



GLASSWINGSM

HOW YOU **SEE THE WORLD** AND HOW YOU **SEE YOURSELF**

***Starr Commonwealth's
National Facilitator Training for
the Healing of RacismSM***

Starr
COMMONWEALTH
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INTRODUCTION TO THE GLASSWING EXPERIENCE

Alliance for Children and Families
National Conference
Anaheim, California
Thursday, October 18, 2007

James Cunningham and Jim Longhurst

- ◆ **Welcome and Overview of the Healing of Racism Experience**
- ◆ **What makes Starr's Healing of Racism different?**
- ◆ **Introduction to the Five Shifts**
 - **The Shift from Material to Spiritual –
*"The Pathway to Human Connection"***
 - **The Shift from Certainty to Curiosity –
*"The Pathway to True Understanding"***
- ◆ **A Vivid Example of the Shifts in Action**
- ◆ **Introduction to the Reflection and Dyad process**
- ◆ **The Pathology of Racism**
- ◆ **The Reality of the Oneness of Human Family**
- ◆ **Questions from Participants**

GUIDELINES FOR SHARING

- **Sharing is voluntary.**
- **We want to create a safe, loving, and respectful atmosphere.**
- **Sharing is about one's own feelings, experiences and perceptions, etc.**
- **We are not always going to agree, or see everything the same way, and that is okay.**
- **Each person has a right to and responsibility for his or her own feelings, thoughts, and beliefs.**
- **It is important to avoid criticism or judgment about another person's sharing and point of view or his or her feelings.**
- **Avoid getting tied up in debate or argument. It rarely changes anything or anyone, and tends to ultimately inhibit the sharing.**
- **We can only change ourselves. Our change and growth may, however, inspire someone else.**
- **Refrain from singling out any individuals as "representing" his or her group or issue.**
- **It is important to give full attention to whoever is talking.**
- **Feelings are important.**
- **We will surely make mistakes in our efforts, but mistakes are occasions for learning and forgiving.**
- **We come together to try to learn about the disease of racism and promote a healing process.**
- **We may laugh and cry together, share pain, joy, fear, and anger.**
- **Hopefully, we will leave these meetings with a deeper understanding and a renewed hope for the future of humanity.**

THE FIVE SHIFTS

“[Our] problems cannot be solved at the same level of awareness at which they were created. Hence, we need a new place to come from.”

-- Albert Einstein

Material to Spiritual ***“The Pathway to Human Connection”***

- ◆ A shift from viewing the world from a *material* frame to a *spiritual* frame: from seeing people on the surface (skin color, gender) to seeing them at a deeper level, seeing the basic values, beliefs, experiences, and feelings that shape their identity. *Human Connection* is the impact of this shift. It enables people to see the ways in which we are all connected as members of a common human family.

Cognition to Affect ***“The Pathway to Compassion”***

- ◆ A shift from processing the world and others in a *cognitive* mode to an *affective* mode: from analyzing and making rational arguments to developing empathy for each other’s feelings. The impact of this shift is *compassion for oneself and others*. It allows people to experience the world with their emotions, in an affective way, to understand their own feelings and have empathy for others.

Certainty to Curiosity ***“The Pathway to Genuine Understanding”***

- ◆ A shift from valuing *certainty* to valuing *curiosity*. In most endeavors there is a high value on achieving certainty, getting your facts straight, uncovering the truth, before deciding on a course of action. In a dialogue around issues of race and diversity, we ask people to shift out of this mode and into one that puts an unconditional value on curiosity, suspending judgment about others, and listening and inquiring about what is really going on. This products *genuine understanding*. It allows individuals to gain a new and deeper understanding of people who are very different than themselves.

Solution to Transformation ***“The Pathway to Courage”***

- ◆ A shift from searching for *solutions* to striving for *transformation* in oneself and in relationships between people. In most aspects of our lives our interactions are built around finding solutions or making decisions. In dealing with racism and prejudice, the goal is not to solve problems, but rather to learn about ourselves and others, and over time to transform our own attitudes and behaviors. The purpose of this shift is to activate a person’s courage and motivation to make change in themselves and in others. This motivation serves as a catalyst for people to work together to address issues of concern to the community involving race and diversity.

