

SYSTEMIC RACISM IN THE DOG WORLD

NEADS DEI Team

WHY TALK ABOUT RACE AT NEADS?

Racism can be present in any environment. Through this DEI presentation, we want to recognize how it may present in the “Dog World.”

Overt racism is fairly easy to recognize and address. In this presentation, we want to focus on the principles of systemic racism, which is more than individual acts by individual people. They can be a little more subtle, but still equally impact people of color.

Focus: OLUADEMI JAMES-DANIEL: OVERCOMING SYSTEMIC RACISM IN THE DOG WORLD

Podcast episode on Functional Breeding Collaborative with Guest Oluademi James-Daniel who discusses her experience with systemic racism while showing dogs as a member of the BIPOC community

WHAT DO THESE MEAN AT NEADS AND IN THE DOG WORLD

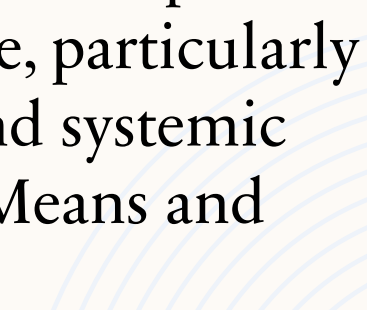
- BIPOC
- Systemic Racism
- Microaggressions
- (BIPOC) Representation
- Privilege



BLACK
INDIGENOUS
PEOPLE
OF
COLOR

“We use the term BIPOC to highlight the ⁴ unique relationship to whiteness that Indigenous and Black (African Americans) people have, which shapes the experiences of and relationship to white supremacy for all people of color within a U.S. context. We unapologetically focus on and center relationships among BIPOC folks” (The BIPOC Project).

“It reinforces the fact that not all People of Color have the same experience, particularly when it comes to legislation and systemic oppression.” (BIPOC: What It Means and Why It Matters).



SYSTEMIC RACISM: WHAT IS IT?

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“Accepting that because the problem ... with racism is that it is so deeply entrenched in culture, that it's not going to be a simple 'okay, well just don't be a racist anymore.' It takes a lot more of the sort of nitty gritty untangling thousands of knots as opposed to just taking one little knot out kind of thing.”

- Oluademi James-Daniel



30 SECOND THINK BREAK

Have you ever adopted a dog from a shelter/rescue? What were some of the requirements from the shelter? How might that system play into this topic?

WHAT ARE MICROAGGRESSIONS?

- Small, easily explained away
- Cumulative
- Perpetuated by many different people
- Many people do not consciously know they are perpetuating a microaggression against someone

Check out *So You Want to Talk About Race!*

EXAMPLES OF MICROAGGRESSIONS

“‘Oh... this isn't the kind of dog that I would see you with,' You being, you know, 5'6" black woman and you have a greyhound...”

“‘..Are you co-owning?' As though... there's literally no way, as a {individual} BIPOC, you could ever own a dog”

“[These are] the kind of things where if you heard a six year old say them, you'd be like, 'Hey, kid, you can't say that.' And that's the age where you would expect that commentary to stop. And it hasn't.”

WHAT DO YOU NOTICE ABOUT THESE PICTURES?



WHAT DO YOU NOTICE ABOUT THESE PICTURES?





REPRESENTATION MATTERS

“... That’s one of the big things, if you want to be a part of something, and you don’t see people who look like yourself, it’s really hard to want to be a part of that thing.”

“One of the other things that’s really big, even if you don’t go to the show, is to share all of the pictures that you have ... because, again, that representation is huge... I saw a picture of just a [conformation] show, and there was one person and she was maybe 5’5” to 5’6” black woman with a Dalmatian. And I lost my mind. Like ‘Oh my God, ... there’s a back person at a show. And she looks like me.”

30 SECOND THINK BREAK

How often do you think about/notice
representation of your own race in the world

Do you feel..

- A) Over-represented
- B) Equally represented
- C) Under-represented
- D) Rarely

PRIVILEGE

“I won’t even call them hurdles, because hurdles are designed to be jumped over. Like, at least you can physically with a lot of training and effort, and you know, good glutes get over one. But it’s like a huge brick wall...”

“Being able to be in circles where you can make mistakes, or learn from other people to realize that about yourself, requires a very specific level of knowledge and privilege that a lot of people just are not afforded.”



30 SECOND THINK BREAK

What kind of hurdles can you imagine people face at a dog show or agility competition?

Financial hurdles: cost of breeding a performance dog, cost to enter competition, cost of taking time off work to attend

Representation: How motivated are you to attend if you aren't surrounded by people who look like you?



**“It’s not a ‘carrying around a pocket guide
on how to not be racist.’ It’s just. try.”**