

DANCING AROUND RACE

Cultivating Racial Equity and Absolute Belonging

Gerald Casel

Camping 2023

Introduction / welcome

Land and Labor Acknowledgments

Community Agreements

Visible / Invisible Identities

A brief history of Dancing Around Race

Container-building

Personal Legacies / movement

The White Space / movement

Closing

Agenda



Dancing Around Race @ Camping

COMMUNITY AGREEMENTS

- Embrace discomfort.
- Generous patience with process and imperfection.
- Engage in respectful communication. Assume best intentions.
- Respect each person's gender identity, expression, and pronouns.
- Please limit side conversations. Give speakers your full attention.
- Move forward/Move back. Be mindful of how much or how little space you are occupying.
- Allow others to finish their thoughts. Listen to fully understand before responding.
- Recognize, and where possible name your own power, privilege, influence, and authority.
- Speak from the "I" perspective. Speak in drafts.
- Take care of yourself: take breaks, drink water, know your exit strategy.
- Be conscious of intent vs. impact - no matter intention you're responsible for your impact.
- Do not attribute conversations to specific individuals.
- Take the lesson, leave the story.
- Ask for consent before touching anyone's body.

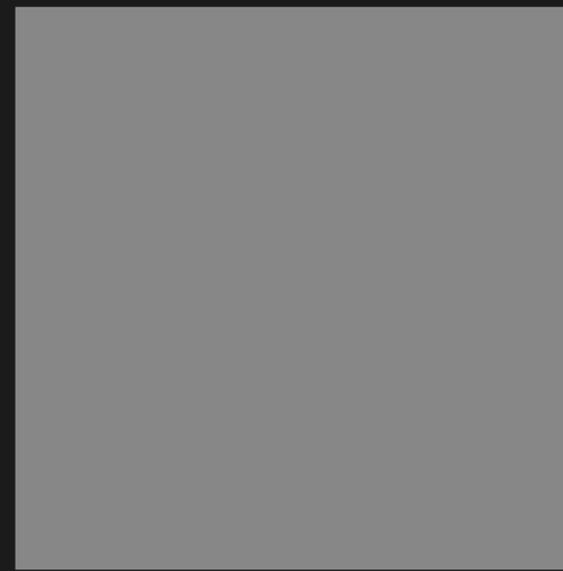
NOT UP FOR DEBATE

- That white supremacy exists as a system that hurts us all and disproportionately harms People of Color.
- That white people have a responsibility to dismantle White Supremacy.
- That racism + colonialism are linked, and so racial justice + decolonization are also linked.
- It's not IF racism, colonialism and white supremacy exist in our community and nation, it's HOW we intend to address and fix it.
- That systems of oppression exist as one overarching matrix of domination. Oppressions intersect and are interlocking.
- People experience and resist oppression on a personal, communal, and institutional level.
- There are various types of racism: Internalized, Interpersonal, Institutional, and Structural.

**Grounding /
Take a breath**



Visible / Invisible Identities



Ruchika Tulshyan's *Inclusion on Purpose: An Intersectional Approach to Belonging at Work*

Gerald Casel (he/they/siya)

Pilipinx
Short
Brown-skinned
Graying hair
Gen x

Queer
First generation
Immigrant
Dance artist
Community organizer

Dancing Around Race

What obstacles get in the way of racial equity?

What does it feel like to have racial equity in dance?

What does the future look like?
How do we get there?

DANCING AROUND RACE

PUBLIC GATHERING
SEPTEMBER 20, 2018
7PM

Humanist Hall
390 27th Street, Oakland
FREE. RSVP required.

Join 2018 Community Engagement Residency lead artist Gerald Casel, artist co-interrogators Sammay Dizon, David Herrera and Yayoi Kambara, and special guest Aruna D'Souza, author of *Whitewalling: Art, Race & Protest in 3 Acts* for a moderated long table conversation about racial equity in the performing arts.

This event is **FREE** and open to the public.

Guests to the gathering are invited to bring a snack or food item to share.

Scan QR code and RSVP or email:
programs@hopemohr.org

LEAD ARTIST
Choreographer Gerald Casel

GUEST SPEAKER
Author Aruna D'Souza

Samay Dizon David Herrera Yayoi Kambara

Artist Cohort + Guest Speakers



Thomas DeFrantz, Guest Speaker. Ph...



Aruna D'Souza, Guest Speaker. Photo ...



Zulfikar Ali Bhutto, Member of Artist ...



