados los eventos trágicos y racistas que hemos visto recientemente, muchos padres se enfrentan a sus propios sentimientos, a las esperanzas que tienen para sus hijos y a la dificultad para ayudarlos a **crecer** en un mundo lleno de prejuicios raciales." (Healthy Children)

10 consejos para enseñar y hablar con los niños sobre la raza EmbraceRace es una comunidad multirracial dedicada a compartir y desarrollar las mejores prácticas para criar y cuidar a los niños, todos los niños, en el contexto de la raza.

Ayude a sus hijos a tomar medidas contra el racismo "Guiar a nuestras niñas a aprender a reconocer y desafiar las estructuras y prácticas que alimentan la desigualdad y causan daño les ayuda a desempeñar un papel activo en la creación del cambio positivo que nuestra sociedad necesita." (Girl Scouts)

Hablando con sus hijos sobre la Raza "Yo recuerdo ser niña pequeña, sacando lapicero tras lapicero de color de su caja, tratando de encontrar el color perfecto para pintar la piel de las imágenes en los libros de colorear en frente de mí. El problema siempre era el mismo; mi color de piel no existía en la caja...No me habían enseñado preferir representaciones de mi propio color, ni me habían dicho que juguetes y personajes de la televisión que se parecían a mi eran difíciles de encontrar." (Penfield Building Blocks)

¿Cómo hablo con mi familia sobre lo que está pasando con #BLACKLIVESMATTER? (Slides/láminas de Instagram)

Los niños, la raza y el racismo por Derman-Sparks, Tanaka Higa, & Sparks

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The experts agree that "White parents should begin discussing racism upon a child's exposure to the media, and when it happens, they should recognize that they are not the authorities on the topics of racism and police brutality," she says. "Caution should be taken to not 'whitesplain' racism, even to their own children," meaning when a white person explains something and adds their own bias, often in a condescending tone.
Excerpt from article "How black and white families are talking about racism in a time of reckoning"

What do we know about Venezuelan history and racism?

Differences of Perspective: An Examination of Racism and Ethnic Minorities in the Bolivarian Republic of Venezuela "Throughout their history, all states must address the issues of ethnicity, culture, and racism in their societies." (Glendon Journal of International Studies)

The Full Body Venezuelan Blackface "Now that we denounce the many faces of racism in North America, as Venezuelans we must recognize the burden of our discrimination is still alive." (Caracas Chronicles)

Moving to Venezuela, A Land in Turmoil "Nicholas Casey, a New York Times correspondent, shared moments from his first 30 days living in Venezuela, a country in the midst of great tumult and change." (The New York Times)

Venezuelan Mom Against Racism "The Ugly Truth: Venezuela's rarely recognized Racism." (Little Nomadas)

Are Race and Class at the Root of Venezuela's Political Crisis? "To understand the issue of racial identity in Venezuela, it is necessary to go back into history." (VOA News)

Afro-Venezuelans - History and Cultural Relations "The history of slave resistance in Venezuela, both in the form of insurrections and runaway communities, began quite early." (Every Culture)

Los Africans y Simon; Luchando Para Independencia "Black-Venezuelans played a decisive role in the struggle for the nation's independence from Spain." (MimiTVA)

Venezuela Want to know more about Venezuela? Explore this extensive hub of resources about Venezuela. (Latin American Network Information Center)

Venezuela is known as a 'Coffee and Milk' country because of its high prevalence of mixed races and ethnicities. Fifty one percent of the population is mestizo (of mixed European and Amerindian ancestry) or mulato-mestizo (African, European, and Amerindian); about 43% of Venezuelans are of European lineage, and one-tenth have full African ancestry. Three percent of the population is of full Amerindian ancestry.

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¿Qué sabemos de la historia de Venezuela y el racismo?

