

WEBVTT

1

00:00:02.280 --> 00:00:10.830

Suzanne Parete-Koon ORNL She/her/hers: The workforce development and retention action group's mission is to influence the culture and the Department of Energy national laboratories and their related computing communities to promote the workforce pipeline for and the retention of a diverse Department of Energy HPC workforce.

3

00:00:21.090 --> 00:00:33.630

Suzanne Parete-Koon ORNL She/her/hers: This webinar series as part of that effort if you want to see the other webinars i'll put that link in the chat once we get started.

4

00:00:34.740 --> 00:00:52.560

Suzanne Parete-Koon ORNL She/her/hers: Today here with me co hosting is Miranda Mundt, who is a research software engineer from Sandia national laboratory and she's going to help us moderate the questions that come into the chat while Valerie is talking and to introduce our main speaker of valor of raw.

5

00:00:53.640 --> 00:01:05.490

Suzanne Parete-Koon ORNL She/her/hers: was a software engineer for 10 years and she did a lot of collaboration with the national laboratories on projects. Her specialty was in Linux kernel and file systems.

6

00:01:05.850 --> 00:01:13.830

Suzanne Parete-Koon ORNL She/her/hers: She is currently the founder of frame shift consulting the leading provider of allies skills training for technology companies around the world.

7

00:01:14.490 --> 00:01:24.270

Suzanne Parete-Koon ORNL She/her/hers: As lead author and facilitator of the Allies skills workshop she has taught practical actionable ally skills to more than 4000 people in 11 different countries.

8

00:01:24.930 --> 00:01:33.900

Suzanne Parete-Koon ORNL She/her/hers: Her clients include software companies biotech companies and law firms and span the range from small startups to large international corporations.

9

00:01:34.320 --> 00:01:43.260

Suzanne Parete-Koon ORNL She/her/hers: Valerie Thank you so much for joining us today before you get going i'll just give a few notes on how we're going to work, the logistics of the chat.

10

00:01:43.770 --> 00:01:57.540

Suzanne Parete-Koon ORNL She/her/hers: So Valerie does welcome questions during her talk, however, we will have 20 minutes for questions at the end, so if it's something time sensitive and you need to ask Miranda will be watching the chat or you can unmute your MIC and talk.

11

00:01:58.500 --> 00:02:07.980

Suzanne Parete-Koon ORNL She/her/hers: But in the last 20 minutes we'll have plenty of time for questions so that's probably the best place okay Valerie Thank you so much, take it away.

12

00:02:09.390 --> 00:02:13.440

Valerie Aurora: Thanks, I really appreciate it i'm very, very excited to be doing this.

13

00:02:14.490 --> 00:02:23.940

Valerie Aurora: I appreciate the full full bio I don't usually get that so we'll get started talking about focus on focusing on la skills and why we should do it pretty soon.

14

00:02:27.120 --> 00:02:36.810

Valerie Aurora: Alright, so we'll spend the first five minutes just giving some introductions and definitions, then i'll talk about i'll try to convince you that we should focus on ally skills.

15

00:02:37.440 --> 00:02:53.040

Valerie Aurora: Then i'll describe about a dozen Li skills, I think i'm currently on 13 lucky 13 and then i'll give a brief some brief pointers on how to learn ally skills and then we'll spend a bunch of time on questions and answers, so you got all of this great stuff about my.

16

00:02:54.930 --> 00:03:03.000

Valerie Aurora: My professional qualification so i'm just going to throw in a little more detail on my interaction the labs and supercomputing.

17

00:03:03.540 --> 00:03:20.520

Valerie Aurora: So I grew up and went to college, mostly in new Mexico and I, my first job out of college, I worked on the ar do you part of the nuclear detection system, so I got to learn a lot about these very complicated satellites and fixing bugs and data software.

18

00:03:21.600 --> 00:03:36.390

Valerie Aurora: So i've been involved in supercomputing since at least 2000 and I currently have a nuclear reactor physics hobby where i'm trying to understand actually how the neutrons work and stuff so i'm very excited to be talking to you all alright so content.

19

00:03:37.530 --> 00:03:47.460

Valerie Aurora: What our allies skills, the i'm going to start with a little bit of terminology, so this is just how I use these words in this talk you don't have to use these words this way outside of this talk.

20

00:03:48.090 --> 00:03:58.500

Valerie Aurora: So privileges an unearned advantage given by society to some people, but not all, and the important part here is honored otherwise it's just a thing a qualification.

21

00:03:59.340 --> 00:04:07.110

Valerie Aurora: oppression is sort of the converse of privilege it's what makes privilege possible it's the background, you might see the face in this picture you might see.

22

00:04:07.410 --> 00:04:14.130

Valerie Aurora: The face in this picture, but the two of them work together so oppression is widespread inequality that's present throughout society.

23

00:04:14.580 --> 00:04:25.620

Valerie Aurora: It helps people with more privilege and it harms those with fewer privileges, people often ask me why do people put so much effort into hurting other people, and I say hey well they're also lifting one group of people up.

24

00:04:27.450 --> 00:04:37.050

Valerie Aurora: undeservedly so in this context, then I use the word marginalized person to talk about a member of a group that is the main

target of a system of oppression.

25

00:04:37.500 --> 00:04:42.240

Valerie Aurora: So there's a bunch of different other words people use for this, this is just the one i'm going to use in this talk.

26

00:04:42.900 --> 00:04:53.190

Valerie Aurora: Finally, this let's just talk about an ally, so an ally is someone that society gives some kind of privilege to who's doing two things are working to end oppression and understand their own privilege.

27

00:04:53.850 --> 00:05:01.020

Valerie Aurora: So you notice that these two things are actions and you might also be wondering which of these things you are, are you are marginalized person, are you a potential ally.

28

00:05:01.740 --> 00:05:13.830

Valerie Aurora: So, on the way I like to talk about this is that Alex ship is an action, not an identity, so, by contrast, being a marginalized person you don't have to do anything, people are just going to show up and apply a system.

29

00:05:14.100 --> 00:05:15.510

Valerie Aurora: A system of oppression to you.

30

00:05:16.440 --> 00:05:22.650

Valerie Aurora: But being an ally, is all about the things that you do if you're sitting around passively doing nothing you're not analysis you're just a person.

31

00:05:23.490 --> 00:05:32.610

Valerie Aurora: So I like to use the word allies skills, instead of allies so depending on the situation, you might switch back and forth between being the marginalized person.

32

00:05:36.000 --> 00:05:45.810

Valerie Aurora: and being able to take action as an ally, so I am a white woman in the United States if my race is most relevant to a situation and most likely going to be able to act as an ally.

33

00:05:46.380 --> 00:05:51.540

Valerie Aurora: My gender is most relevant to situation I most likely going to be a marginalized person and not have a lot of effect.

34

00:05:53.370 --> 00:06:03.420

Valerie Aurora: we've got a question on the chat about what's an insider and insider and unfortunately I don't know what the definition of, that is, but if you put it in chat we can come back to it during the questions.

35

00:06:04.950 --> 00:06:05.970

Valerie Aurora: All right, um.

36

00:06:07.170 --> 00:06:15.690

Valerie Aurora: here's a practical example of the all of these things at work so privileged is a privilege, you may have, and not even know you have.

37

00:06:16.110 --> 00:06:21.180

Valerie Aurora: Is the ability to walk into a convenience store and have the owner assume you are there to buy things and not steal them.

38

00:06:21.600 --> 00:06:28.380

Valerie Aurora: So there's a bunch of different systems of oppression that can result in this, but we're going to talk about one specific one that's anti black racism so.

39

00:06:28.830 --> 00:06:34.530

Valerie Aurora: That kind of system of oppression is the self reinforcing system of stories TV news coverage police.

40

00:06:34.980 --> 00:06:41.730

Valerie Aurora: May entire legal system that stereotypes black people as criminals that benefits non black people and harms black people.

41

00:06:42.690 --> 00:06:46.020

Valerie Aurora: And marginalized person would be any black person who wants to enter a convenience store.

42

00:06:46.710 --> 00:07:00.900

Valerie Aurora: And an ally, would be a non black person who donates

to legal system reform organizations actively objects, when people tell race, the stories of their presence calls their elected representatives to support police reform and reads news articles about this privilege.

43

00:07:02.130 --> 00:07:04.740

Valerie Aurora: Alright, any questions on those definitions.

44

00:07:07.860 --> 00:07:17.910

Valerie Aurora: Alright we've got a definition in the chat and insight or someone who is an accepted member of a group and therefore has special or secret knowledge or influence yeah, so I would call that a form of.

45

00:07:18.510 --> 00:07:33.360

Valerie Aurora: power which we will we will talk about as That gives you more ability to act as an ally i've got a lot of details on privilege and power and how they interact on my website, if you want to go look for the materials for the Allies skills workshop.

46

00:07:34.830 --> 00:07:38.280

Valerie Aurora: All right, okay so here's my argument that i'm going to try to convince you of.