Discussion / Debate to Dialogue ***“The Pathway to Listening and Learning Together”***

- ◆ A shift from engaging in *discussion / debate* to understanding one another’s experiences through *dialogue*. Rather than communicate with one another to achieve specific results or to win an argument, we listen openly and without judgment. The impact of this shift is that we explore our own and other’s thoughts and feelings, and *listen and learn* together about racism in a non-judgmental way.

HISTORICAL TIME LINE

Note: Color prejudice is a modern phenomenon:

2,000 B.C. Egyptian and the Mediterranean world held no significant color prejudice.

800 B.C. Homer's Illiad and Odyssey show no problem with color: "Only yesterday Zeus went off to the Ocean River to feast with the Ethiopians, loyal, lordly men, and all the gods went with him. But in twelve days the Father returns to Olympus."
The Illiad 91-92

"...all by Poseidon, raging cold and rough against the brave kind till he came ashore at last on his own land.

But now that god
Had gone far off among the sunburnt races,
Most remote of men, at earth's two verges,
In sunset lands and lands of the rising sun,
To be regaled by smoke of thighbones burning,
Haunches of rams and bulls, a hundred fold.
He lingered delighted at the banquet side."

The Odyssey 14

600 A.D. Christianity inclusive of Ethiopians and other 'races'.

1000 Blackness became bad, Oxford dictionary defined black as defiled, dirty, without merit. White pure, etc.

1452 Pope Nicolas V declares Blacks and dark skinned people as having no souls. This helps establish the rationale and support for the "Age of Discovery". Europeans felt justified in stealing land and resources and killing darker skinned people because they considered them sub humans. Portuguese and Spanish committed genocide in South and Central America.

1492 Columbus' first voyage to West Indies. Population of people in America estimated at 8-12 million (By 1900 – 650,000; by 1960-350,000). Eight million Arawak people on what is now Haiti and Dominican Republic; by 1555, all indigenous peoples gone through genocide.

1492 Cahokia in Southern Illinois is believed to have been the largest city in North America, north of ancient Mexico. It was larger than London in the 12th Century and was a great urban center in the World.

1505 Columbus' son initiated the slave trade (from Africa). Christopher Columbus not only sent the first slaves across the Atlantic, he probably sent more slaves than anyone, about 5,000. It is estimated that 20 million Africans were kidnapped from their homeland, but only half survived the middle passage to America.

1555 Slave identity shifts from non-Christians and defeated peoples to non-white. This is called the "Terrible Transformation".

1596 Queen Elizabeth I orders all 'Blackamoors' out of England. Visibly noticeable number of Black people during a time of great poverty in England. The Whitest people meet the Blackest people from West Africa.

1619 First African slaves to arrive at Jamestown

1640 Virginia, later Maryland legalized and endorse slavery

1660 Non-Whites thought of as chattel by English and other Europeans.

- 1700-1900** **The assaults against the Native Americans escalate and expand westward under the rationalization of “Manifest Destiny”.**
- 1776** **Declaration of Independence**
- 1778** **Compromise with Southern states allows for Africans to be considered 3/5 human.**
- 1790** **Passage of the Immigration and Naturalization Law, excluding non-white immigrants and Native Americans from rights of citizenship.**
- 1792 African Methodist Episcopal Church (First black Church) founded in Philadelphia by Richard Allen when the Methodist Church to which he belonged refused to give him communion.
- 1808** **End of legalized shipment of slaves**
- 1819 Congress passes “civilization act” to assimilate Native Americans.
- 1820 Missouri Compromise identifies free vs. slave states
- 1827 *Freedom’s Journal*, first African-American newspaper appears.
- 1830 Congress passes Indian removal act.
- 1831 Cherokees turn to courts to defend treaty rights in *Cherokee Nation v. Georgia*.
- 1831-1838** **Native American tribes resettled in West in Trail of Tears.**
- 1838 Underground Railroad is established.
- 1835-1842 Seminoles resist removal in Second Seminole War.
- 1846 President James Polk declares war on Mexico under the guise of a “Mexican attack” to obtain territory in what became the southwestern U.S.
- 1848 Treaty of Guadalupe Hidalgo cedes Mexican territory in Southwest to the U.S.
- 1850 California imposes Foreign Miner's Tax and enforces it mainly against Chinese miners, who often had to pay more than once.
- 1854 *People v. Hall* rules that Chinese can't give testimony in court
- 1855 Uncle Tom’s Cabin tells of the evils of slavery.
- 1857** ***Dred Scott v Sanford* endorses southern views on race and territories, including slaves considered to be “property”.**
- 1859** **John Brown raids Harper Ferry.**
- 1861** **Civil War begins.**
- 1863** **Emancipation Proclamation: African-American soldiers join Union army.**
- 1865** **Civil War Ends**
- 1865-1877** **President Johnson begins Reconstruction; Confederate leaders regain power; white southern governments pass restrictive black codes.**
- 1866-1867** **Congress passes 13th Amendment, freeing all slaves. Amendment 14 makes all slaves citizens. 15th Amendment. in theory, gives the vote to ex-slaves. In reality, African Americans were not allowed to vote due to literacy tests, poll taxes, etc.**
- 1867 Two thousand Chinese railroad workers strike for a week
- 1876 Battle of Little Big Horn; Sioux annihilate white troops led by General Custer.

