



*Targeted and Privileged:
The Importance of Addressing
Whiteness within the LGBTIQ
Community*

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CONTEXT

- healing some racial wounds in the LGBTIQ community
- an opportunity to strengthen commitment to justice and equity issues by bridging differences of race and ethnicity
- recognizing the multiplicity of social identities we carry, and the multiplicity of oppressions
- recognizing where we hold privilege even as a group targeted for oppression
- contributing to our personal lives and to our organizations, as we continue to do our work on diversity issues

WHEN ARE YOU WHITE?

1. Form trios with those sitting near you
2. Choose an A, B, and C.
3. B and C interview A for 2 minutes, asking only, “When are you white?”
4. Do not discuss, repeat only the question
5. Switch, repeat, switch
6. Discuss what you heard, what you learned

SOCIAL GEOGRAPHY

- Importance of identifying early socializing patterns
- Race is the invisible demarcation that is intimately involved with our formative years, shaping our daily environments and our educational experiences
- Begin to understand the powerful influence of race and ethnicity in our growing up experience of diversity

THE INVENTION OF WHITENESS

Is there a white race?

- Before there were races, we had nationalities
- Multinational Europe came to North America and by “constitutional fiat,” incorporated itself as the “white race”
- Historical category – not a Biological category
- 17th century -- the term “white” was first used as a legal term to determine economic and political legal rights
- Race is fluid, and changes from one country to another
- Race is socially constructed

WHAT IS TRUE?

*White people, as well as
people of color...*

- Live racially structured lives
- Are shaped by race
- Are having a racial experience

WHITENESS IS:

- A location of structural advantage
- Race privilege (racism disadvantages people of color, and **advantages** whites)
- A standpoint from which we view ourselves, others, and society
- A set of cultural practices, usually **unmarked and un-named**

COMMON EXPERIENCE: *no intention of perpetuating racism and unaware we are/were experiencing privilege.*

Can't we all just get along?



WHAT IS WHITE PRIVILEGE?

- Unearned power conferred systematically
- An institutional (rather than personal) set of benefits
- Greater access to power and resources
- All of us, who are white, by “race,” have white privileges

WHITE PRIVILEGE

- White privilege has absolutely nothing to do with whether or not we are “good people”
- White privilege is the ability to make decisions that affect everyone without taking others into account
- White privilege allows us **not** to see race in ourselves, and to be angry with those who do
- Talking about white privilege is not about proving how bad white folks are

Possessing White Privilege Means...

- ❖ My beauty and worthiness are confirmed by the dominant culture and most institutions
- ❖ My way in the world is eased through being perceived as or identified as white
- ❖ My gender, socioeconomic class, ethnicity, nationality, sexual orientation, age, physical ability, and so on affect my experience of white privilege
- ❖ I seldom have to consider the role of race in daily interactions and experiences
- ❖ On learning the above, I will likely deny, discount, or discard it

(Th)ink

BY
KEITH
KNIGHT



AH... THE POWER OF WHITE PRIVILEGE

BECOMING WHAT YOU PRACTICE

- *WHY DO THIS?*
- *HOW DOES IT AFFECT THE LGBTIQ
COMMUNITY?*
- *WHAT IS IMPORTANT TO YOU?*
- *WHAT CAN YOU COMMIT TO?*

CLOSING READING

At Another Crossroads

by Kate Rushin



Diego Rivera, *Man at the Crossroads* fresco painted at the Rockefeller Center and destroyed in 1934.