

Can Cohousing be Anti-racist?

Aug 29, 2021

Grace H. Kim, FAIA
Schemata Workshop



Warning

Contents of this presentation may be uncomfortable to the listener.

This presentation is suitable for audiences who are willing to explore that discomfort.

Land Acknowledgement

We occupy unceded lands of Indigenous people who who settled here long before pioneers/settlers/colonizers arrived.

The Indigenous people continue to persist and thrive.

Land acknowledgement is a way to remind us of this past and prevent erasure of Indigenous histories.

2020



“great pause”



“great awakening”

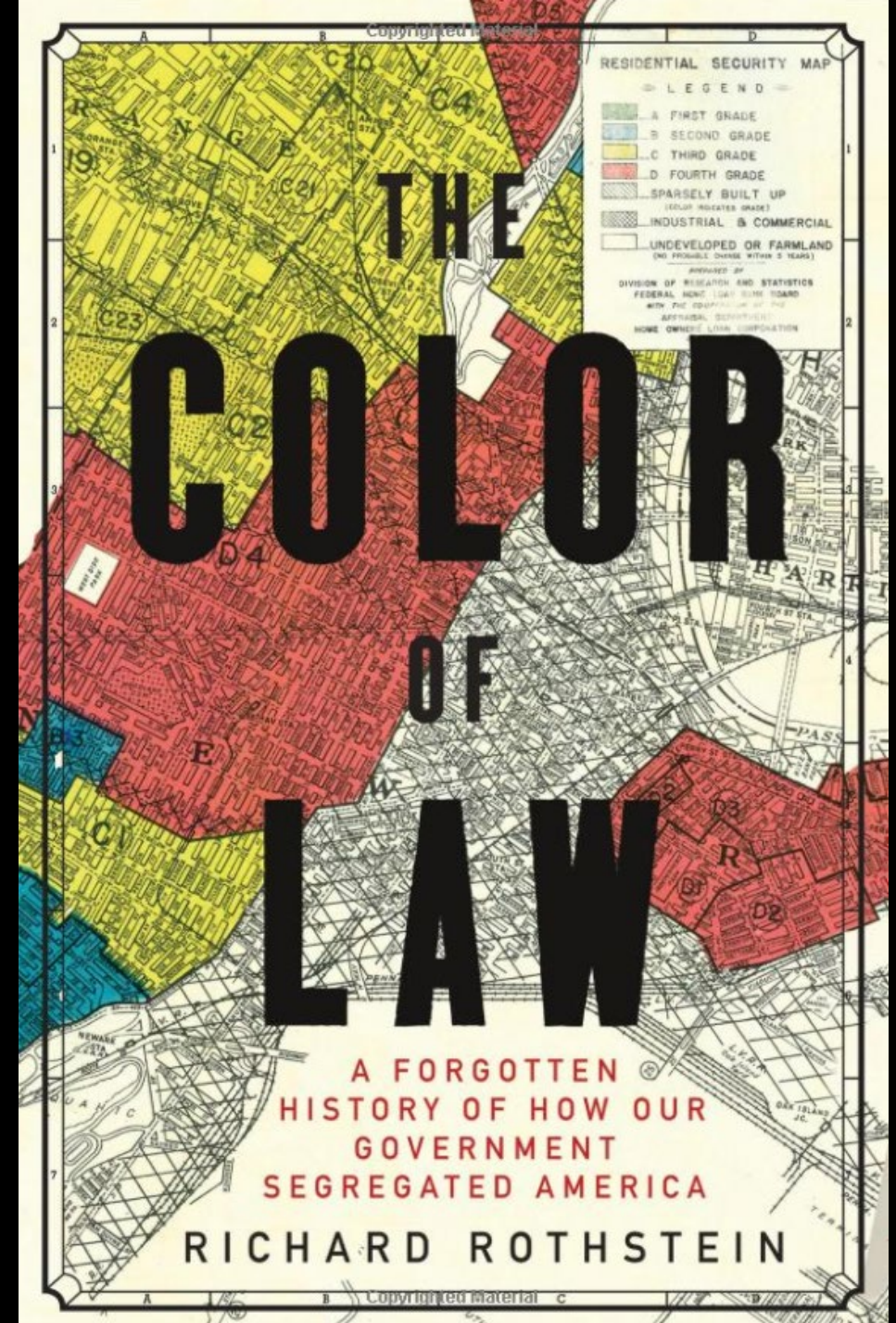
The conversation of race is not new. It has been going on since the founding of this country.