- 1877-1960's Jim Crow Era legalized segregation. It is said that this period merely extended the chains of slavery rather than eliminating it. Over 5000 public lynchings of Blacks and no protection from government, law enforcement, courts. Indian boarding schools established.**
- 1880 Section 69 of California's Civil Code prohibits issuing of licenses for marriages between whites and "Mongolians, Negroes, mulattoes and persons of mixed blood."
- 1880-81 Helen Hunt Jackson's *A Century of Dishonor* influences public conscience about poor government treatment of Native Americans.
- 1882 Congress prohibits Chinese immigration for ten years, bowing to pressure from nativists in the West.
- 1883 Supreme Court in civil rights cases strikes down 1875 Civil Rights Act and reinforces claim that the federal government cannot regulate behavior of private individuals in matters of race relations.
- 1887 Dawes Act dissolves tribal lands and grants land allotments to individual families
- 1890 Wounded Knee massacre; final suppression of Plains tribes by U.S. army
- 1895 Booker T. Washington gives Atlanta Compromise speech.¹⁸⁹⁶ ***Plessy v. Ferguson* upholds doctrine of "separate but equal" among Blacks and Whites in public facilities.**
- 1898 Race riot erupts in Wilmington, North Carolina.
- 1899 *Cummins v County Board of Education* applies "separate but equal" doctrine to public schools.
- 1900 Census of Native Americans is approximately 650,000.**
- 1902 Chinese immigration excluded indefinitely by Congress.
- 1904 Japanese plantation workers engage in first organized strike in Hawaii.
- 1905 Niagara Falls Convention promotes more militant pursuit of African-American rights.
- 1906 Race riots erupt in Atlanta, Georgia.
- 1909 NAACP founded.**
- 1914 During Mexican Revolution U.S. Troops invade Mexico.
- 1915 D.W. Griffith directs *Birth of a Nation*. This portrays African Americans as "brutes" to be feared and reinforces separation of "races".**
- 1917 Whites attack African Americans in race riots in East St. Louis, Illinois.
- 1919 Chicago race riot one of many in the "Red Summer."
- 1923 Ku Klux Klan activity peaks.
- 1924 Immigration Act denies entry to virtually all Asians.
- 1931 Nine African-American men arrested in Scottsboro affair.
- 1934 Wheeler Howard Act restores lands to tribal ownership.
- 1936 Jesse Owens wins four gold medals at Olympics in Berlin.
- 1935 Dennis Chávez begins a 27 year term in Congress as a senator, battling for the rights of Hispanic residents and Native Americans in his home state, New Mexico. He played a major role in the establishment of the Fair Employment Practices Commission.
- 1939 Marion Anderson becomes the first African American to perform at the Lincoln Memorial.