47

00:07:40.230 --> 00:07:56.280

Valerie Aurora: what's wrong with most diversity and inclusion efforts today, I think that the problem is most work focuses on changing the behavior of marginalized people unless work focuses on changing the behavior of people with privilege and so i'll talk more about what I mean here.

48

00:07:57.330 --> 00:08:07.230

Valerie Aurora: So here's some classic examples of diversity and inclusion efforts so volunteered run affinity groups by and for marginalized people travel scholarships.

49

00:08:07.860 --> 00:08:16.230

Valerie Aurora: Advice books conferences, all of these things, aimed at marginalized groups and here's a conference I used to help run it a camp for women in.

50

00:08:16.620 --> 00:08:24.630

Valerie Aurora: Open technology and culture so there's nothing wrong with any of these things, this is just where a lot of the effort goes and i'm going to talk about why.

51

00:08:26.280 --> 00:08:40.260

Valerie Aurora: These are just reasons why people like to focus on changing the behavior of marginalized people they're not good reasons, in my opinion, but they're just reasons so first marginalize people already want to make their lives better you don't have to.

52

00:08:41.430 --> 00:08:50.340

Valerie Aurora: Make it complicated argument about how helping other people will make someone's life better you just say this will make your life better you the person i'm trying to change your behavior.

53

00:08:50.880 --> 00:09:01.110

Valerie Aurora: marginalized people are often but not always more aware of their oppression already so you don't have to go through the education stage as often of saying hey did you know that when people walk into a.

54

00:09:02.070 --> 00:09:09.600

Valerie Aurora: convenience store, they are treated differently, based on their race marginalized people are often lower status and easier to tell what to do.

55

00:09:09.960 --> 00:09:21.450

Valerie Aurora: So the example I like to think about is if i'm in a meeting with my director of my organization and a summer intern am I, the Director of my organization keeps interrupting my summer intern.

56

00:09:22.050 --> 00:09:30.060

Valerie Aurora: what's easier to do to my intern to speak up more or tell the director of my organization to stop interrupting I know which one's easier for me.

57

00:09:31.050 --> 00:09:36.720

Valerie Aurora: marginalized people are often seen as the cause of the problem, so I don't know how serious people are about this, but.

58

00:09:37.530 --> 00:09:49.200

Valerie Aurora: Some people will often propose one way to end sexual

harassment in the workplace would be to ban women from the workplace, which is an interesting solution for multiple reasons, but the.

59

00:09:50.700 --> 00:10:01.620

Valerie Aurora: The interesting thing here is that most not all but most sexual harassment is perpetrated by men so much more sensible thing to do would be to then men from the workplace.

60

00:10:02.310 --> 00:10:09.720

Valerie Aurora: People never propose this because women are seen as the cause of the problem that they suffer my Stockton finally i'm.

61

00:10:10.380 --> 00:10:26.550

Valerie Aurora: Focusing on the beat changing marginalized people less privileged people avoid thinking about their unearned advantages it's much easier to think about raising someone than to think about why you personally might be getting undeserved benefits right.

62

00:10:26.910 --> 00:10:38.760

Miranda Mundt (she/her): Valerie there is a quick question in the chat shot is being assertive also an ally skill, sometimes it's hard to tell the line between accommodating and being condescending or maybe i'm just socially inept and oblivious to people's.

63

00:10:41.370 --> 00:10:48.240

Valerie Aurora: As a fellow socially inept person it's tough figuring out when the right thing when is the right thing to do and we're going to talk a lot about.

64

00:10:48.990 --> 00:11:04.380

Valerie Aurora: When being assertive and speaking up is helpful and when it isn't in the specific Li skills so just to know but that's my personal website is in the chat my professional one is friendship consulting COM and as the actually valuable things.

65

00:11:05.550 --> 00:11:16.320

Valerie Aurora: But you can read my some of my interview stories on there, if you want alright so here i'm going to argue about for why we should not focus on changing the behavior by Chinese people.

66

00:11:18.690 --> 00:11:28.200

Valerie Aurora: So i'll start with marginalized people are overworked



there's a there's a saying which may you know whether or not it's literally true captures the.

67

00:11:29.280 --> 00:11:37.050

Valerie Aurora: real phenomenon and research that Ginger Rogers did everything Fred Astaire did just backwards and in high heels, and of course got less credit for it.

68

00:11:37.710 --> 00:11:50.580

Valerie Aurora: So this is shown in in the research, you can read more about it in the book what works for women at work, this is the only book of advice, aimed at marginalized people that I regularly recommend for a couple of reasons, one is.

69

00:11:51.960 --> 00:12:02.370

Valerie Aurora: The majority of the women they interviewed for this book were women of color, which is very, very unusual for this kind of book and the second reason is that this book doesn't pretend that women can fix a.

70

00:12:03.600 --> 00:12:09.570

Valerie Aurora: sexism, through their own actions it just says here's a way that you specifically can make your life better.

71

00:12:10.440 --> 00:12:21.630

Valerie Aurora: So this is called the prove it again bias in this book and it's the idea that marginalized people have to prove over and over again that they're capable and qualified of doing.

72

00:12:22.170 --> 00:12:28.410

Valerie Aurora: doing work and people just keep forgetting and to prove it again so marginalized people already have too much work.

73

00:12:30.120 --> 00:12:35.310

Valerie Aurora: marginalize people are under more stress so experiencing systemic oppression.

74

00:12:36.330 --> 00:12:41.670

Valerie Aurora: Like discrimination and harassment is really, really stressful and causes a lot of problems.

75

00:12:42.300 --> 00:12:56.280

Valerie Aurora: we're becoming more and more aware of how much abuse and assault is actually happening in the workplace and other places, all of this can result in post traumatic stress disorder ptsd which just makes it that much harder to learn and change.

76

00:12:57.420 --> 00:13:11.880

Valerie Aurora: marginalized people have less money, I won't copy I won't read out everything on this slide it's just every time you look at a marginalized group, for example, lesbian couples versus men married women couples make 79%.

77

00:13:12.900 --> 00:13:13.800

Valerie Aurora: Of the second part.

78

00:13:14.820 --> 00:13:21.870

Valerie Aurora: all the way down to latinas make 58% of what white men make so it just if you have less money you have less resources, you have less time.

79

00:13:24.120 --> 00:13:31.950

Valerie Aurora: marginalized people risk retaliation when they take action so there's a bunch of research on it here's just one of one of the pieces of research.

80

00:13:32.550 --> 00:13:36.990

Valerie Aurora: In an experiment researchers found that when marginalized people work to increase diversity.

81

00:13:37.620 --> 00:13:48.990

Valerie Aurora: Supervisors get them worse performance reviews, but when more privileged people work to increase diversity, it does not harm the performance reviews and may improve them, so this is not a guarantee of course that every time.

82

00:13:49.920 --> 00:13:58.500

Valerie Aurora: You take action when you have relevant privilege nothing bad will happen, sometimes bad things will happen, but it's just a reminder that if you've watched somebody who's marginalized.

83

00:13:59.280 --> 00:14:06.750

Valerie Aurora: tried to take action to benefit their own group and

got punished for it it's less likely to happen to when you're acting as an ally.

84

00:14:08.730 --> 00:14:16.050

Valerie Aurora: marginalized people are often in the minority, this is not always the case it's just frequently the case in high status professions.

85

00:14:16.650 --> 00:14:25.980

Valerie Aurora: So here's an example from the gender survey of the gender Wikipedia editors from 2011 I don't recommend doing a gender survey this way, let me.

86

00:14:26.430 --> 00:14:35.670

Valerie Aurora: ask me and i'll give you more details, but the important thing here is that men make up 90% of the editors of Wikipedia at this point in time, and it is.

87

00:14:36.870 --> 00:14:51.090

Valerie Aurora: When I as a systems programmer look at this, I think Oh well, I could spend a lot of time really trying to improve this tiny little 9% or I could spend time trying to improve the 90% and I think I would have a much greater effect.

88

00:14:52.680 --> 00:14:58.440

Valerie Aurora: marginalized people have less power and influence, so this is just a few random.

89

00:14:59.580 --> 00:15:00.930

Valerie Aurora: Supporting statistics.

90

00:15:01.980 --> 00:15:19.290

Valerie Aurora: Among fortune 500 CEOs this various year by year, obviously, but it's usually around fewer than 8% women fewer than 1% black people and fewer than 1% openly LGBT Q, plus the problem so there's a great piece of research showing that tokenism is real.

91

00:15:21.210 --> 00:15:26.940

Valerie Aurora: a quote from this research talking about top management teams and s&p 1500 companies.

92

00:15:27.570 --> 00:15:35.940

Valerie Aurora: says the probability that a woman occupies a top management team position is 51% lower if another woman holds the position on the same team.

93

00:15:36.480 --> 00:15:48.030

Valerie Aurora: So basically saying the people who choose who to put in the C suite or on the board of directors actually do say we already have a woman so we're not going to compare or we're not going to consider other women.

