



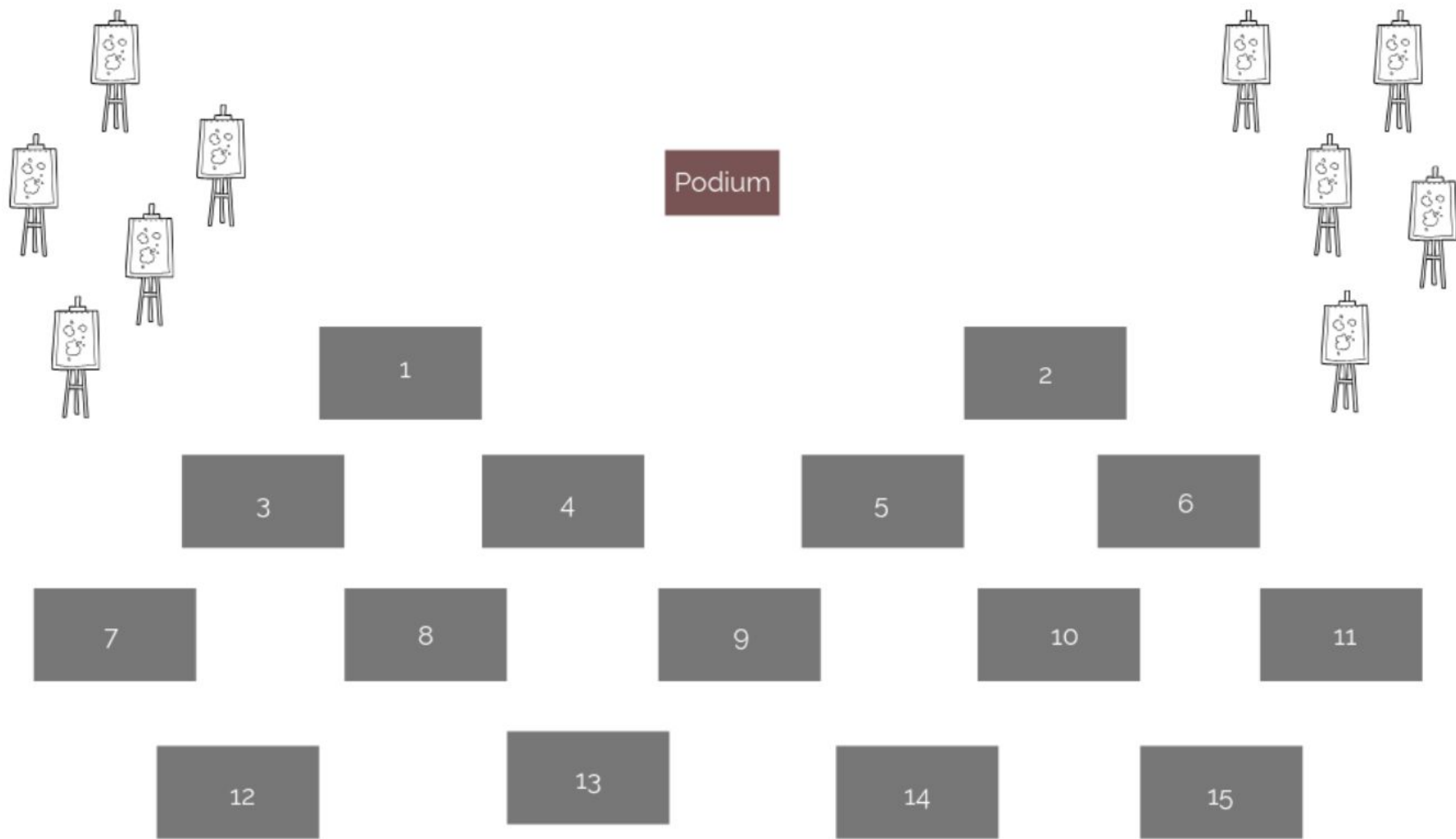
100  
BLACK MEN  
OF METRO BATON ROUGE, LTD.