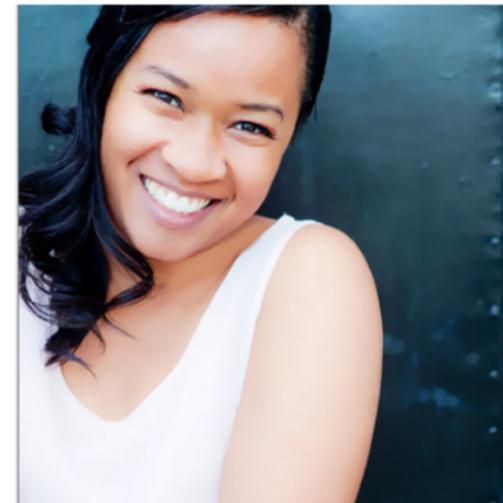
Sammay Dizon, Member of Artist Co...



David Herrera, Member of Artist Coh...



Yayoi Kambara, Member of Artist Co...



Raissa Simpson, Member of Artist Co...



Bhumi Patel, Member of Artist

**Dancing
Around
Race:
Whiteness in
Higher
Education**



SAN FRANCISCO'S MAJOR DANCE COMPANIES, PERFORMANCE SPACES + ORGANIZATIONS

ODC (Oberlin Dance Collective)

CounterPulse

Dance Brigade's Dance Mission Theater

Margaret Jenkins Dance Company

Joe Goode Performance Group

Sara Shelton Mann

RAW Dance

Sean Dorsey Dance

LEVY Dance

Katie Faulkner | little seismic dance company

Epiphany Dance Theater | SF Trolley Dances

Jess Curtis | Gravity

Fresh Festival | Alternativa

FACT/SF

Kristin Damrow & Company

Circo Zero | Keith Hennessy







Systems thinking approach

Circular and interconnected nature of the world

Can be used as a diagnostic tool

Understanding problems more thoroughly before acting

Requires curiosity, clarity, compassion, and courage

Often multiple interventions to a problem

Reinforces mutual understanding

Develops shared aspirations

Continuous communication

Shared measurements to track qualitative and quantitative data

Container building



What do you need to fully show up?

What do you need to fully show up?
What gets in the way?

What do you need to fully show up?

What gets in the way?

What does support look like?

Personal Legacies



Name your most influential dance teacher.

Name their race/ethnicity.

What movement form did they teach you?

**From which cultural tradition
does this practice come?**

Why were they so influential?

THE WHITE SPACE

WHITENESS

Whiteness ≠ White People

Pedestrian

Ordinary

Universal

Neutral

**WHITENESS CAN ONLY
MASQUERADE AS UNMARKED
AMONGST WHITE SUBJECTS;
TO PEOPLE OF COLOR,
WHITENESS IS NEVER
INVISIBLE.**

**WHITE SUPREMACY IS NOT
THE ELEPHANT IN THE ROOM,
IT IS THE ROOM.**

**HOW DOES
WHITE SUPREMACY
SHOW UP
IN YOUR BODY?**

Re-grounding Deep Breaths



HOW DO WE GET THERE?

INCENTIVIZE

Value the work of equity and justice & make it part of an ongoing review process

GOALS

Clearly state what equity looks like

METRICS OF EQUITY

Gather data

ACCOUNTABILITY

What are the repercussions? How do we repair harm?



Necessary For Our Survival

PSYCHOLOGICAL SAFETY

BOUNDARIES

REST

Psychological Safety

A belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes and that the team is safe for interpersonal risk-taking.

– Amy Edmondson

**Boundaries are the distance
at which I can love you
and me simultaneously.**

– Prentis Hemphill

“Loving ourselves and each other deepens our disruption of the dominant systems. They want us unwell, fearful, exhausted, and without deep self-love because you are easier to manipulate when you are distracted by what is not real or true.”

– Tricia Hersey, *Rest is Resistance: A Manifesto*

Relational, not Transactional

Reciprocity

Generosity

Vulnerability

Kindness

Empathy

Curiosity

Tools for
Liberation

What does equity look like in public?

What does equity look like in practice?



POSSESSING POLYNESIANS

THE SCIENCE OF SETTLER COLONIAL WHITENESS
IN HAWAI'I AND OCEANIA

MAILE ARVIN



In response to the urgency of possession through whiteness, Arvin develops an Indigenous feminist analytic she terms “regenerative refusals,” which she defines as “actions that seek to restore balance to Indigenous communities that continue to live with structures of settler colonialism” by divesting “from racialized and gendered hierarchies.

Regenerative refusals imagine another way of being beyond the normative structures of the present, pushing us to envision what other possibilities exist in refusing structures like possession through whiteness.

Closing



“**Love** is what justice
looks like in public.”

– Dr. Cornel West

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