94

00:15:50.010 --> 00:16:02.760

Valerie Aurora: marginalized people are seen as biased and selfish when they advocate for themselves, so I have watched this happen so many times it's happened to me it didn't matter how many years I was a top Linux kernel developer people would still accuse me of this.

95

00:16:03.780 --> 00:16:19.710

Valerie Aurora: People who went pulitzer prizes get this accusation as well, but you're just mad because you didn't get a job or a promotion or award and that's just the thing that if you're a marginalized people person, people will accuse you up even if you literally have a Nobel Prize.

96

00:16:20.880 --> 00:16:29.910

Valerie Aurora: All right, okay So those are all the reasons why it's so tough for marginalized folks to make change in in the systems of oppression.

97

00:16:31.200 --> 00:16:40.200

Valerie Aurora: And yet, when you look at the sort of the groups that are trying to change the percentage of people and fields.

98

00:16:41.400 --> 00:16:46.290

Valerie Aurora: it's still mostly focused to changing the behavior of marginalized groups, so this just a selection from my.

99

00:16:48.300 --> 00:16:59.250

Valerie Aurora: Computer programming and all that sort of thing, so we see all of these groups and black girls at women at Native Americans lesbians mothers.

100

00:16:59.790 --> 00:17:08.580

Valerie Aurora: Pregnant people trans people there's, of course, the lean in book which says if we're women just work twice as hard they can fix sexism and that's really tough.

101

00:17:10.560 --> 00:17:15.120

Valerie Aurora: let's see i'm Miranda just let me know if there's any questions in the chat that I should address.

102

00:17:15.120 --> 00:17:16.500

Miranda Mundt (she/her): There is a quick question.

103

00:17:16.770 --> 00:17:17.310

Valerie Aurora: That, I think.

104

00:17:17.490 --> 00:17:23.880

Miranda Mundt (she/her): We can address now the other two are for later, how much of the 9010 split in the Wikipedia contribution data is because.

105

00:17:24.240 --> 00:17:27.990

Miranda Mundt (she/her): percent get punished for this work versus the 90% who get promoted for it.

106

00:17:29.640 --> 00:17:45.990

Valerie Aurora: It is absolutely miserable being a woman editor in Wikipedia so there's a bunch of different reasons for it, but it is really it wikimedia Foundation has done a lot of work to try to make this better I haven't updated those statistics since 2011.

107

00:17:47.430 --> 00:17:58.260

Valerie Aurora: things seem to be less horrible but there's absolutely a huge amount of a coordinated harassment of people who tried to edit Wikipedia while female.

108

00:18:00.030 --> 00:18:12.270

Valerie Aurora: All right, good question alright so here, by contrast, here are the resources for developing ally skills and that people in tech and there's not a lot of stuff other than these things.

109

00:18:13.350 --> 00:18:20.580

Valerie Aurora: I put myself in the middle, and this is my main job think shifts the La skills workshop where you can take class i've got a Twitter account.

110

00:18:21.750 --> 00:18:25.650

Valerie Aurora: there's a colleague running something called better allies, aimed at.

111

00:18:26.760 --> 00:18:36.090

Valerie Aurora: largely at management and technology and then another colleague wrote how to talk to your boss about race speaking up without getting shut down by wife on Hutchinson.

112

00:18:36.480 --> 00:18:46.140

Valerie Aurora: Despite its title, it is filled with incredibly practical Li skills you wouldn't think how to talk to your boss would be so much about being in a position of power privilege, but.

113

00:18:46.860 --> 00:18:55.260

Valerie Aurora: The book is fantastic Nonetheless, this is not a very long list so my proposal is that this year we focus on ally skills.

114

00:18:56.670 --> 00:19:03.960

Valerie Aurora: And I will talk just recap, why and it's from the opposite direction so allies have more time and energy.

115

00:19:04.680 --> 00:19:18.210

Valerie Aurora: allies have more money allies are less likely to be harmed when they speak up allies are often than the majority allies have more power and influence and allies are seen as altruistic giving in kind when they do this work.

116

00:19:19.410 --> 00:19:23.220

Valerie Aurora: Alright, so we finally get to the fun part, which is what to good ally skills look like.

117

00:19:27.360 --> 00:19:31.620

Valerie Aurora: Okay, so i'll start with the first most important one, an ally self educates.

118

00:19:32.670 --> 00:19:49.650

Valerie Aurora: Before you ask think could Would I be super embarrassed if somebody sent me, let me Google that for you link, so one of the questions I often see people asking about on twitter's Oh, is there a racial bias and incarceration by race in country X.

119

00:19:51.300 --> 00:19:57.270

Valerie Aurora: Short version, yes, is always the answer, but you can type it into Google and get a huge amount of research right there.

120

00:19:57.660 --> 00:20:09.180

Valerie Aurora: One important reason to emphasize this, is that if you are in a position of power and privilege, you are used to other people doing work for you, for free and so thinking about Oh, is this work I should do for myself.

121

00:20:10.320 --> 00:20:10.950

Valerie Aurora: is a good idea.

122

00:20:12.150 --> 00:20:24.390

Valerie Aurora: an ally listens and passes the microphone, so this is this is again about it, if you're in a position of power and privilege you're used to people listening to you and telling other people what reality is.

123

00:20:25.020 --> 00:20:33.960

Valerie Aurora: And it's important to switch around and start thinking Oh, I need to learn, I need to listen, so this is an example from the grace hopper celebration of women in computing in 2014.

124

00:20:35.310 --> 00:20:42.630

Valerie Aurora: For four or five executives from large tech companies were on stage for something called the male allies panel, in which.

125

00:20:43.440 --> 00:20:53.250

Valerie Aurora: They made multiple embarrassing mistakes and had to issue Microsoft had to issue a press release apologizing for what their CEO said it was not a good scene.

126

00:20:53.910 --> 00:21:01.500

Valerie Aurora: So uh one of the people from Google Alan eustace senior Vice President, there was on the panel said Oh, let me switch this around.

127

00:21:02.160 --> 00:21:17.460

Valerie Aurora: let's reverse the male allies panel you talk I listen and tell people where to go to do this, and so he and several other people on that panel sat and listened, while women came to the microphone and told them what it was like to work for their companies it's a great example listen.

128

00:21:18.540 --> 00:21:29.610

Valerie Aurora: All right, and ally gets credit scrupulously, so this is really interesting people are often feel uncomfortable insisting on giving or getting credit correctly for.

129

00:21:30.540 --> 00:21:39.360

Valerie Aurora: Work what happens is if credit is vague people aren't sure it automatically get signs to the most powerful person instead of the person who actually deserves it.

130

00:21:39.780 --> 00:21:48.810

Valerie Aurora: People will just go in and say I don't have any information so i'm just going to assume the person who's you know, the oldest the widest the mail list the most PhDs that's the person who did the work.

131

00:21:49.230 --> 00:21:54.930

Valerie Aurora: So that's why it's really important to proactively give credit all the time, especially if you were the person who.

132

00:21:56.430 --> 00:22:06.360

Valerie Aurora: erroneously gets too much credit so is a great example from social justice work we try to have a norm of always crediting the legal legal scholar Kimberly crunch them.

133

00:22:06.840 --> 00:22:17.040

Valerie Aurora: by name, when we talk about intersection ality she's she coined the term and let the research on it intersection ality briefly is the concept that.

134

00:22:17.580 --> 00:22:28.500

Valerie Aurora: systems of oppression interact and intersect with each other in unexpected ways so practically speaking Kimberly crenshaw is a black person and a woman, she gets.



135

00:22:29.310 --> 00:22:36.840

Valerie Aurora: She is subject to oppression for those two things and then there's a special unique kind of oppression, she gets for being a black woman specifically.

136

00:22:38.670 --> 00:22:49.410

Valerie Aurora: an ally ask for consent, whenever possible, so, so this is often a question that comes up and it's really important when people say Oh, you know, I would like to do something as an ally, but i'm worried that I might hurt.

137

00:22:49.860 --> 00:22:57.990

Valerie Aurora: Somebody else, and the answer is yes please ask for consent when you're acting as an ally, if you think there's a chance that what you're doing might harm someone.

138

00:22:58.530 --> 00:23:03.870

Valerie Aurora: A great example here is the fight for marriage, equality and same sex marriage in multiple countries.

139

00:23:04.260 --> 00:23:16.530

Valerie Aurora: It usually involved a stage where individual same sex couples went to court to demand the right to get married and whenever they did that a bunch of people did a bunch of research into to their lives published.

140

00:23:18.030 --> 00:23:31.800

Valerie Aurora: details about their lives showed up at their houses harass them, it was really miserable to be one of these couples What was important, is that each of these couples self selected and chose to do that it wasn't a straight person showing up and saying you to do this.

141

00:23:33.900 --> 00:23:48.900

Valerie Aurora: it's not always possible, but it often is an ally speaks up when it is unpopular, so this is sort of the converse of, and this is coming answering some of the questions about assertiveness, this is the converse of listening when you when do you stop listening when you start speaking.