present

# Disrupting Dehumanization

w/ Dr. Rhonda Bryant

8.29.19  
9am



Please Find Your Table

Listed on Your Name Badge

Check  
In

Refreshments



# Welcome

Trey Godfrey  
100 Black Men

# Who's In The Room?



## **Introduction of Featured Presenter**

Frankie Robertson  
MOBB United





# Featured Presenter

Dr. Rhonda Bryant

Forward Promise



# FORWARD PROMISE

PROMOTING THE HEALTH OF BOYS AND YOUNG MEN OF COLOR



[www.forwardpromise.org](http://www.forwardpromise.org)  
@Forward\_Promise

[mise.org](http://mise.org)  
Promise

# **Disrupting Dehumanization so Boys of Color Can Thrive!**







*Dylan Danae*

*Photography*



# What Will We Cover?

1. What is Forward Promise?
2. Dimensions of Dehumanization
3. Impact of Dehumanization on Health
4. What are the Solutions?
5. Small group dialogue

Goal:

Boys and young men of color thrive.



# Vision:

We envision healthy villages and a larger society that empowers boys and young men of color to heal, grow, and thrive.





# Problem:

Too many boys and young men of color daily navigate a world where they are presumed dangerous and guilty, where their innocence, their potential, and their humanity are routinely questioned – simply because of who they are.



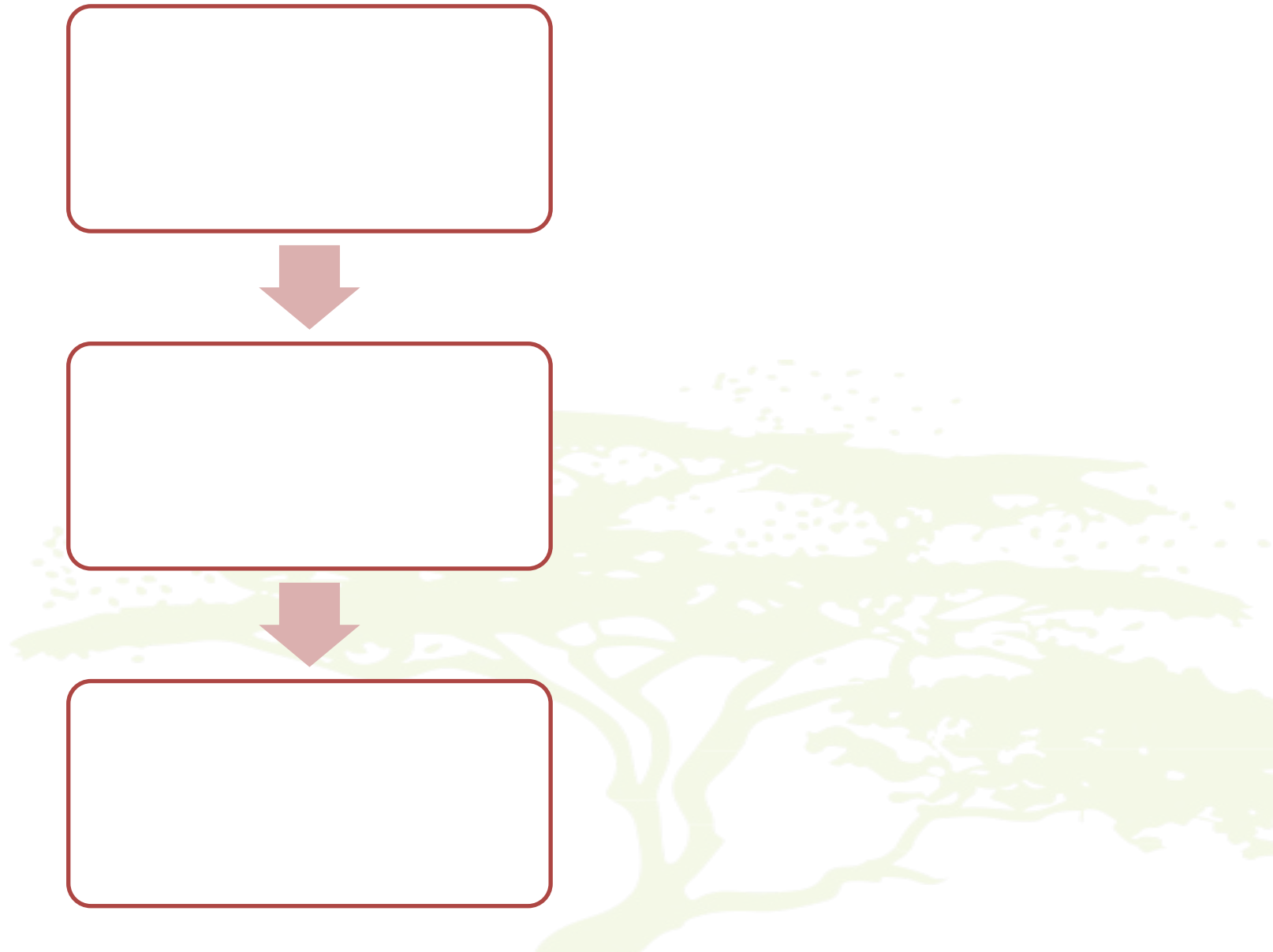
# Strategy:

- create safe and supportive spaces for BYMOC
- partner with systems to work with BYMOC rather than against them
- shape new narratives about the strengths and vulnerabilities of BYMOC

# Dehumanization

A persistent invalidation of humanity; a process by which an individual or group's full humanity is denied either through perceptions of an individual or group or actual treatment.

(Haslam, 2006; Haslam & Stratemeyer, 2016; Stevenson, 2016)





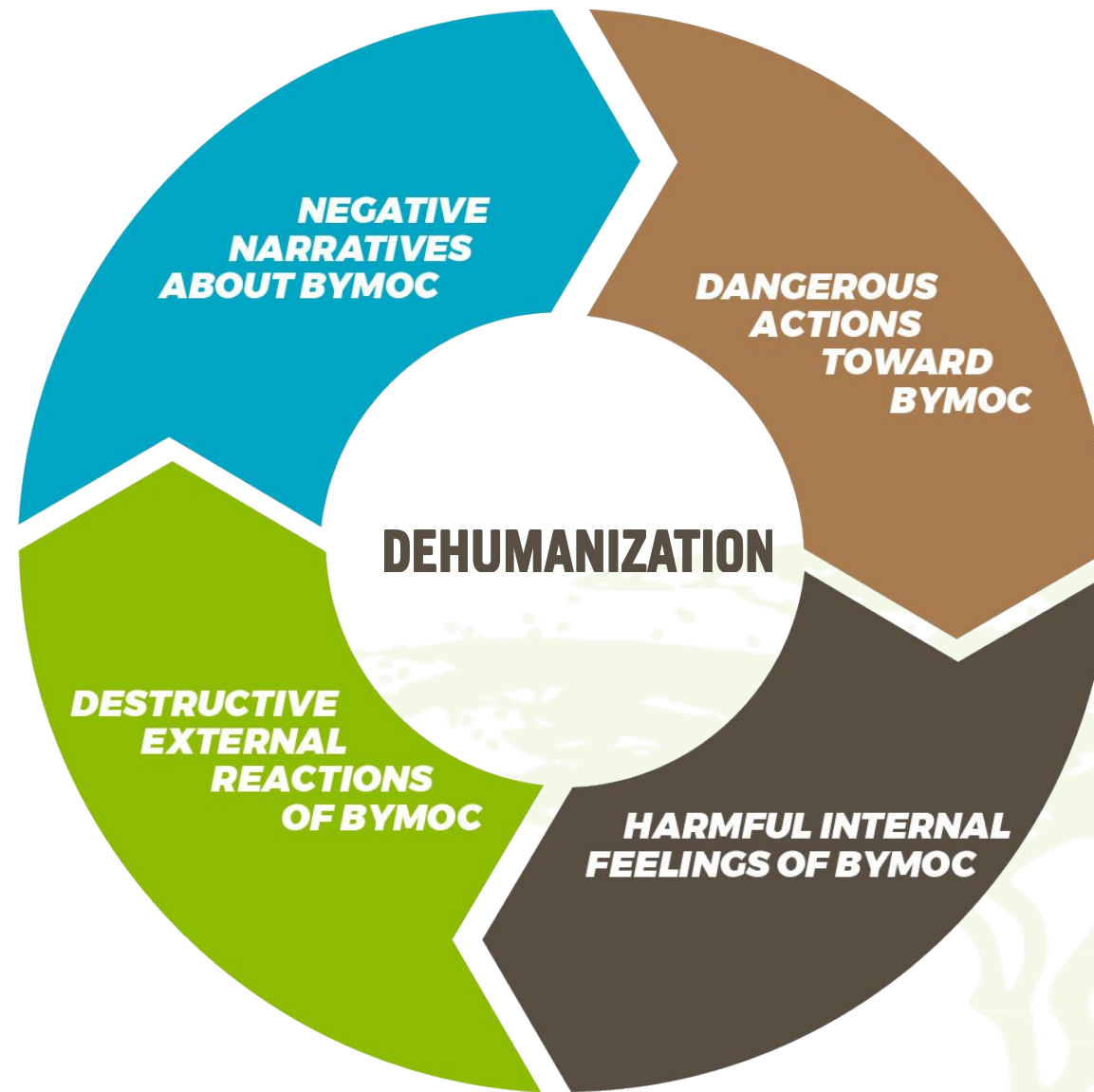
Dehumanization, **although a concrete historical fact**, is not a given destiny but **the result of an unjust order that engenders violence in the oppressors**, which in turn dehumanizes the oppressed.

