

A Gathering for BIPOC in Public Media

This space is for us.



# Grab a piece of paper and pen/pencil. On it:

Write a <u>"1"</u> if you are or have been the only one or are one of a handful of BIPOC in your organization.

Write a <u>"2"</u> if you are or have been the only one or are one of a handful of BIPOC in your department.

Write a <u>"3"</u> if you are or have been the only one or are one of a handful of BIPOC <u>in a leadership position</u> (department manager or above).

Keep this handy.



### Being the "token"









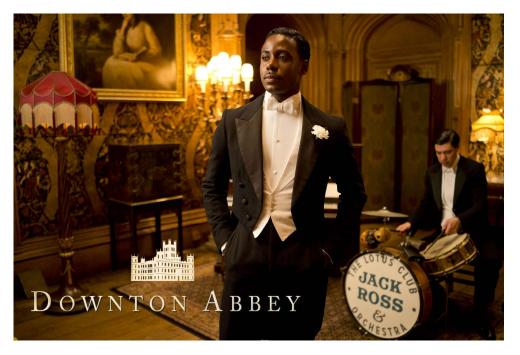
# New Girl



### Being defined as "exotic" or "mysterious"



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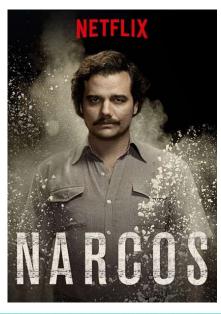


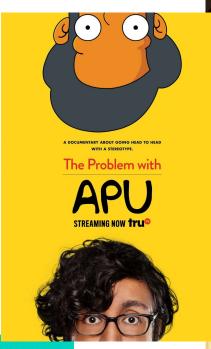


#### Being stereotyped











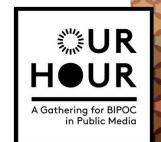




We are conditioned to believe that there is only room for one of *us* in any given space.

"Tokenism is a prime example of *racial capitalism* (a term coined by Cedric J. Robinson) -- that is, the extraction of social and economic value from people of color **through the use of their racial identities**. In essence, tokenism attempts to convince us that **progress looks like people of color driving these same oppressive systems**, as to delay and/or divert attention from overhauling the oppressive systems altogether."

Source: <a href="https://www.studioatao.org/">https://www.studioatao.org/</a>



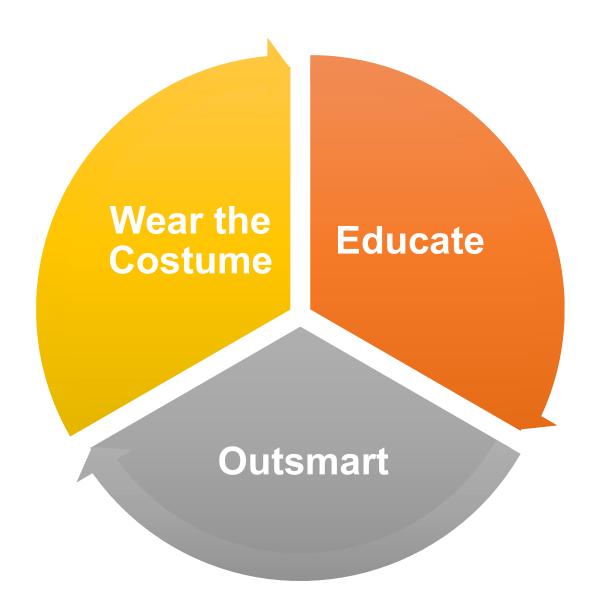
Let's talk about it.



#### **Consider this:**

"Being *authentic* privileges those already part of the dominant culture. It is much easier to be *who you are*, when *who you are* is all around you. Coming just as we are, when we're the first, the only, the different, or one of the few, can prove too risky. So, we wear the costume." Jodi-Ann Burey

#### **Tactics:**





#### Let's talk about it.

In your group, please share:

- Your name and role in public media
- Your tactics

Please make sure everyone has a chance to speak.



# Let's stay connected.

- Share your link(s) to platforms where BIPOC can connect in the chat
- Please submit your feedback and suggestions!
- Reach out any time: <a href="mailto:sway@greaterpublic.org">sway@greaterpublic.org</a>
- PMDMC21 is on the horizon! Please reach out to me with your ideas or if you want to be considered for a panel on your area of expertise.