142

00:23:49.920 --> 00:24:01.080

Valerie Aurora: A good a good answers hey if if speaking up against oppression, will be a negative for the person doing it that's a great time to speak up as an ally so here's an example.

143

00:24:02.460 --> 00:24:04.080

Valerie Aurora: intersection all sort of situation.

144

00:24:05.460 --> 00:24:15.990

Valerie Aurora: mechanical parenting is a dominant cast Indian person who moved to the United States and then spoke publicly about how.

145

00:24:17.040 --> 00:24:35.190

Valerie Aurora: His cast privilege made it harder for him to see the reality of anti black racism in the US so acting from a position of an ally in terms of cast privilege and also as a non black person speaking up against anti black racism, this was not popular.

146

00:24:36.210 --> 00:24:40.710

Valerie Aurora: didn't it did not help by mechanics career, but it was an important thing to do.

147

00:24:42.600 --> 00:24:48.720

Valerie Aurora: an ally uses their energy wisely so just as I said, hey you know it's important to speak up when it's unpopular.

148

00:24:49.680 --> 00:24:58.290

Valerie Aurora: it's also important to think carefully and ask yourself, am I wasting my time on a troll or is this the right, the best way I could be using my energy.

149

00:24:59.160 --> 00:25:05.670

Valerie Aurora: So here's some useful rules of argument Charles rules of argument that I use all the time, and I will give you an example later.

150

00:25:06.480 --> 00:25:13.560

Valerie Aurora: Charles is a it's Charles Miller, he had a blog on the Internet, and he loved arguing with people and at one point he made himself these rules.

151

00:25:13.950 --> 00:25:21.090

Valerie Aurora: Because he was arguing too much, so the first rule is don't go looking for an argument there's somebody wrong on the Internet somewhere right.

152

00:25:21.720 --> 00:25:31.590

Valerie Aurora: The idea here is that you want to stay focused on areas where people know who you are respect you and think your opinion is important if you do choose an argument state your.

153

00:25:32.910 --> 00:25:38.520

Valerie Aurora: State your position once speaking to the audience usually usually somebody who's just done something awful.

154

00:25:39.180 --> 00:25:44.550

Valerie Aurora: Like just said something really transfer back they're not going to change their mind, but if you're out there saying hey.

155

00:25:45.390 --> 00:25:54.540

Valerie Aurora: Transfer but jokes are not cool of the people watching are going to say are more likely to say oh yeah transfer tricks aren't cool than the person who's just done, the thing.

156

00:25:55.680 --> 00:26:05.940

Valerie Aurora: Then you wait for any absurd replies, people will deliberately or unintentionally misunderstand you, and then you reply, one more time to correct any real mess and misunderstandings of your first statement.

157

00:26:06.960 --> 00:26:09.300

Valerie Aurora: This is the most important step, do not reply again.

158

00:26:10.830 --> 00:26:21.600

Valerie Aurora: And then go do something that brings back your energy so that might be playing with your kids it might be going on a walk and might be drinking a beer, whatever it is, do not type another reply to the horrible troll who will not listen to you.

159

00:26:22.380 --> 00:26:31.290

Valerie Aurora: So this is how you can get involved in arguments on mailing lists or social media and not lose your whole week to it.

160

00:26:33.390 --> 00:26:35.910

Valerie Aurora: Right and I like keeps the focus on marginalized people.

161

00:26:37.830 --> 00:26:43.260

Valerie Aurora: So the thing that happens when you have a lot of power and privilege, is that conversations and up about you and your feelings a lot.

162

00:26:43.710 --> 00:26:52.830

Valerie Aurora: So, for example as a white person in the United States i'm used to most media coverage being focused on the feelings of me as a white person about.

163

00:26:53.670 --> 00:27:07.440

Valerie Aurora: racism against and that that my feelings are somehow more important than the impact on the people who are the target target of racism so bird birds Ray X birds rights activist, is a funny Twitter account that.

164

00:27:09.180 --> 00:27:18.570

Valerie Aurora: Does this from from the pretend perspective of a bird I am feel uncomfortable when we are not about me and I just tried to remember that all the time, so I have a specific example here.

165

00:27:19.980 --> 00:27:39.900

Valerie Aurora: During the early days of the pandemic there's a lot of anti Asian violence, especially where I live in San Francisco and there was an incident in my apartment building where somebody in the elevator falsely accused someone else of acting out of anti Asian racism.

166

00:27:41.100 --> 00:27:52.350

Valerie Aurora: And the person who was falsely accused went on Facebook I hate Facebook, by the way, went on our building Facebook and complained about it, so I am also on the building Facebook.

167

00:27:53.370 --> 00:28:01.440

Valerie Aurora: And people really respect me there because I run the the herb garden, so I thought wow I don't want to get in an argument on Facebook, but.

168

00:28:02.580 --> 00:28:11.070

Valerie Aurora: If not now when, as a white person here so here's what I said I said I feel sorry that your actions were mistaken for anti agent racism.

169

00:28:11.550 --> 00:28:22.740

Valerie Aurora: And I feel even more sorry for the person who experienced so much anti Asian racism that they reacted that way let's focus on fighting at Asian racism so yeah it's like I could still.

170

00:28:23.790 --> 00:28:32.460

Valerie Aurora: acknowledge this person's feelings say that it was not fair and i'd say boy, the real problem is people being physically attacked on the streets of San Francisco let's focus on that.

171

00:28:34.800 --> 00:28:45.840

Valerie Aurora: All right, i'm an ally spends money, so no one ever feels like they have enough money there's a study showing that, no matter how much money you have you think you need twice as much to feel secure and I.

172

00:28:46.980 --> 00:28:52.500

Valerie Aurora: agree with that, but what I try to point out is that if you have power and privilege, you have relatively more money.

173

00:28:53.700 --> 00:29:01.620

Valerie Aurora: than somebody who does not have that power privilege and so an amount of money that might not be a big deal to you could be a.

174

00:29:02.220 --> 00:29:14.130

Valerie Aurora: fairly big deal to someone else so whether you're donating that to an organization a nonprofit you are shopping at a particular business you're directly giving money through mutual aid.

175

00:29:15.240 --> 00:29:19.380

Valerie Aurora: it's it's, a thing that you can do with the relatively more money that you have.

176

00:29:20.580 --> 00:29:25.560

Valerie Aurora: an ally uses their social capital so allies often have more.

177

00:29:27.030 --> 00:29:38.400

Valerie Aurora: More connections with more people in power, more access to people who have information or can help help other people out with promotions or getting scholarships or things like that.

178

00:29:38.940 --> 00:29:49.740

Valerie Aurora: The wonderful thing about using your social capital is you can often use it in a way that builds social capital, so one thing you can do in combination with the previous ally skill of spending money is to run a.

179

00:29:50.700 --> 00:29:59.820

Valerie Aurora: A matching donation campaign, where you say hey i'm i'm donating X dollars to this organization that if other people also donate.

180

00:30:00.630 --> 00:30:12.600

Valerie Aurora: This many dollars to the organization, so you can do that and people will you will strengthen your social networks and increase how much how much people are willing to do do for you, because they saw you do this amazing thing.

181

00:30:14.160 --> 00:30:16.380

Valerie Aurora: an ally X, even when it's uncomfortable.

182

00:30:17.790 --> 00:30:18.750

Valerie Aurora: So i'm.

183

00:30:20.070 --> 00:30:29.520

Valerie Aurora: Often, when you are taking action as an ally it's super unpleasant something bad's going on, somebody being homophobic you're like oh my God, this is so unpleasant.

184

00:30:31.830 --> 00:30:41.430

Valerie Aurora: The thing that I always remind myself is that be, however, it is however uncomfortable it is for me when i'm in a position of acting as an ally.

185

00:30:42.000 --> 00:30:50.910

Valerie Aurora: It must be 10 times harder for the person who is the

target of this situation So yes, it was tough for me to write on.

186

00:30:51.480 --> 00:30:59.130

Valerie Aurora: Facebook about this this argument happening between multiple people in my building, but I just thought about the person who is.

187

00:30:59.970 --> 00:31:09.030

Valerie Aurora: The target of this of all of this anti Asian racism and how uncomfortable would be for them to ride the elevator with other people and thought okay i've got to do it.

188

00:31:11.460 --> 00:31:17.520

Valerie Aurora: Alright, an ally sacrifices personal gain sometimes, so this is not the first thing or the most important thing.

189

00:31:18.510 --> 00:31:22.530

Valerie Aurora: Or the most common thing that you do as an ally, but at some point, you have to say.

190

00:31:23.220 --> 00:31:31.650

Valerie Aurora: You know I I don't need to take this i'm going to give it to i'm going to say no, and pass it on to somebody else so good example here is panels.

191

00:31:32.220 --> 00:31:41.550

Valerie Aurora: So this is an example of an all male panel women in math Panel for all women math and yes i'll give on the panel or men they look like they're probably right to.

192

00:31:42.150 --> 00:31:48.270

Valerie Aurora: All white panels all all male panels not great one thing you can do is, if you are in the majority.

