

PerkUp PerkUp

By Isaac Gomez



Isaac Gomez's *PerkUp PerkUp* was written as a catalyst for anti-racism work. During our abbreviated rehearsals, we worked with a number of community partners to build a coalition of organizations leading that work in Pittsburgh. Our rehearsal process was also shaped by two Equity, Diversity, and Inclusion Advocates **Betty Cruz** and **Bridget Mullins**. Their work helped ensure a brave, supportive space for the cast, creative team, and City staff.

The audio play may elicit a range of emotional responses in audience members. To support listeners, we are sharing a collection of resources compiled by Betty, Bridget, and the City team that will allow interested audiences to further investigate how racism and inequality shape all of our lives and engage with organizations spearheading the fight against white supremacy both locally and nationally.

Listen

Act

Look

Listen—ways to deepen your understanding and hear from new voices:

To read:

- ◆ *What Doesn't Kill You Makes You Blacker* – Damon Young (Pittsburgh author!)
- ◆ *How To Be An Anti-racist* - Ibram X. Kendi
- ◆ *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* – Michelle Alexander
- ◆ *White Fragility* by Robin DiAngelo
- ◆ [The 1619 Project](#)

To watch/listen to:

- ◆ [Seeing White Podcast by Scene on Radio](#)
- ◆ [Code Switch podcast: "Race and Identity Remixed"](#)
- ◆ *13th* - Documentary Film by Ava DuVernay
- ◆ NT Times Film Series: [A Conversation on Race](#)
- ◆ [Pod Save The People](#) podcast

Act—Engage in your community:

Get involved locally:

- ◆ Support Minority Owned Businesses
- ◆ Attend Cultural Events
- ◆ Donate to Local Organizations

Meet Our Community Partners:

- ◆ [1Hood Media](#)
- ◆ [Bend the Arc](#)
- ◆ [WHAT'S UP Pittsburgh](#)
- ◆ [Casa San Jose](#)
- ◆ [Alumni Theatre Company](#)
- ◆ [My Brother's Keeper](#)
- ◆ [Steel Smiling](#)

What do I do if I experience/witness/perform a micro aggression?

Check out [this guide](#) by the American Psychological Association!

Look at your actions and the actions of those around you:

We compiled the following definitions of privilege and microaggressions to support further discussion

What is **privilege**? - Advantages possessed by a person of a dominant majority on the basis of their identity in a society characterized by prejudice, inequality, and injustice. White Privilege is the most insidious and pervasive source of inequity in our society. Being part of a dominant majority means you might not notice the difference in peoples experiences from your own. This can lead to **unconscious bias**- associations created by your brain to make snap judgments. When these judgements are based on racial stereotypes, they manifest into acts of **racism**

For more see this resource from Teaching Tolerance- [click here](#)

What is a **micro aggression**? - The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. They become most dangerous when the person performing the micro aggression is unaware of the hurt they are causing. Below are a few common themes in micro aggressions, what they look like, and how they feel.

To view the complete list click [here](#)

<ul style="list-style-type: none"> ◆ “Where are you from or where were you born?” ◆ “You speak English very well.” ◆ “What are you? You’re so interesting looking!” ◆ Continuing to mispronounce names after being corrected. 	<ul style="list-style-type: none"> ◆ Faculty of color mistaken for a service worker. ◆ Not wanting to sit by someone because of his/her color. ◆ Being ignored at a store counter in favor of a White customer. ◆ Saying “You people...” 	<ul style="list-style-type: none"> ◆ “When I look at you, I don’t see color.” ◆ “There is only one race, the human race.” ◆ “America is a melting pot.” ◆ “I don’t believe in race.” ◆ Questioning the credibility / validity of stories.
<p>Alien in One’s Own Land When minority Americans and others who look different or are named differently from the dominant culture are assumed to be foreign-born.</p>	<p>Second-Class Citizen Occurs when a target group member receives differential treatment from the power group; for example, being given preferential treatment as a consumer over a person of color.</p>	<p>Color Blindness Statements that indicate that a White person does not want to or need to acknowledge race.</p>
<p>What it Says You are not a true American. You are a perpetual foreigner in your own country. Your ethnic/racial identity makes you exotic.</p>	<p>What it Says People of color are servants to Whites. Whites are more valued customers than people of color. You are a lesser being.</p>	<p>What it Says Assimilate to the dominant culture. The significance of a person of color’s racial/ethnic experience and history is being denied.</p>