National Homeownership Rates

White families 73%

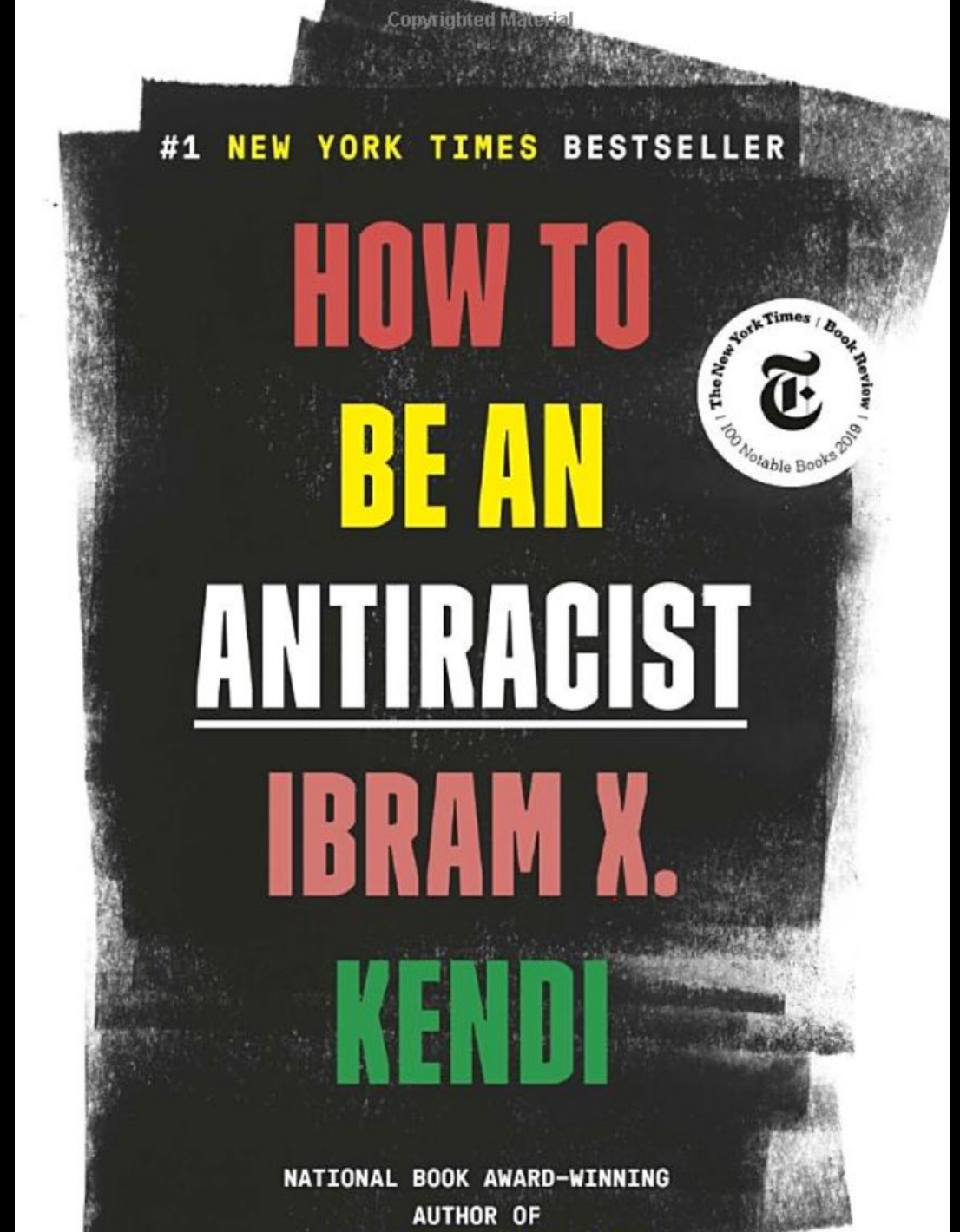
Black families 40%

- Written by Richard Rothstein – an economist who had previously written about disparities in educational attainment
- Identified the intersection of race, educational attainment, and housing.
- Book outlines the systemic racism in the US that created redlining and the resulting wealth creation for White people.