193

00:31:49.110 --> 00:31:56.550

Valerie Aurora: On one of these areas, you can say you can ask whenever you're invited to a panel hey in my case Is there anyone.

194

00:31:57.240 --> 00:32:04.620

Valerie Aurora: else on this panel, who is a person of color and if the answer is no, I say hey here are the five people more qualified

than me to be on this panel.

195

00:32:05.310 --> 00:32:13.620

Valerie Aurora: Who are people of color The other thing that's great about this is that if you start checking this you don't accidentally show up to an event where that has.

196

00:32:14.730 --> 00:32:30.240

Valerie Aurora: A lot of homogenous people in charge, because that is super embarrassing to be part of one of these things so check in and ask this is not the thing you need to do, the first time you're invited to a panel, but maybe around the 10th time.

197

00:32:31.830 --> 00:32:33.120

Miranda Mundt (she/her): We have a question.

198

00:32:34.170 --> 00:32:46.530

Miranda Mundt (she/her): That question is if they quick question is, can a person be an ally on in certain circumstances and a marginalized person in others, if so, how to identify those circumstances to act appropriately.

199

00:32:48.000 --> 00:32:52.080

Valerie Aurora: yeah that's a really good question and I actually have a a.

200

00:32:53.250 --> 00:33:06.660

Valerie Aurora: A an exercise of written exercise, you can do on my website it's called identifying your power and privilege to help you be really aware of that so so my easy big ticket items are i'm a woman and i'm white.

201

00:33:06.990 --> 00:33:11.430

Valerie Aurora: And so, whenever racism is involved in the United States, especially.

202

00:33:12.840 --> 00:33:20.190

Valerie Aurora: it's pretty easy for me to be like yeah at this point i'm the person who can act as an ally if sexism, is involved in like hey not my job.

203



00:33:21.180 --> 00:33:28.770

Valerie Aurora: nobody's gonna listen to me anyway it gets complicated when those two things are together and often these things interact and intercept so.

204

00:33:29.670 --> 00:33:43.920

Valerie Aurora: If you are Jewish you passes white and racism is going on it's tricky because if somebody figures out you're Jewish or probably if they're racist they're often also anti Semitic right so it's not always an easy one to.

205

00:33:44.700 --> 00:33:50.850

Valerie Aurora: kind of answer but becoming more aware of the areas in which you do have privilege will let you say, this is the time.

206

00:33:55.530 --> 00:34:07.050

Valerie Aurora: Right so in La follows leaders from marginalized groups I think again that happens when you have a lot of power and privilege just people will automatically think Oh, you know what to do, and if you decide to start a new project or.

207

00:34:07.560 --> 00:34:19.620

Valerie Aurora: A new initiative you're more likely to get more money, all that kind of stuff so what's really important is to remember that marginalized people are perfectly capable of knowing what they want, they just need support and.

208

00:34:23.220 --> 00:34:32.820

Valerie Aurora: They didn't need support money praise all that sort of thing from people who have more power so it's a it's really important to.

209

00:34:33.420 --> 00:34:44.820

Valerie Aurora: think twice before you start anything or take the lead, great example here is from disability activism there's a saying called nothing that is nothing about us without us and it's the idea that.

210

00:34:45.960 --> 00:34:49.770

Valerie Aurora: If it is at all possible, for marginalized people to.

211

00:34:51.540 --> 00:35:07.200

Valerie Aurora: Lead or put have input on something they should be involved, so a great example here is if people are writing legislation to improve wheelchair access to buildings, people who actually use wheelchairs, should be involved in writing that that.

212

00:35:08.520 --> 00:35:26.010

Valerie Aurora: That legislation so there's a great really detailed documentary on this called crypt camp on netflix it was nominated for an academy award I didn't watch it for very long time, because I was afraid to be too hard to watch but it's actually freaking amazing so give it a try.

213

00:35:27.840 --> 00:35:38.460

Valerie Aurora: and final la skill in La makes mistakes and apologizes and possible makes sense, so you're not perfect, and if you wait until you're.

214

00:35:38.940 --> 00:35:46.470

Valerie Aurora: going to be a perfect ally to take action, you will never take action so getting really good up front and saying Oh, I was wrong i'm sorry.

215

00:35:47.010 --> 00:36:02.880

Valerie Aurora: Let me correct myself and continue will make it far easier to be an ally The other thing you can do is start out with small actions and then move up to larger and larger things as you improve your skills so, but the important thing is, if you practice saying oh whoops my bad.

216

00:36:03.900 --> 00:36:04.380

Valerie Aurora: Okay.

217

00:36:05.460 --> 00:36:09.060

Valerie Aurora: I should have said this, or I should have done that, and then moving on to gets way easier.

218

00:36:11.190 --> 00:36:22.110

Valerie Aurora: Alright, so just a few tips on how to learn life skills, you can follow my i'm a Twitter person sorry, you can follow the friendship llc on Twitter, I tried it's about I don't know six retweets a day.

219

00:36:22.740 --> 00:36:29.910

Valerie Aurora: I have a di coaching program for leaders and I teach the skills workshop those books I included earlier in the.

220

00:36:30.990 --> 00:36:40.710

Valerie Aurora: Talk are also great resources for doing this, the important thing to realize is like these are skills, just like any other if you've learned other skills, you can learn these skills as well.

221

00:36:41.760 --> 00:36:43.560

Valerie Aurora: Alright, so here's what i'd love for you to take away.

222

00:36:45.030 --> 00:36:57.660

Valerie Aurora: Most the diversity and inclusion efforts focus on changing marginalized people but allies have more time energy power and influence to make a difference ally skills can be learned and we should focus on la skills.

223

00:36:58.770 --> 00:37:13.770

Valerie Aurora: All right time for Q amp a i'll take this down second, but I really appreciate all I love Thank you so much for all of the questions and comments in the chat It made me feel like I was talking to actual people, so all right.

224

00:37:15.630 --> 00:37:19.650

Valerie Aurora: Man and Suzanne will be moderating the questions.

225

00:37:20.250 --> 00:37:25.800

Suzanne Parete-Koon ORNL She/her/hers: So we do have one that someone asked us to reserve until the questions section and i'm going to read it here.

226

00:37:26.220 --> 00:37:30.840

Suzanne Parete-Koon ORNL She/her/hers: If the person asked this question wants to unmute and add any context, that would be encouraged.

227

00:37:31.320 --> 00:37:48.420

Suzanne Parete-Koon ORNL She/her/hers: But the question is this topic is very complex if there is one side that believes they have worked hard have more education invested more to gain their roles, so I don't

really understand why you call this an earned so that was back when we're talking about.

228

00:37:48.810 --> 00:37:50.040

Valerie Aurora: A privilege I think right.

229

00:37:51.330 --> 00:37:55.920

Valerie Aurora: yeah I think this is a really important topic so i'll give an example.

230

00:37:57.060 --> 00:38:01.650

Valerie Aurora: I you know, I have a degree in computer science and mathematics right and bachelor's degree.

231

00:38:03.000 --> 00:38:10.560

Valerie Aurora: And for a very long time, the only part I could see about that degree was all the work I did in school, I worked very hard.

232

00:38:12.480 --> 00:38:15.630

Valerie Aurora: And i'm a pell grant recipient like I did not come from.

233

00:38:16.710 --> 00:38:21.450

Valerie Aurora: A lot of wealth, but as I learned more and more I recognize that.

234

00:38:22.890 --> 00:38:28.230

Valerie Aurora: This would have been a lot harder for me if I hadn't been white if my parents hadn't had advanced degrees.

235

00:38:29.250 --> 00:38:37.740

Valerie Aurora: If I hadn't lived in a state that had some really good in state tuition for school that was relevant to what I wanted to do.

236

00:38:38.310 --> 00:38:42.780

Valerie Aurora: and eventually I started seeing all the parts that weren't the result of my effort and that.

237

00:38:43.350 --> 00:39:00.450

Valerie Aurora: we're not equally distributed, so I think education is the best example of this right, most people do work hard to get their education but it's so well documented that that education is not equally available to all people, it really depends on which family, you were born to frankly.

238

00:39:01.860 --> 00:39:16.380

Valerie Aurora: Your race your gender your disability status, all that kind of stuff so yeah people work really hard and it's not the only thing, and they would have had to work harder if they didn't have the the privileges that they had I would love to hear if that's answering your question.

239

00:39:19.200 --> 00:39:23.820

George Carlisle: Yes, you know, I guess, my comment is just this on equal this.

240

00:39:24.690 --> 00:39:28.080

George Carlisle: Is marginalization, it goes it starts so.

241

00:39:28.260 --> 00:39:29.310

George Carlisle: Early right.

242

00:39:29.640 --> 00:39:32.520

George Carlisle: we're talking like in grade school right.

243

00:39:33.210 --> 00:39:34.410

Valerie Aurora: Actually moment after inception.

244

00:39:35.310 --> 00:39:35.820

George Carlisle: Right right.