¿Hay o no hay racismo en Venezuela? por Angelina Pollak-Eltz

Claro que sí hay racismo en Venezuela "El venezolano bienpensante suele creer que no hay racismo en este país, que aquí nos decimos "negrito" y "negrita" por cariño y todo bien. Pero esa es apenas la capa superficial. Hay que raspar un poco más y encontraremos otras verdades desagradables. Sifrizuela lo hace en este texto." (El Pais: ELestimulo)

Mestizaje y petróleo: Las deudas culturales e institucionales en el reconocimiento de la afrovenezolanidad En Venezuela hay pardos, morenos, pero nunca negros: 'aquí todos somos café con leche.' A lo largo del texto analizaré la relación existente entre la construcción del Estado petrolero y la consolidación de un discurso integracionista del mestizaje, así como de la venezolanidad, que olvida progresivamente las desigualdades bajo una idea extractivista y redistribucionista de la nación. (Andrea Duarte)

Venezuela mestiza, pero profundamente racista "Somos 'café con leche,' dice la conseja popular. Pero a pesar de que Venezuela celebra cada año el Día Internacional de la Eliminación de la Discriminación Racial, y enarbola una ley para garantizar la igualdad, no se libra de casos de exclusión por causa del origen y rasgos fenotípicos." (El Pais: ELestimulo)

Racismo y Violencia de Estado en Venezuela "Professor Keymer Ávila de la Universidad Central de Venezuela habla de la violencia estatal. Cada año las fuerzas de seguridad en Venezuela matan miles de jovenes empobrecidos y racializados." (NACLA)

Racismo en Venezuela: Seis Testimonios "Con la ola de protestas raciales en EEUU, ha brotado el discurso de que nosotros no discriminamos por el color de piel. Estas historias ponen eso en cuestión." (Cinco 8)

Racismo en Venezuela Detrás de las Cámaras Reportaje del racismo en Venezuela. (Televen TV)

Racismo en el mundo: ¿Existe también en Venezuela? Este video se produjo después de la muerte de George Floyd (Noticias 24)

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8 Are there famous Afro-Venezuelans?

Afro-Venezuelans - History and Cultural Relations Brief history of the presence of African culture in Venezuela since the 16th century. (Every Culture)

Notable Afro-Venezuelans "In the 2011 census, 3.6% of Venezuelans self-identified as Afro-Venezuelan. Race is also perceived differently in Venezuela, for example: In the United States, Barack Obama is considered black, but in Venezuela he would be considered **pardo** and **mulatto**. Similar to Brazil, in Venezuela, people tend to be categorized by how they look, such as: 'moreno', 'negro', 'bachaco', etc. rather than actual ancestry. Encyclopedia Britannica estimates that at least one-tenth of Venezuelans (3 million) have relatively pure Sub-Saharan African ancestry. The Brilliant Maps calculates that Afro-descendants comprise 4% of the Venezuelan population. However, most Venezuelans claim some African blood, and Afro-Venezuelan culture is acknowledged as a vital component of national identity". (Wikipedia)

Some notable Afro-Venezuelans:

- **Bobby Abreu**, professional baseball for the New York Mets
- **Jose Acevedo**, track and field athlete
- **Ronald Acuna Jr.**, professional baseball player for the Atlanta Braves
- **Elvis Andrus**, professional baseball shortstop for the Texas Rangers
- **Damaso Blanco**, professional baseball player for the San Francisco Giants
- **Pedro Camejo**, Venezuelan soldier who fought with the royal army
- **Susan Carrizo**, Miss World Venezuela 2005
- **Hugo Chávez**, politician, former president of Venezuela (1999–2013)
- **Oscar D'León**, musician *(pictured to the right)*
- **Wuilker Faríñez**, goalkeeper for the Venezuela national football team
- **Carl Herrera**, professional basketball player
- **Odubel Herrera**, professional baseball player
- **Gledys Ibarra**, actress
- **Carolina Indriago**, Miss Venezuela 1998
- **Aristóbulo Istúriz**, Venezuelan politician
- **Argelia Laya**, educator, political activist, philosopher, co-founder and president of the political party MAS (Movimiento Al Socialismo)
- **Betsayda Machado**, musician, singer
- **Morella Muñoz**, musician, singer
- **Salvador Pérez**, professional baseball player
- **Allan Phillips**, music producer
- **Esther Pineda G**, sociologist and feminist writer
- **Rodrigo Riera**, guitarist and composer
- **Yulimar Rojas**, track & field athlete
- **Magdalena Sánchez**, singer
- **Pablo Sandoval**, professional baseball third baseman for the Boston Red Sox
- **Ainett Stephens**, television personality and model
- **Jictzad Viña**, Miss Venezuela titleholder for 2005
- **Franklin Virgüez**, actor, comedian

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A few famous and talented Afro-Venezuelans, clockwise:
Top left: Yulimar Rojas, Olympic silver medallist in the Triple Jump;
Top right: Bobby Abreu, professional baseball player of six MLB teams;
Bottom right: Oscar D'León, affectionately called The Lion of Salsa;
Bottom left: Carolina Indriago, Miss Venezuela 1998 and Miss Universe 1999 3rd-Runner Up, CC BY-SA 4.0

What resources are there about racism in Latin America and the Spanish-speaking world?