Starting the conversation

- I am not an expert
- Anti-racism is not a static end-state
- Be curious
- Grant me / you some grace



Ground rules

Ground rules

- Stay engaged / stay focused on race

Ground rules

- Stay engaged / stay focused on race
- Stick to your own experience

Ground rules

- Stay engaged / stay focused on race
- Stick to your own experience
- Experience Discomfort

Ground rules

- Stay engaged / stay focused on race
- Stick to your own experience
- Experience Discomfort
- Expect and accept non-closure

Vocabulary

Prejudice > pre-judgement/bias without anything to base it on

Vocabulary

Prejudice > pre-judgement/bias without anything to base it on

Discrimination > prejudice + action

Vocabulary

Prejudice > pre-judgement/bias without anything to base it on

Discrimination > prejudice + action

Oppression > discrimination + systemic power

Vocabulary

race > a social construct intended to separate groups of people by physical traits/quasi-ethnic lines (skin color, eye color, hair texture, bone structure, etc) and dehumanize individuals intended to develop a hierarchy.

Vocabulary

race > a social construct intended to separate groups of people by physical traits (skin color, eye color, hair texture, bone structure, etc) and dehumanize individuals intended to develop a hierarchy/positionality.

racism > a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race

Vocabulary

institutional racism > *within institutions*

The policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor a racial group, or put a racial group at a disadvantage.

Vocabulary

institutional racism > *within institutions*

The policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor a racial group, or put a racial group at a disadvantage.

structural racism (*aka systemic racism*) > *across society*

A system in which public policies, institutional practices, cultural representations and other norms work in various ways that routinely advantage White people while producing cumulative and chronic adverse outcomes for people of color.

Vocabulary

anti-racism > belief that individuals of every race are meaningfully the same in their biology; and that people of any race are capable of a variety of behaviors, and those behaviors are not indicative of a particular group of people.

ally (in context of race) > someone working towards the elimination of racism and using their identity to enact change

co-conspirator

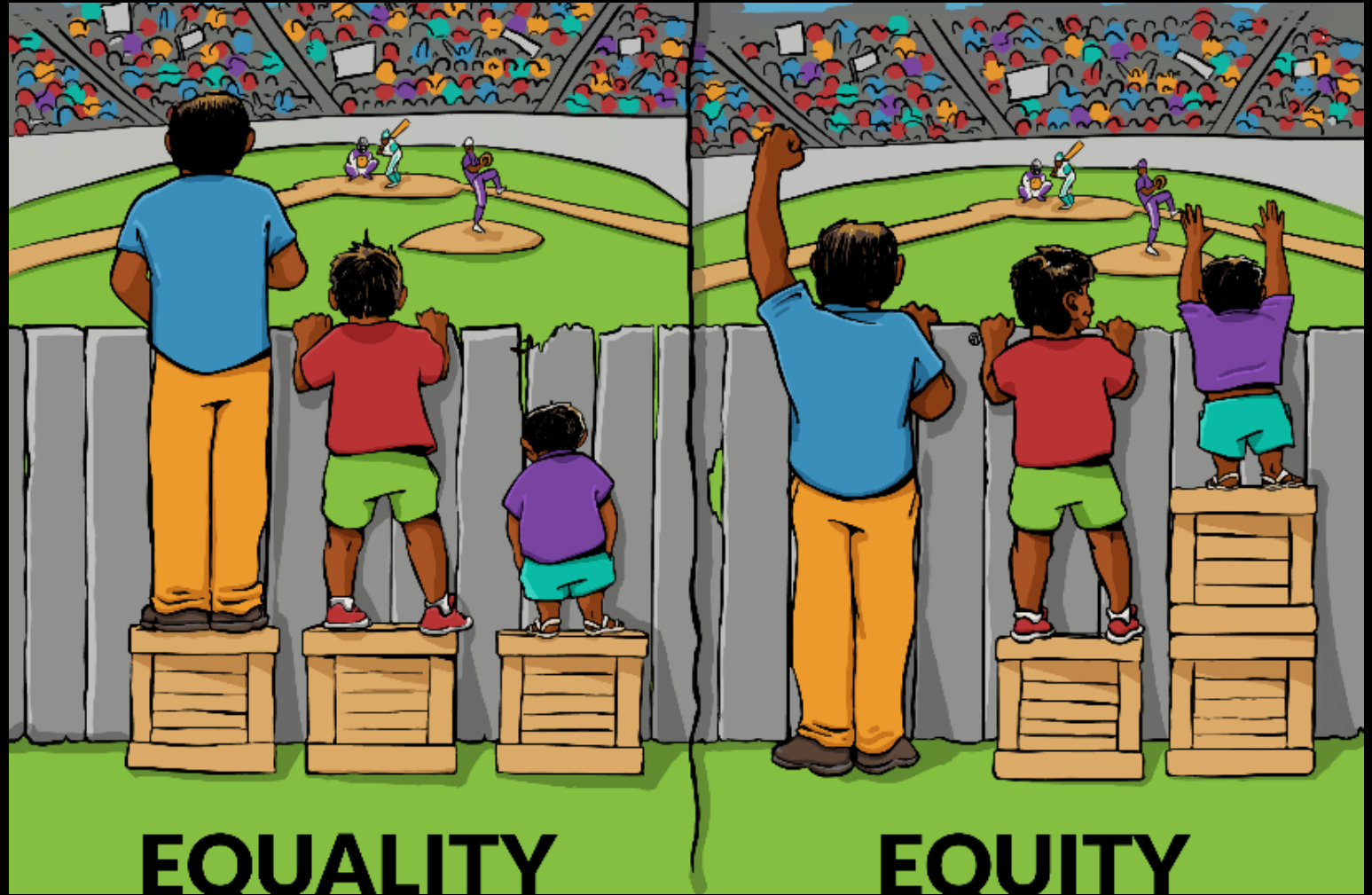
Online Dictionary
noun - a person who is engaged in a conspiracy with another or others.