245

00:39:36.660 --> 00:39:40.590

George Carlisle: i'm not a person who's doing this they're not thinking that they're.

246

00:39:41.610 --> 00:39:53.430

George Carlisle: They think they've earned the right to take a person probably until their 30s to be reflective the see the advantages they had the you know, everybody thinks they they work hard they earn this right.

247

00:39:54.090 --> 00:40:02.190

George Carlisle: But just there's so many things in life that you have been made easy for you to make progress, you don't even know it.

248

00:40:03.390 --> 00:40:04.860

George Carlisle: So that's yeah.

249

00:40:04.950 --> 00:40:14.250

Valerie Aurora: And I think one of the things the best things you can do is be open about your own realization of oh I realized I had all these benefits I wasn't thinking about, because it is.

250

00:40:15.270 --> 00:40:21.720

Valerie Aurora: People it is far easier for people to see the ways that they had disadvantages than it is for them to see ways they had advantages.

251

00:40:23.190 --> 00:40:25.470

Valerie Aurora: there's one of those I can go ahead.

252

00:40:26.220 --> 00:40:36.510

George Carlisle: And even if you want to go deeper right, the quality of the family structure makes a huge difference just somebody that's walked that path before can sort of like.

253

00:40:36.540 --> 00:40:41.430

George Carlisle: tell you, though, the potholes and what till yeah it's just.

254

00:40:43.980 --> 00:40:46.200

Valerie Aurora: yeah there's some great research on.

255

00:40:48.720 --> 00:40:55.980

Valerie Aurora: percentage of people in tenured positions and universities, how many of them had a parent who was also had tenure.

256

00:40:57.600 --> 00:41:03.480

Valerie Aurora: there's I put a note in the chat I can't remember the exact name of it but john scales he wrote in an analogy about.

257

00:41:05.070 --> 00:41:11.790

Valerie Aurora: privilege allowing you to play life on easy mode that is often very, very helpful for people to grasp.

258

00:41:13.950 --> 00:41:14.310

Valerie Aurora: All right.

259

00:41:17.040 --> 00:41:20.040

Valerie Aurora: next step is there, another one you'd like to or another question.

260

00:41:22.140 --> 00:41:35.130

Suzanne Parete-Koon ORNL She/her/hers: So there are some comments I think here's one how many times have you heard i'm not a racist but Some people will say they are not racist believe they are not racist but did not say right.

261

00:41:35.760 --> 00:41:48.510

Suzanne Parete-Koon ORNL She/her/hers: Do not say racist things and become very defensive when you point out that what was said was in fact racist and this is just an observation and there's a few other observations up in the chat do you want me to read observations.

262

00:41:50.040 --> 00:41:59.820

Valerie Aurora: I know I think that's for other folks but uh I think this is a good point and just say, but that it was, but they do or say racist thing don't say.

263

00:42:01.740 --> 00:42:05.520

Valerie Aurora: So yeah no it's just changed the meeting completely so it's like all right um.

264

00:42:06.630 --> 00:42:16.290

Valerie Aurora: yeah so so here is actually thing that I have learned is that if somebody says i'm not racist I just don't let them say whatever they're there they want to say next.

265

00:42:17.430 --> 00:42:24.270

Valerie Aurora: I just say hey I you know I don't need to hear that every time somebody says that they say something racist I don't want

to do that today.

266

00:42:25.110 --> 00:42:33.510

Valerie Aurora: let's not listen to this that sort of thing I mean obviously this is an environment where other people are listening or i'm choosing not to engage with this person.

267

00:42:34.080 --> 00:42:40.020

Valerie Aurora: If you do want to actually engage with them and work through with them, and you have some reason to believe that they would listen to you.

268

00:42:40.650 --> 00:42:52.140

Valerie Aurora: You can go ahead and let them say it and then talk about why it's bad, but yeah that's like just it's a really clear sign that somebody's about to say something racist they say they are not consultants.

269

00:42:54.600 --> 00:43:02.790

Valerie Aurora: One of the things I worked really hard on and that it just will never have to never stop having to work on is.

270

00:43:04.230 --> 00:43:16.980

Valerie Aurora: As a white person in the United States is just getting better at talking about race and being less sensitive about it and taking my trying to take my ego out of things, so I really, really enjoy it.

271

00:43:19.440 --> 00:43:26.100

Valerie Aurora: So you want to talk about race by a GM0 low and the how to talk to your boss about race, but it.

272

00:43:27.570 --> 00:43:32.970

Valerie Aurora: Just takes a lot of work if you didn't have to talk about race, which is something I did not have to do.

273

00:43:34.590 --> 00:43:38.070

Valerie Aurora: Right we've got a question from someone with their hand up.

274

00:43:41.100 --> 00:43:42.480



Valerie Aurora: And if you want to go ahead and unmute you're.

275

00:43:42.480 --> 00:43:44.220

Alfred Tang: Saying okay.

276

00:43:44.490 --> 00:43:45.930

Alfred Tang: it's my turn.

277

00:43:46.440 --> 00:43:47.340

Alfred Tang: All right, so i'm.

278

00:43:48.390 --> 00:43:56.100

Alfred Tang: just trying to figure out was the basis of judging what is the right kind of marginalization and what is not.

279

00:43:56.760 --> 00:44:15.330

Alfred Tang: For example, I really common saying that child molester is is a marginalized group I don't think that people wanted to support this group of people right so so from i'm hearing is that most of the time people refer to him and right as the basis of.

280

00:44:17.910 --> 00:44:24.570

Alfred Tang: This off the discussion so since we come from come from San Francisco just take some Cisco.

281

00:44:24.570 --> 00:44:35.280

Alfred Tang: As an example, there are a lot of homeless people in San Francisco they can everywhere and, from what I heard a pool everywhere and the urine they're everywhere and.

282

00:44:35.520 --> 00:44:36.390

Valerie Aurora: there's a lot of reasons.

283

00:44:37.830 --> 00:44:45.660

Alfred Tang: yeah so so so you would say the homeless people is a marginalized group and we need to protect them, but.

284

00:44:46.740 --> 00:44:47.010

Valerie Aurora: But.

285

00:44:47.340 --> 00:44:52.290

Alfred Tang: But is that is that a reason why you allow people to continue to do that in San Francisco.

286

00:44:53.400 --> 00:44:55.140

Valerie Aurora: Ah, so um.

287

00:44:55.200 --> 00:45:11.070

Valerie Aurora: Alright, so I will talk about the specific example, and then I won't pull back to the bigger picture here, so people often look at homeless people and say Oh, that person must deserve it, they must have made that decision and they'll come up with a bunch of reasons, like.

288

00:45:12.390 --> 00:45:18.030

Valerie Aurora: That there they they're addicted to drugs, and that must be their fault or they made bad decisions or.

289

00:45:19.350 --> 00:45:21.270

Valerie Aurora: committed crimes something like that.

290

00:45:22.620 --> 00:45:31.260

Valerie Aurora: The specific problem we're talking about with San Francisco and the streets being so dirty happens for two reasons too many reasons by her to specific ones.

291

00:45:31.710 --> 00:45:48.240

Valerie Aurora: We just sent the person in charge of cleaning up streets to prison for years because he was using that position to extort bribes, so the reason that they are not bathrooms in San Francisco ordinary people to use is because it made somebody money to force people to not.

292

00:45:48.300 --> 00:45:58.080

Valerie Aurora: have real bathrooms right so that's one one thing there on the other thing is that homeless, is highly highly highly coordinated with arbitrary right so.

293

00:45:59.700 --> 00:46:00.180

Valerie Aurora: Finally.

294

00:46:01.200 --> 00:46:13.710

Valerie Aurora: Rates of drug addiction, or no higher and homeless people than they are in house people, so you can look at this and say oh i'm going to say there's something wrong with this group of people that in their behavior but it's actually when you look at the systemic.

295

00:46:15.270 --> 00:46:21.930

Valerie Aurora: The whole systemic picture you see that a lot of people benefit from and make money from forcing people to live on the streets and terrible.

296

00:46:22.860 --> 00:46:27.630

Valerie Aurora: terrible circumstances alright, so the bigger picture question is, how do you decide who is a marginalized group.

297

00:46:28.320 --> 00:46:31.800

Valerie Aurora: And who is somebody who's done something bad and deserves the consequences for it.

298

00:46:32.430 --> 00:46:45.840

Valerie Aurora: And so there's something I typed in chat i've, this is actually a difficult question it took me a while to get there really, really dialed in but I wrote, I wrote something on the paradox of tolerance, which is a well known.

299

00:46:47.340 --> 00:46:55.560

Valerie Aurora: Philosophical concept that says a tolerant society must tolerate everything except intolerance itself, and this is about.

300

00:46:56.670 --> 00:47:05.070

Valerie Aurora: Preventing your society being taken over by people, for example, who think white people are the best ever people and everyone else should be oppressed and serve them.