Books for adults about racism in Venezuela:

Racism and Discourse in Latin America by Teun A. van Dijk (Chapter 9: *Discourse and Racismo in Venezuela: A* "Café Con Leche" *Country*)

Ethnicity and Revolution: The Political Economy of Racism in Venezuela by Jesús María Herrera Salas

Café Con Leche: Race, Class, and National Image in Venezuela by Winthrop R. Wright

Open Veins of Latin America: Five Centuries of the Pillage of a Continent by Eduardo Galeano

TV & Films for adults about racism (and other types of opression) in Venezuela:

Pelo Malo (2013)

Hermano (2010)

Bolívar (2019, Netflix Series)

Azul y No Tan Rosa (2012, addresses homophobia)

'Pelo Malo' Director Mariana Rondón: Why Her Movie Hits A Nerve For Latinos born with Afro-textured, curly hair or kinky hair–referred to as pelo malo or "bad hair" in Latin America and the Caribbean–their experiences can be quite intense and in many cases negative...Precisely because Afro-textured hair holds such a complex, racial history in our home countries, it can be tricky to explore as a topic. But in the skillful hands of Venezuelan director/writer Mariana Rondón, black hair is a window into Latin America's soul. (NBC News)

Blogs about Afro-Latinx identity

The LatiNegrxs Project "The core of The LatiNegrxs Project's mission is anti-oppression and supports equity in access and representation for LatiNegrxs everywhere... We actively seek to promote the narratives and perspectives of LatiNegrxs worldwide. This means that although differences of opinions may arise within the collective, as a group and as an anti-oppression project, we are actively against any harm, violence, or injustice based on physical, mental, emotional, intellectual, or sexual identities, abilities, or preferences. We promise transparency-in terms of our privilege(s), our position on the issues, and our accountability process."

Ain't I Latina? "Ain't I Latina? is an online destination created by an Afro-Latina for Afro-Latinas. Inspired by the lack of representation in mainstream media, as well as Spanish-language media, Janel Martinez, a now 30-year-old journalist and New York native, wanted to create a space where millennial Latinas can celebrate their diversity."

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¿Qué recursos hay relacionados al racismo en América Latina y el mundo hispano?

Afrolatinos y el racismo: conversaciones incómodas "El racismo existe en toda Latinoamérica y también dentro de la comunidad latina en Estados Unidos. Debemos empezar a hablar del tema, aunque sea doloroso." (The New York Times)

Recursos sobre el racismo y anti-negro/anti-negritud en Latinoamerica en Español "Excelente fuente de variedad de recursos sobre el racismo en varios países en Latinoamérica y en España. Artículos, noticias, redes sociales, libros, películas y más." (Dash Harris para Radio Caña Negra)

Recursos antirracistas en español "Esta lista incluye recursos del contexto estadounidense, latinoamericano y español ya que el racismo es un tema global y no exclusivo a los Estados Unidos. Estos recursos incluyen temas sobre la comunidad negra y los pueblos originarios." (League of United Latin American Citizens)

Libros para adultos sobre racismo en el mundo latino/hispano:

Afrodescendientes en el Istmo de Panamá
por Melva Lowe de Goodin

Ser Mujer Negra en España
por Desirée Bela-Lobedde

Y Tú, ¿Por Qué Eres Negro?
Por Rubén H. Bermúdez

Por Estas Calles Bravas por Piri Thomas

Autobiografía de Juan Francisco Manzano

Mujeres, Raza y Clase por Angela Y. Davis

Las Venas Abiertas de América Latina
por Eduardo Galeano

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What are some organizations in Oregon supporting immigrants and people of color?

¿Cuáles son algunas organizaciones que apoyan a los inmigrantes y personas de color?

Note: Most of the listed resources provide bilingual services in Spanish and English

Resources for Supporting Racial Justice in Oregon "Learn about how to get involved with local organizations that have been fighting for decades for racial justice."

Coalition of Communities of Color "The Coalition of Communities of Color's mission is to address the socioeconomic disparities, institutional racism, and inequity of services experienced by our families, children and communities; and to organize our communities for collective action resulting in social change to obtain self-determination, wellness, justice and prosperity."