- 1930's-1945 Holocaust of Jewish people and others (handicapped, Roma ["gypsies"], homosexuals). In Germany, as many as 7-8 million people were killed.**
- 1941 African Americans threaten to march on Washington to protest unequal access to defense jobs; Fair Employment Practices Committee (FEPC) prohibits discrimination in war industries and government.
- 1942 120,000 Japanese Americans sent to relocation camps.**
- 1942-43 "Zoot Suit Riots" occur in Los Angeles. Arab American lawyer George Shibley assists in the defense of Mexican Americans during the *People v. Zammora*, the famous Zoot Suit Riot Trial.
- 1943 Ban on Chinese immigration lifted.
- 1948 Truman appoints Presidential Committee on Equality of Treatment and Opportunity in the Armed Services.
- 1954 *Brown vs the Board of Education* begins to roll back Jim Crow Laws.**
- 1954 *Brown v. Board of Education* rules "separate but equal" illegal.**
- 1955 Rose Parks arrested; Montgomery bus boycott begins. Emmitt Till killed, has open casket at request of his mother.**
- 1957 Little Rock desegregation crisis; Congress passes Civil Rights Act; Martin Luther King, Jr. founds SCLC.
- 1960 Sit-in Greensboro, North Carolina; SNCC formed; Kennedy elected president.
- 1961 Freedom Rides protest segregation in transportation; National Indian Youth Council formed.
- 1962 Cesar Chavez and Dolores Huerta start the United Farm Workers of America to change deplorable working conditions for migrant farm workers; James Meredith enters University of Mississippi.
- 1963 Civil Rights march on Washington and King "I Have a Dream Speech"; bombing of Baptist Church in Birmingham, Alabama; JFK assassinated.
- 1964 Economic Opportunity Act allocates fund to fight poverty; Civil Rights Act outlaws discrimination in jobs and public accommodations; murder of Schwerner, Chaney and Goodman; riots break out in first of the "long hot summers"; Democratic National Convention fails to seat the delegation of the Mississippi Freedom Democratic Party.
- 1965 Malcolm X assassinated; Voting Rights Act allows federal supervision of voter registration; Watts explosion; young African-American men in Mississippi refuse to enlist in demonstration against war in Vietnam; Cesar Chavez organizes United Farm Workers strike. Immigration Law abolishes "national origins" as basis for allocating immigration quotas to various countries - Asian countries now on equal footing.**
- 1966 King begins Chicago campaign to organize vs. landlords; founding of Black Panther Party in Oakland, California; Mohammed Ali refuses to fight in "white man's war" and his boxing title is taken away; SNCC calls for withdrawal from Vietnam.
- 1967 Race riots erupt in Newark, Detroit, and other cities; King begins Poor People's Campaign; George Wiley starts Welfare Rights Organization.

- 1968** King assassinated; African-Americans riot in 168 cities and towns; Civil Rights Act bans discrimination in housing. Robert Kennedy assassinated.
- 1969 School Desegregation Ordered
- 1970 Soledad Prison prisoners organize and prisoner support groups are formed on the outside; National Guard called to Jackson State and Kent State (students are shot at both schools).
- 1971 Inmates revolt at Attica Prison in protest of inhumane treatment.
- 1972 Shirley Chisholm: First Black American to run for President of U.S.
- 1977 Television miniseries of Alex Haley's *Roots*.
- 1978 *Bakke v. University of California* outlaws quotas but upholds affirmative action.
- 1980 Race riots break out in Chattanooga and Miami
- 1987 Workforce 2000 by the Hudson Institute brings Diversity to the national Agenda along with 'Skill Gap' issue.
- 1982 [Ileana Ros-Lehtinen](#) became the first Hispanic woman and first Cuban American to be elected to the U.S. Congress and advocated for human rights around the world; Voting Rights Act of 1965 removed.
- 1988** Congress apologizes and awards \$20,000 to each of the surviving 60,000 Japanese-American internees.
- 1992** First Rodney King verdict leads to rioting in Los Angeles.
- 1996-97** Starr Commonwealth begins "The Oneness of Humankind" initiative.
- 2001 In the wake of 911, the number of hate crimes against Arab Americans and Muslims surge.
- 2005** Rosa Parks dies at age 92.

Sources: Majority of timeline compiled by L.A. Bell from Norton, M.B. et al. (1994). *A People and a Nation: A History of the United States* (fourth edition). New York: Houghton-Mifflin. Supplemental information from research.

Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that frightens us. We ask ourselves, who am I to be brilliant, gorgeous, talented, and fabulous? Actually, who are you not to be? You are a child of God; your playing small doesn't serve the world. There's nothing enlightening about shrinking so that other people won't feel insecure around you. We are all meant to shine, as children do. We were born to manifest the glory of God that is within us. It's not just in some of us; it's in everyone. And as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others.

Written by Marianne Williamson
A Return to Love, (1992)



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Contact Information:
Starr Commonwealth
13725 Starr Commonwealth Road
Albion, MI 49224
1-800-837-5591