301

00:47:05.400 --> 00:47:11.160

Valerie Aurora: Right that's the kind of thing that you can't tolerate because it ends up in a society where a bunch of people are really, really hard.

302

00:47:12.390 --> 00:47:16.020

Valerie Aurora: So how do you draw that line and what I look for is.

303

00:47:17.100 --> 00:47:26.010

Valerie Aurora: If you are advocating for the removal of human rights from people, based on their an aspect of their identity that's not something that we should tolerate.

304

00:47:27.570 --> 00:47:38.400

Valerie Aurora: there's a lot of things where religion is the most, I think, where things tend to come into conflict, the most because there's a lot of religions that have very strong things to say about other people's behavior.

305

00:47:40.560 --> 00:47:51.000

Valerie Aurora: And that is a place where you start saying I need to remove human rights based on somebody else's identity quite quite often So if you look for that blog post, thank you for the person who put it in there.

306

00:47:52.140 --> 00:47:57.960

Valerie Aurora: into the chat that that for me is how I figure out who actually taught her so somebody who.

307

00:47:59.070 --> 00:48:07.470

Valerie Aurora: has a lot of freedom of action has lots of money lots of privilege, who then chooses to harm other people, because they think it's fun that's another sort of marginalized group.

308

00:48:08.940 --> 00:48:09.660

Valerie Aurora: that's the easy one.

309

00:48:11.490 --> 00:48:12.150

Valerie Aurora: Right.

310

00:48:13.080 --> 00:48:14.010

Suzanne Parete-Koon ORNL She/her/hers: That wasn't a very nice.

311

00:48:14.250 --> 00:48:14.700

chart.

312

00:48:15.720 --> 00:48:16.320

Suzanne Parete-Koon ORNL She/her/hers: It was an amazing.

313

00:48:16.470 --> 00:48:19.680

Suzanne Parete-Koon ORNL She/her/hers: A lot of practice very complex complex subject.

314

00:48:21.240 --> 00:48:26.100

Suzanne Parete-Koon ORNL She/her/hers: A lot of what's in the chat our comments and there's a really interesting one that I think has come up.

315

00:48:27.570 --> 00:48:29.820

Suzanne Parete-Koon ORNL She/her/hers: Someone has made the point that being a good ally.

316

00:48:31.290 --> 00:48:47.970

Suzanne Parete-Koon ORNL She/her/hers: Also, is a good reflex to have in your workplace just to have a generally good workplace they're saying, if someone in a meeting keeps basically trolling others, you have your ally reflexes set you can you know interrupt them and help the speaker that's being trolled.

317

00:48:49.050 --> 00:49:06.900

Suzanne Parete-Koon ORNL She/her/hers: get their point across or at least distract the troll, so I think that is a really good point, but I think Elizabeth Stewart made here in the chat it's not really a question, but I think these are valuable skills in general, there is a question from Maria valor Bella Bella.

318

00:49:07.560 --> 00:49:08.070

Bella.

319

00:49:09.570 --> 00:49:10.080

Maria Ruiz Varela: Thank you.

320

00:49:12.840 --> 00:49:21.570

Maria Ruiz Varela: it's related to what you just mentioned, we face in this field so problem we face.

321

00:49:23.400 --> 00:49:25.920

Maria Ruiz Varela: eraser at the workplace like.

322

00:49:26.310 --> 00:49:41.070

Maria Ruiz Varela: Yes, I see the person, the man or even women, women have done this, they write the meeting notes in men or someone they'd like speaks up they write the name of the guy or the girls, the person in there.

323

00:49:41.100 --> 00:49:49.260

Maria Ruiz Varela: Yes, but if it is a minority, they just erased the name they don't give recognition, I think you spoke about recognition.

324

00:49:49.710 --> 00:50:03.570

Maria Ruiz Varela: But this is just saw the mental to do our mental health to making progress in in you know, in the workplace it's just I don't know if you have some words now but combat that.

325

00:50:05.190 --> 00:50:11.130

Valerie Aurora: I, that is a really good point that is absolutely borne out by all the research it's it's.

326

00:50:13.050 --> 00:50:14.910

Valerie Aurora: quite widespread, and this is the.

327

00:50:17.010 --> 00:50:24.870

Valerie Aurora: Giving people credit properly in meetings I teach in almost every ally skills workshop, because every organization I work with has this problem.

328

00:50:25.920 --> 00:50:36.450

Valerie Aurora: So there's a there's a bunch of stuff in meetings that you can do and I really like to change, I really like to make structural changes so having.

329

00:50:38.580 --> 00:50:41.550

Valerie Aurora: Having having the the note taker.

330

00:50:42.660 --> 00:50:44.550

Valerie Aurora: be trained to.

331

00:50:46.260 --> 00:50:58.440

Valerie Aurora: To put down the name and give credit equally to people is really important there's having people in the meeting train to pay attention to who's speaking how often and.

332

00:50:59.370 --> 00:51:08.640

Valerie Aurora: whether there are any Trentham gender or race or disability or anything else, and then to intervene and make time for people to speak.

333

00:51:09.390 --> 00:51:18.990

Valerie Aurora: Meeting structures in which upfront people, send a paragraph that they want to say in the meeting so that it's not a question of who gets to speak first everyone.

334

00:51:19.710 --> 00:51:29.520

Valerie Aurora: got their information up at first with their name attached to it and write it right so there's a bunch of structural changes, you can make, but I want to just really reiterate your point that.

335

00:51:31.320 --> 00:51:44.010

Valerie Aurora: Failing to assign credit correctly is a huge driver and reinforcer of systems of oppression and if there's nothing else you take away from this talk, except that you need to.

336

00:51:44.490 --> 00:51:52.290

Valerie Aurora: speak up a lot and say hey that's that's that person's idea Oh, I heard that person say that, first, I really think this person is constantly coming up with great ideas.

337

00:51:53.040 --> 00:51:58.050

Valerie Aurora: Being super proactive about that there's a bunch of stories from people saying hey you know, I was.

338

00:51:58.650 --> 00:52:14.520

Valerie Aurora: For example, a black woman in my PhD program and there's just this one white guy who constantly said, all I want to hear what she has to say and that's it and he did nothing else, and that completely changed my experience of graduate school so so yeah I really think that's great.

339

00:52:18.390 --> 00:52:25.920

Miranda Mundt (she/her): We have a question from Deborah Deborah if you'd like to unmute yourself and ask it out loud you're more than welcome to otherwise I will happily read it for you.

340

00:52:26.190 --> 00:52:29.100

Deborah Penchoff: Oh sure sorry said bit loud my hallway right now.

341

00:52:29.970 --> 00:52:30.540

Valerie Aurora: It sounds great.

342

00:52:31.920 --> 00:52:42.990

Deborah Penchoff: So i've experienced many times and sometimes the ally, or the person speaking up for others, is also part of minority group that.

343

00:52:43.470 --> 00:52:51.600

Deborah Penchoff: The station shifts to the ally being dramatic or hypersensitive or, like all your kind of prime to see that so are you seeing this.

344

00:52:53.160 --> 00:52:58.110

Deborah Penchoff: said successful strategy to address this in the workplace particular.

345

00:52:59.340 --> 00:53:08.250

Valerie Aurora: yeah Yes, I agree with you and that's why I totally agree with you, thank you for pointing this out again it's really important to say that, like look just because.

346

00:53:09.420 --> 00:53:24.450

Valerie Aurora: you're an ally in one dimension doesn't mean you can't be dismissed because you have some other marginalization right and and yeah that's uh oh you're being hysterical or sensitive, yes, that comes up for a lot of different different ways, gender, race, a bunch of other stuff.

347

00:53:26.100 --> 00:53:42.240

Valerie Aurora: The best thing to do is to change things systemically so that the situation never comes up and so that's I like to teach people both here's what you do if it happens in the moment and here's what you do to prevent that from happening at all so.



348

00:53:43.980 --> 00:53:44.460

Valerie Aurora: Having.

349

00:53:45.900 --> 00:53:59.940

Valerie Aurora: Having somebody and again it does it does really just come down to finding somebody who has the power and privilege or one or both, to make the change to speak up to be the person who says oh I don't I don't think that person is being hysterical.

350

00:54:00.990 --> 00:54:15.210

Valerie Aurora: Or to be the person who speaks up so that the marginalized person, you know the person who is an ally in one way and marginalized in another way doesn't even have to speak up right so it's easier to prevent things then clean them up So how do you get from here to there.

351

00:54:16.830 --> 00:54:26.550

Valerie Aurora: What I always recommend is, if you find yourself in that situation of being dismissed a lot is to look around and see who seems to care about this, but is uncertain.

352

00:54:27.240 --> 00:54:38.100

Valerie Aurora: doesn't is sitting there thinking Oh, but am I taking away this person's agency, am I speaking over them something like that and sit down and have a conversation say hey do you want to help you are you annoyed when this happens.

353

00:54:38.670 --> 00:54:44.430

Valerie Aurora: And then give them the like yeah it would be great in this situation if you spoke up and said hey.