Bettina Love
noun – a person who is willing to put something on the line for somebody; a person who is willing to use their privilege to take risk for someone else



Vocabulary

equity >
acknowledgment that
there are biases or
privileges of one racial
group over another and
creating policies or
protocol to achieve
similar outcomes for
all.



The house we occupy



How comfortable are you in this discussion?

- Drinking Water
- About to jump off a cliff
- Stumbling into a hornet's nest

Do your homework

“Dear White People: There are Black people who have signed up to do the work of helping you be anti-racist. I am not one of them. Chances are, the Black people you’re asking for guidance & emotional support aren’t, either.”

- *Casey Gerald*

*author of The Black Art of Escape, and
There Will Be No Miracles Here*

What can you do as an individual?

Read So you want to talk about Race by Ijeoma Oluo

How to be an Anti-racist by Ibram Kendi

Born a Crime by Trevor Noah

White Fragility by Robin DiAngelo

Why are All the Black Kids Sitting Together in the Cafeteria: by Beverly Daniel Tatum

Watch PBS Series – Race: the Power of an Illusion (watch excerpts or purchase link for full video - <https://www.racepowerofanillusion.org/>

Bettina Love defines co-conspirator - <https://www.c-span.org/video/?c4804332/user-clip-conspirators>

What can you do as an individual?

Initiate conversations with neighbors, family, friends

Mentor a BIPOC individual – entry level office job, home ownership opportunity, create awareness of opportunities

Be a co-conspirator

What can you do as a community?

- Discussions – book club or watch a video
- Training – engage a BIPOC trainer
- Conflict resolution - engage a facilitator