Multnomah County List of organizations that serve specific racial/ethnic populations in Multnomah County. *Bilingual services (Spanish-English).*

Catholic Charities "Catholic Charities of Oregon achieves lasting solutions to poverty and injustice by partnering with clients to meet their economic and educational goals and to support their physical and social well-being." *Bilingual services (Spanish-English).*

Multicultural Counseling Services through Lutheran Community Services Northwest "Helping children, families, refugees, and others overcome life's most difficult challenges through resources such as case management, counseling, and peer support." Short-term free counseling sessions for Washington County residents offered in multiple languages. *Bilingual services (Spanish-English).*

Pueblo Unido Pueblo Unido provides legal service navigation and client advocate support for immigrants who are currently in removal proceedings. "Pueblo Unido is a non-profit organization that supports Portland metro community members in the fight against deportation. We connect clients to adequate legal representation and help gather evidence to strengthen cases against removal." *Bilingual services (Spanish-English).*

Heartland Alliance "Heartland Alliance works to advance human rights and champion human dignity by providing services and promoting solutions to achieve a more just global society".

University of Oregon, Division of Equity and Inclusion "A few of the community resources available in the Eugene-Springfield area or online."

Project Access NOW "The mission of Project Access NOW is to improve the health of our community by creating access to care and services for those most in need." *Bilingual services (Spanish-English).*

Latin Media Northwest Your Bridge To The Hispanic Market In Oregon and SW Washington. This organization offers an online Spanish/English phone directory and newspaper. *Bilingual services (Spanish-English).*

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What are some organizations in Oregon supporting immigrants and people of color?

¿Cuáles son algunas organizaciones que apoyan a los inmigrantes y personas de color? (cont.)

Oregon Commission on Hispanic Affairs (OCHA) Vision: We serve the people of Oregon to empower and support Latinos through our special roles as policy advisors to Oregon state policy makers and leaders. The OCHA is a catalyst that empowers partnerships between state government and Hispanic communities in rural and urban areas to ensure success for all Latinos by addressing issues at the policy level. *Bilingual services (Spanish-English).*

Latino Partnership Program The program's goals include working with Latino leaders and organizations to address education challenges for the Latino community and strengthening Latino engagement in and influence on social and economic issues that affect their lives and communities. They focus their work in the Northern Willamette Valley, Southern Oregon, Central Oregon, Eastern Oregon and North Coast. *Bilingual services (Spanish-English).*

Multnomah County Library "Un recurso para inmigrantes y refugiados sobre sus derechos como individuos y la aplicación de leyes migratorias. Conoce tus derechos: información para inmigrantes y refugiados." *Servicios bilingües (Español-Inglés).*

Hispanic Metropolitan Chamber "La Cámara Metropolitana Hispana (HMC) existe para crear oportunidades y aumentar la riqueza y los activos de la comunidad latina al invertir en el espíritu emprendedor de su comunidad; apoyando el acceso de sus futuras generaciones a la educación superior; y preparando a sus líderes emergentes para tener éxito en sus carreras y en las comunidades en general." *Servicios bilingües (Español-Inglés).*

Candid "¿Dónde consigo ayuda para cubrir costos de urgencia, tales como la vivienda, los gastos médicos, o deudas personales? [Lee la lista de recursos de] organizaciones caritativas y los programas del gobierno los que ofrecen asistencia financiera para la vivienda, los gastos médicos, y la deuda personal." *Servicios bilingües (Español-Inglés).*

Fondo de Alivio Laboral de Oregon "Para ayudar a trabajadores, PCUN, el sindicato de trabajadores agrícolas de Oregon, Causa, una organización de derechos de los inmigrantes de Oregon y otras organizaciones de defensa crearon el Fondo de Alivio Laboral de Oregon con el objetivo de ayudar a los trabajadores indocumentados." *Servicios bilingües (Español-Inglés).*

Tualatin Hills Park & Recreation District "[Son] el distrito de parques y recreación más grande de Oregon. [Tienen] el honor de servir a una comunidad diversa de más de 250,000 personas. [Están] dedicados al servicio público y a darles la bienvenida. [Ofrecen] gran variedad de actividades y eventos que tenemos para todas las edades y habilidades" *Servicios bilingües (Español-Inglés).*

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Venezuela's
VOICE
in Oregon