354

00:54:45.450 --> 00:54:46.050

Valerie Aurora: don't do that.

355

00:54:47.820 --> 00:54:48.810

Valerie Aurora: and

356

00:54:50.400 --> 00:54:58.980

Valerie Aurora: that's actually why I started doing allies skills work is there are people who I knew cared we're kind who were just

uncertain and didn't have the information they needed.

357

00:55:00.240 --> 00:55:00.690

Deborah Penchoff: Thank you.

358

00:55:02.220 --> 00:55:06.450

Valerie Aurora: I would definitely say in general plan in advance you're allowed to plan in advance there's this idea that.

359

00:55:07.590 --> 00:55:12.600

Valerie Aurora: gets spread a lot that people without power, people who are mark more marginalized can't plot.

360

00:55:13.950 --> 00:55:27.120

Valerie Aurora: avenues for you, people who are in power are doing a lot of planning so you're allowed to in advance say hey when we go into this meeting i'm going to say this, and you're going to say that, and then someone says going to do this thing and then we're going to get fairness that's allowed.

361

00:55:28.830 --> 00:55:29.010

Valerie Aurora: All right.

362

00:55:30.030 --> 00:55:30.630

Valerie Aurora: Thank you so much.

363

00:55:31.770 --> 00:55:39.330

Miranda Mundt (she/her): There is another question that I think fits very nicely in this theme and i'm not sure if it's gene or john who asked it.

364

00:55:40.080 --> 00:55:49.560

Miranda Mundt (she/her): But the question is, do you have any more specific advice about finding an area of need to focus on, aside from the point on following and supporting leaders from marginalized groups.

365

00:55:51.960 --> 00:55:56.220

Valerie Aurora: yeah um I definitely recommend spending some time figuring out.

366

00:55:57.480 --> 00:56:06.930

Valerie Aurora: where you have power and influence so that the place the the areas you are already close to that if you said hey we should do this thing this way.

367

00:56:07.500 --> 00:56:13.920

Valerie Aurora: People were more likely to listen to you right like i'm not going to go in some random Facebook group and start arguing with people who are worried about.

368

00:56:14.130 --> 00:56:20.190

Valerie Aurora: Being falsely accused of racism i'm going to be on the Facebook group, where everyone thinks i'm awesome because I run the herb garden right.

369

00:56:20.580 --> 00:56:34.920

Valerie Aurora: Like 90% of my posts are hey there's some lettuce today right, so it if I wouldn't have viewed it that way, if I hadn't spent time thinking about your where do I have influence, where do people listen to me.

370

00:56:36.540 --> 00:56:43.470

Valerie Aurora: So that's I think that's, the most important thing to figure out and then you can look like educate yourself.

371

00:56:44.790 --> 00:56:52.530

Valerie Aurora: You can pay attention you can read research, you can listen when somebody complains you can look around and see people's expressions.

372

00:56:53.730 --> 00:57:08.850

Valerie Aurora: You can time how long people are talking, you can run the statistics on on who's in management positions and who's an individual contributor positions that's what once you once you're aware of where you have power and influence you can start.

373

00:57:11.040 --> 00:57:24.840

Valerie Aurora: Raising awareness of potential places and then that's where you can start figuring out like Oh, what is the specific thing I should do in this situation, getting advice, all that sort of stuff practicing your lunch practice to it's really important.

374

00:57:26.760 --> 00:57:27.210

Valerie Aurora: right next.

375

00:57:27.360 --> 00:57:27.990

Miranda Mundt (she/her): To me perfect.

376

00:57:29.010 --> 00:57:29.190

Valerie Aurora: yeah.

377

00:57:30.000 --> 00:57:35.400

Miranda Mundt (she/her): George has a follow up question and there's a couple of more that are coming in that I do not think we will have time for.

378

00:57:35.640 --> 00:57:43.590

Miranda Mundt (she/her): But I really appreciate everybody who is asking questions but George says, the world is unequal and it'll probably be a long time before we allow everyone to contribute fully.

379

00:57:43.860 --> 00:57:53.040

Miranda Mundt (she/her): I want to hear your experiences with organizations that overcame the marginalization, to become a higher performance organization, can you talk about this in this context.

380

00:57:54.780 --> 00:57:56.640

Valerie Aurora: yeah I think um.

381

00:57:56.790 --> 00:58:01.320

Valerie Aurora: I think this is talking about an organization that's made up of marginalized people.

382

00:58:03.540 --> 00:58:04.380

Valerie Aurora: And i'm not clear would.

383

00:58:05.190 --> 00:58:12.420

Miranda Mundt (she/her): like to clarify what I thought I bet it, as is do you have any experience with an organization that had an issue with.

384

00:58:12.570 --> 00:58:14.640

Miranda Mundt (she/her): marginalized people being mistreated.

385

00:58:14.940 --> 00:58:17.820

Miranda Mundt (she/her): But then overcame that right now become more equal Is that correct or.

386

00:58:18.570 --> 00:58:19.860

George Carlisle: Well, I think, in the sense, you know.

387

00:58:20.130 --> 00:58:25.620

George Carlisle: Ownership is a path is the foundation of all of these problems, but in these organizations right.

388

00:58:25.830 --> 00:58:29.130

George Carlisle: We have some people who have inherent power, either through.

389

00:58:29.160 --> 00:58:31.140

George Carlisle: Education ship.

390

00:58:31.470 --> 00:58:35.880

George Carlisle: They how do they yeah you wouldn't give a better example.

391

00:58:36.450 --> 00:58:36.810

Valerie Aurora: Actually.

392

00:58:36.870 --> 00:58:38.610

George Carlisle: No, I government.

393

00:58:38.640 --> 00:58:39.090

Valerie Aurora: I would love.

394

00:58:39.150 --> 00:58:40.290

Valerie Aurora: OK OK, I would love to.

395

00:58:40.350 --> 00:58:49.950

Valerie Aurora: I would love to answer this and before we run out of

time, I have a really sort of really good examples what you're saying is correct, it requires people with power in the organization to decide.

396

00:58:50.280 --> 00:59:07.320

Valerie Aurora: I want to change this so there's one of my favorite examples is the CEO of Microsoft to made that super embarrassing comment at grace hopper celebration in 2014 he told women who are asking about getting fairly promoted to just rely on Karma literally.

397

00:59:08.940 --> 00:59:27.840

Valerie Aurora: He really, really wanted to change the organization Microsoft in like very fundamental ways and after that experience did a ton of work, educating himself and learning how to actually make improvements in the fairness of promotion for women as well as many, many other things so.

398

00:59:29.850 --> 00:59:48.960

Valerie Aurora: There are at Microsoft last I checked I think about two years ago, obviously performance things change all the time, but they set a a performance goal for every single person at every level of the organization one of their kpis or things like that is did you do I work.

399

00:59:50.850 --> 00:59:56.730

Valerie Aurora: And that is part of the decision about whether you get promoted or get your bonus Intel Corporation.

400

00:59:57.510 --> 01:00:10.500

Valerie Aurora: set some really achievable, but ambitious hiring goals for diversity in in a certain job fields and they made the manager hiring managers bonus dependent on meeting those goals and they met those goals.

401

01:00:11.280 --> 01:00:23.880

Valerie Aurora: Early so yeah I think there has to be somebody in power like real organizational power at least one person, and then you have to tie people's compensation and performance to meeting the goals and that's when I see organizations really change.

402

01:00:25.410 --> 01:00:26.280

Valerie Aurora: Those are the two things.

403

01:00:28.440 --> 01:00:39.660

Valerie Aurora: I would be happy to keep answering questions or chatting but I know you people running the some you all have work to do, i'm happy to stick around if you just want to turn off the recording i'm happy to just have it here either way so.

404

01:00:40.710 --> 01:00:46.320

Suzanne Parete-Koon ORNL She/her/hers: Okay, I will stop the recording but first I want to thank everybody for participating, thank you very much Valerie.

405

01:00:46.680 --> 01:00:50.880

Suzanne Parete-Koon ORNL She/her/hers: And Miranda excellent moderating Valerie this talk was very excellent clear.

406

01:00:51.240 --> 01:00:58.290

Suzanne Parete-Koon ORNL She/her/hers: A lot of good ideas here, one thing that I do have to say is I apologize for not having closed captioning for this webinar.

407

01:00:58.530 --> 01:01:04.050

Suzanne Parete-Koon ORNL She/her/hers: That is something that we will work on, and I thank you very much to the person who pointed out that we didn't have closed captioning.

408

01:01:04.650 --> 01:01:13.950

Suzanne Parete-Koon ORNL She/her/hers: We do want to be inclusive, I will attempt to see if I can get the transcript out of zoom for this and see if I can make it available with the recording.

409

01:01:14.280 --> 01:01:21.630

Suzanne Parete-Koon ORNL She/her/hers: So with that i'm going to shut off the recording and Thank you everyone for your questions and Valerie if you can stay on that's great.

410

01:01:23.370 --> 01:01:23.640

Valerie Aurora: Great.