— *Paulo Freire*



**FORWARD  
PROMISE**

[www.forwardpromise.org](http://www.forwardpromise.org)  
@Forward\_Promise



## **HISTORICAL** DEHUMANIZATION:

*Thoughts, feelings, and actions that:  
have lead to mass destruction, punishment,  
or control of land and people*





# HISTORICAL DEHUMANIZATION



## HISTORICAL DEHUMANIZATION:

### **NEGATIVE NARRATIVES ABOUT BYMOC:**

*"Your people were dangerous and  
needed to be tamed."*

### **DANGEROUS ACTIONS TOWARD BYMOC:**

*"Taming could only happen through  
extreme punishment or destruction."*

### **HARMFUL INTERNAL FEELINGS OF BYMOC:**

*" My history is shameful.  
I'm not proud of my own people."*

## **CULTURAL/SPIRITUAL** DEHUMANIZATION:

*Thoughts, feelings, and actions that:  
demonize, disregard, devalue, or  
marginalize the cultural and spiritual  
practices of communities of color*



# CULTURAL/SPIRITUAL DEHUMANIZATION





## CULTURAL/SPIRITUAL DEHUMANIZATION:

### **NEGATIVE NARRATIVES ABOUT BYMOC:**

*“Your culture and spiritual practices are primitive and inferior.”*

### **DANGEROUS ACTIONS TOWARD BYMOC:**

*“ We are superior to you. We can erase or diminish the value of your culture and spiritual practices.”*

### **HARMFUL INTERNAL FEELINGS OF BYMOC:**

*“ My culture is invisible, irrelevant and bad. I am ashamed of my cultural identity. ”*

## **SOCIAL** DEHUMANIZATION:

*Thoughts, feelings, or actions that:*

- *divert resources or fail to invest resources in communities of color*
- *restricts the rights of these communities in the social, educational, or legal arenas*



# SOCIAL DEHUMANIZATION



## **SOCIAL** DEHUMANIZATION:

### **NEGATIVE NARRATIVES ABOUT BYMOC:**

*“Your community is broken because you are inferior. It will never thrive.”*

### **DANGEROUS ACTIONS TOWARD BYMOC:**

*“It is acceptable to withhold and underfund development in your community.”*

### **HARMFUL INTERNAL FEELINGS OF BYMOC:**

*“My community lacks value and strengths. We are helpless and beyond hope.”*

## **EMOTIONAL** DEHUMANIZATION:

*Thoughts, feelings, or actions that:*

- *limit expressions of empathy toward communities of color*
- *demonize these communities for their outcry in the face of negative experiences*