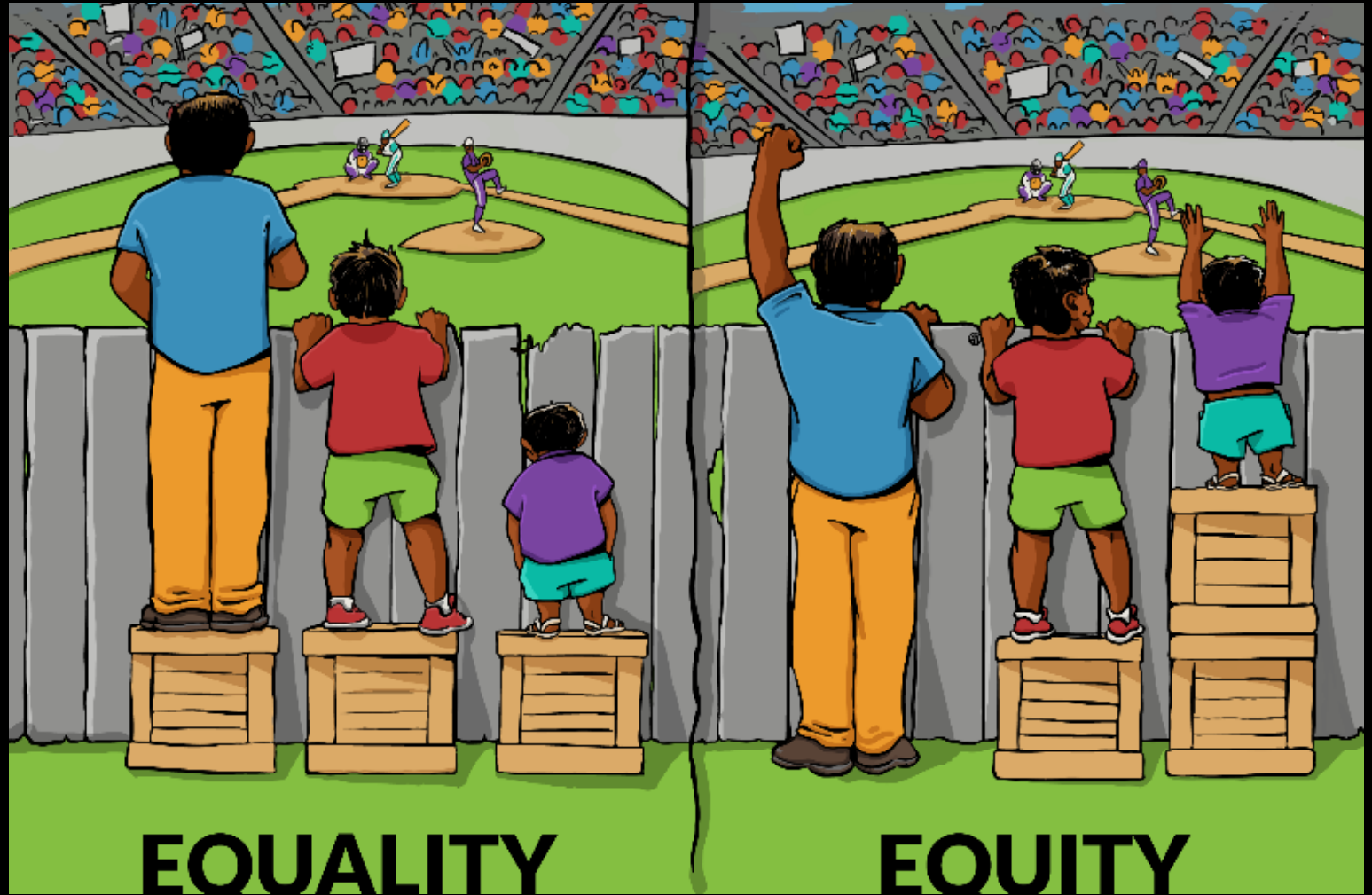
- Acknowledge inequities when thinking about home prices / make the community more financially accessible

Equitable Financing

FAIR is not equal

Creative financing for BIPOC families

- Seller financing
- Down payment assistance
- Internally subsidize sale with no deed restriction
- Lower home prices with no deed restrictions



Thank you, Grace H. Kim | Schemata Workshop

Read So you want to talk about Race by Ijeoma Oluo

How to be an Anti-racist by Ibram Kendi

Born a Crime by Trevor Noah

White Fragility by Robin DiAngelo

Why are All the Black Kids Sitting Together in the Cafeteria: by Beverly Daniel Tatum

Watch PBS Series – Race: the Power of an Illusion (watch excerpts or purchase link for full video - <https://www.racepowerofanillusion.org/>)

Bettina Love defines co-conspirator - <https://www.c-span.org/video/?c4804332/user-clip-conspirators>