# EMOTIONAL DEHUMANIZATION



## EMOTIONAL DEHUMANIZATION:

### **NEGATIVE NARRATIVES ABOUT BYMOC:**

*“ You generate, and are responsible for,  
your own pain and loss. ”*

### **DANGEROUS ACTIONS TOWARD BYMOC:**

*“ It is acceptable to suspend empathy  
and withhold your civil rights. ”*

### **HARMFUL INTERNAL FEELINGS OF BYMOC:**

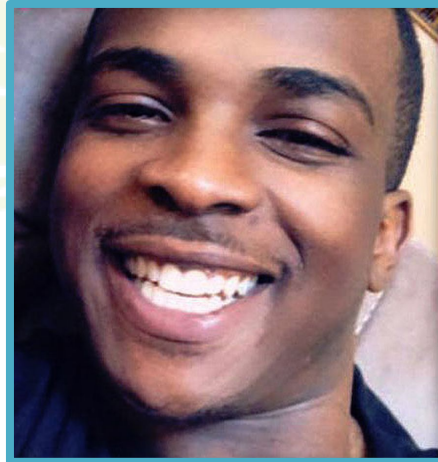
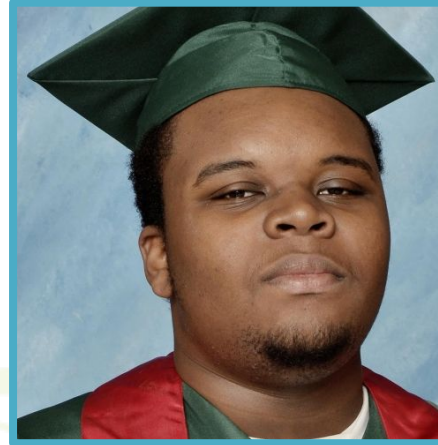
*“ We are an inferior people. Suffering  
emotional abuse, pain, and loss is a  
normal part of my culture. ”*

## **PHYSICAL** DEHUMANIZATION:

*Thoughts, feelings, and actions that:  
place the physical bodies of members of  
communities of color at risk of harm*



# PHYSICAL DEHUMANIZATION



## PHYSICAL DEHUMANIZATION:

### **NEGATIVE NARRATIVES ABOUT BYMOC:**

*“ Your lives and bodies are threats.  
You are expendable. ”*

### **DANGEROUS ACTIONS TOWARD BYMOC:**

*“ We can inflict psychological and physical  
violence without consequence. It is both  
deserved and necessary for our safety. ”*

### **HARMFUL INTERNAL FEELINGS OF BYMOC:**

*“ My brothers’ and sisters’ bodies are  
threats. They can be sacrificed. ”*



# Dehumanization and Health

Teens of color reporting higher levels of discrimination have:

- higher blood pressure
- higher body mass index
- higher levels of stress-related hormones
- poorer sleep
- more symptoms of depression
- lower self esteem

placing them at greater risk for chronic disease as they get older.



(Brody, 2014; Lewis, 2013)

# Dehumanization and Health

The experience of trauma is a significant risk factor for:

- sexually transmitted infections
- depression
- alcohol abuse
- intravenous drug use
- intimate partner violence and attempted suicide

(CDC, 2014)



# Dehumanization and Health

The impact of these ongoing traumas has effects on a person's brain and body, increasing their vulnerability to Post-Traumatic Stress Disorder (PTSD) and other mental health disorders.

(Walters et al, 2011; Yehuda et al, 1998)



# Connecting Internal Feelings to External Behavior

*"My history is shameful. I'm not proud of my own people."*

*"My culture is invisible, irrelevant and bad. I am ashamed of my cultural identity."*

*"My community lacks value and strengths. We are helpless and beyond hope."*

*"Suffering pain and loss is part of my culture. This is normal."*

*"My brothers' and sisters' bodies are threats. They can be sacrificed."*



Physical disease

Mental illness

Interpersonal violence

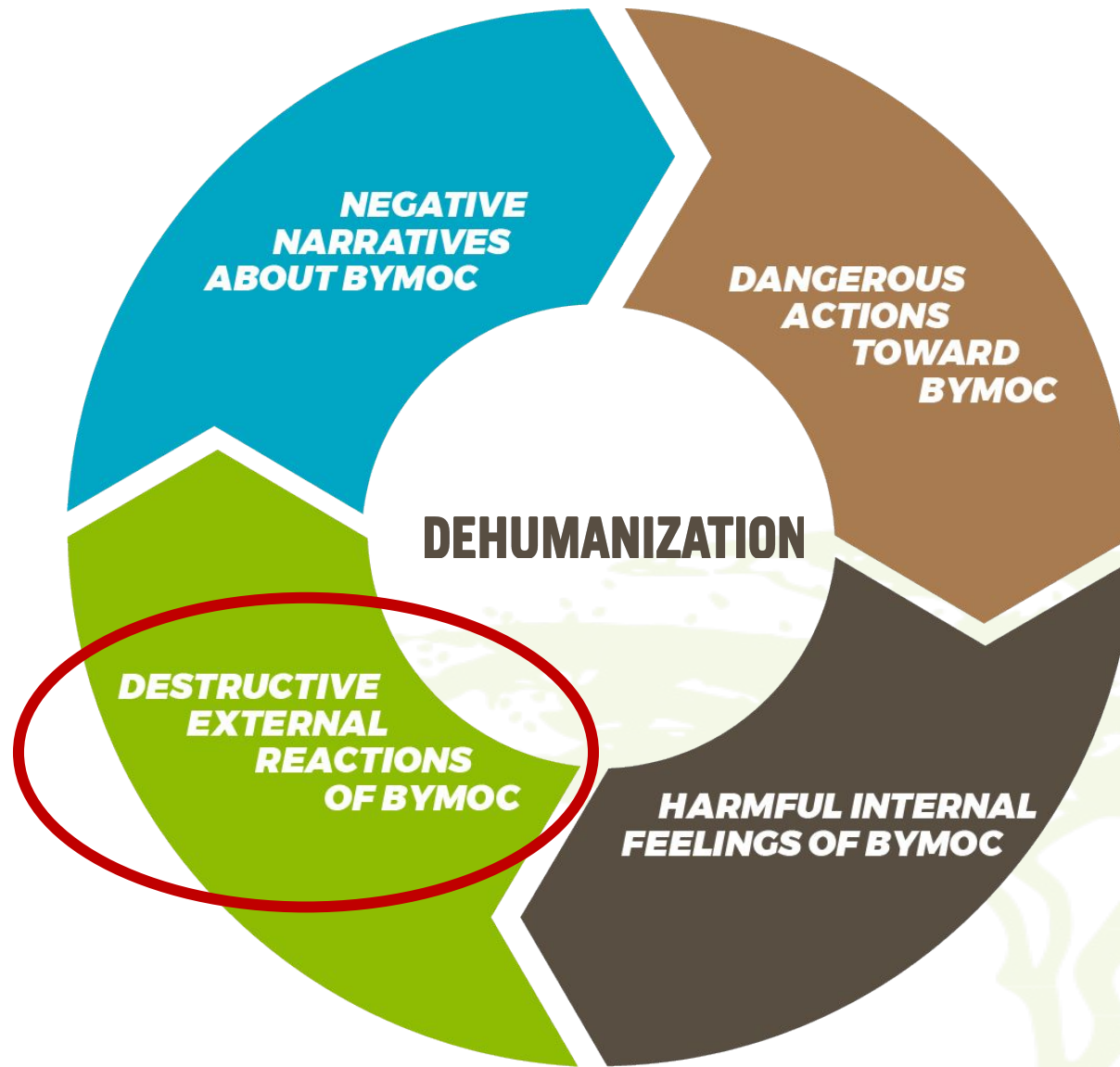
Self-inflicted violence

Drug and alcohol use

School failure

Dropping out of school

Criminal justice involvement





# WHAT DOES THIS ALL MEAN?

**We cannot sustainably solve any of these problems without ending dehumanization.**



# New Narrative

## Storytelling as healing

- Impact on youth
- Impact on adults who work with youth
- Impact on practice and policy
- Impact on community and society

Example: Deep Center in Savannah, GA



# Culturally-Responsive Programming

Youth programs that use cultural practices to provide:

- Connection
- Protection
- Affection
- Redirection

Example: National Compadres Network in San Jose, CA

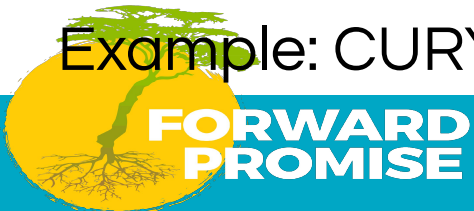


# Systems Reform

Data-driven and community-informed approaches to reforming youth systems that:

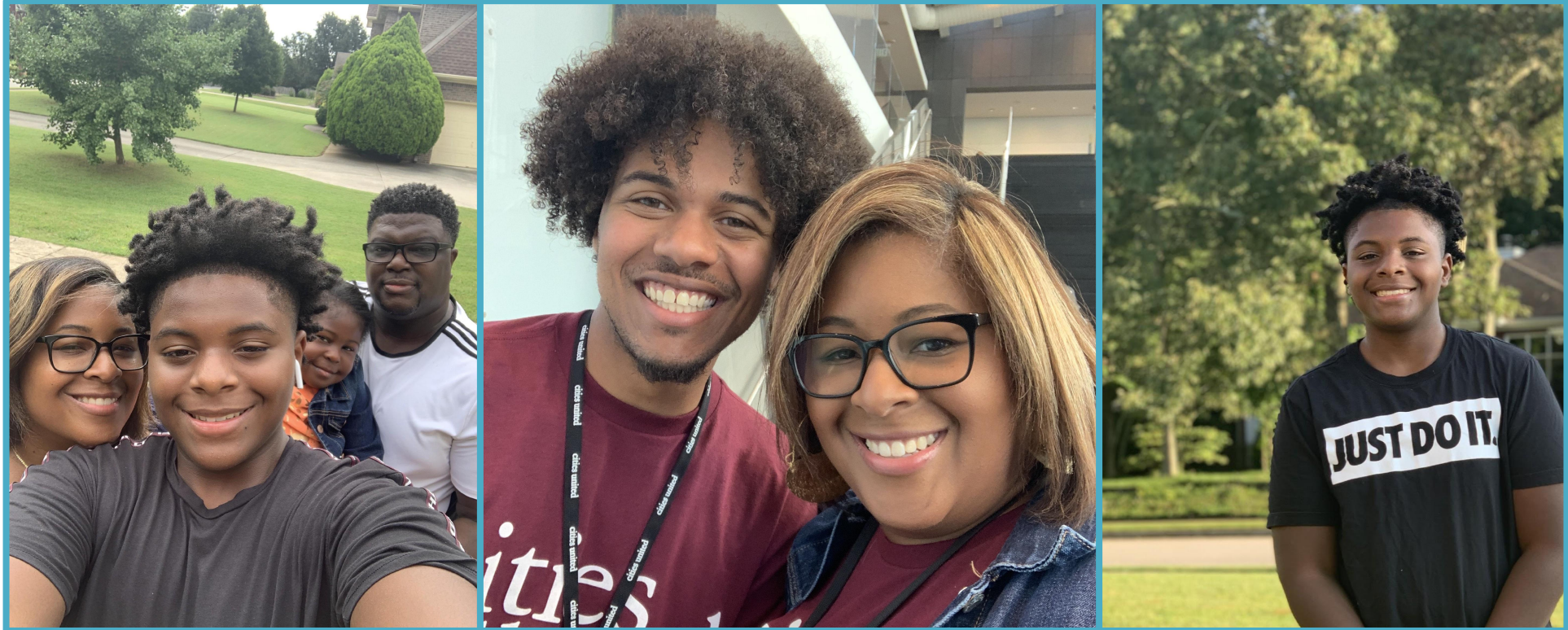
- Strive for equity
- Humanize BYMOC
- Apply youth development theory
- Develop staff competencies
- Provide authentic opportunities for thriving

Example: CURYJ in Oakland, CA





# Our Highest Hope for BYMOC





Q&A

# Small Group Discussions

**Q1:**

**How does  
dehumanization show  
up in Baton Rouge?**



**Q2:**

**What changes are needed  
OR  
what new ideas need to be  
seeded to make a  
difference for boys and  
young men of color in  
Baton Rouge?**

**Q3:**


**Who is currently working  
on this, and how can their  
effort be supported?**



**Q4:**

**Who should have been here today, and how do we share the information?**





# Closing Thoughts



# Disrupting Dehumanization

w/ Dr. Rhonda Bryant

Presented by:

100



BLACK MEN  
OF METRO BATON ROUGE, LTD.

# Thank You!