March 16th **Racism & Sexism in Social Media**

- when we tweet at direct actions, exciting to feel connected yet exhausting
- a lot of social interaction is online
- not wanting to shut people down
- what is worth engaging
- keeping abreast of pop culture and social media in racial justice work
- connections between online and offline organizing
- what am I consuming/participating in/feeding?
- Share less and less of my beliefs on social media, tired of arguments with my family
- Is it life-affirming, how I want to spend my time?
- News curation and filters
- Mixed feelings – as much as I want to reject social media, amazing tool, and a dependency – I want it to be used for things I believe in because it certainly is being used for things I don’t believe in
- Call out culture online, and the difference between cultivating relationships to have difficult conversations
- Creating superficial level of connection, high level of disposability
- Tech spaces male dominated, reddit high majority men, can create dangerous gaps, who are creating these spaces and who are they for?
- Creating systems that people use every day that reflect values of the creators
- Is tech creating value neutral space?
- What is good for business – i.e. Trump with CBS
- How disrupt this?
- The idea that numbers are neutral, don’t lie, tell whole story – with social justice org. metrics, and it’s about how you set up the queries, how interpreting and evaluating it, how see white male frameworks - what are the variables, inherent bias
- The value is not on human well-being – not factored into these algorithms
- What is connection to social well-being
- As movement workers, is the goal to use the data the way you want or to undermine the way data is collected
- Is the goal to be the hashtag of the day
- How have reinscribed centers of power, to use these platforms?
- If you are engaging social media, access, surveillance, data mining, but if don’t engage like not voting
- Algorithms and non-human dimension of what is viewed, weighed, amplified
- Anthropologists, historians of future reading tweets
- Both/and, used to reject social media, yet now living more isolated which pushed me into social media
- If we don’t engage, someone else will harness it
- What do I want to lift up?
- FCC new subsidy of phones for people on govt assistance
- Dependence on conflict minerals for electronics
- One of the more democratic spaces on the web
• Transferable skills
• Bay area site where so much is created
• What would it be like to organize tech employees who are so taken care of by companies, how to develop oppositional consciousness?
• A big internal conversation is how to market in a way that is not exclusive, yet the language is coded in recruitment – how to make tools for them to do better and meet them where they are?
• Is it progress to be the one marketed to? And not wanting to be a product.
• These companies will exist for a long time - how to shift the culture to create better tools
• Not a straightforward answer
• Access is tip of iceberg, women and POC who enter can be hostile environment, not knowing how to be more truly inclusive, a ton of unconscious bias in interviews, job descriptions, ways to bring people in, not having same salaries, decision-making, hierarchies among developers between South Asian immigrants and white workers
• Working in tech, regular disruptions of status quo to change the environment
• Often being only female in a meeting, men would get so angry nearly in fist fights at time while I was told to quite down if my voice got a little animated, telling blonde jokes in between meetings
• Emotional compensation
• When it comes to tense conversations in person, all kinds of physiological responses in the moment, on FB can think about response, re-read and edit, re-read and edit, useful tool to make sure I am hearing what they are saying, cool out my defensiveness
• When heated up can be hard to cool down at the time
• Total dismissal, can be hard not to respond in same way
• Not attacking person, yet bring up what you believe in
• And then there are the trolls, inflammatory, hateful, energy-sucking
• Not wanting to engage with trolling
• Article about how social media has brought back the stocks, mob mentality, public shaming
• Should we push out past the choir?
• Is it a useful tool if only sharing thoughts with like-minded folks?
• Will post comments on our blog if not hateful, yet will post problematic ones with a response
• These platforms are not accountable
• If a publishing company published an extremely racist text, would be called to account – where does responsibility lie?
• Mediating our relationships and facilitating
• Thinking of social media as an institution, like public schools – how deal with bullying?
• If creating social space, how shape interaction
• Colorblindness and the “new racism”, “perspectivelessness” is a male dominated perspective, who has right and wrong answers, to say something is “without perspective” means that it is the perspective of power
• That there can be threats of rape in response to your ideas, these companies have so much responsibility
• Rape culture online
• What is it to shut down and distinction with censorship?
• Platforms for organizing hate, not just words
• A lot of white terrorism linked to internet
• From psychology standpoint, safety in anonymity
• When children put on masks can increase violence in their play
• Strategies to depersonalize
• Internet allows people to say and do things beyond what they would normally when identified
• Milgram blind obedience to authority experiment
• Power of the situation to overwhelm individual conscience
• Technology has diminished personal tolerance for discomfort – easier to text than confront in person, weakens muscle of engagement
• When a kid wanted to call and bully me as a kid had to talk to my folks first
• Abolition had view that there could be a world without slavery
• Social media companies are built on profit how can be revolutionary
• A world without Twitter
• What other skills do we have not needing social media to mediate
• A world beyond capitalism
• Debates in prison abolition, what propositions reinforce punitive model while easing situation for some
• Benefits of connected with folks geographically far away
• Global economy, if take out people trying to make as much money as top – would be different tool
• Is the internet the commons?
• Sometimes the posts that we do can be violent even if intention good – ally theater, performing good, cred through posting as ally but through doing that
• “violent solidarity”, spreading posts with images of violence so seen as being the one posting, tagging people
• also these can be images that are censored in mainstream media
• how we learn about atrocities
• as domestic violence trainer, I would avoid details to avoid re-traumatizing, let people know they could share or not
• intention is important and how to be aware of unconscious bias, of potential impacts
• something dangerous about the way that different posts come through feed so fast, to view and respond fast, how are we sitting with what we see/read?
  What sells is ephemera
• What does it mean to slow down?
• A couple of white boys made something on snapchat that went viral, got lifetime supply of shoes, damn daniel
• en fliq creator did not make profit
• How internet impacts attention and cooptation of Buddhist mindfulness meditation of problem of not being able to focus in sustained way
• Speed of information
• When is it turned off?
• Challenging my assumptions about tech and social media, what are joys and how is it perpetrating what I do not want to participate in?
• Jared diamond, when hearing about a certain tribe dependent on wooden canoes, what were they thinking when they cut down the last tree?
• How robotic we have become in not feeling?
• Goal to turn my phone off more
• Be like the fox – make more tracks than needed, and in different directions
• At meditation class, theme was pausing, mediating what consuming
• Environmental impacts
• Had a nightmare of thousands of people on treadmills powering internet
• fb use has gone though roof because recovering from surgery – but now want to make sure I’m not so lonely that fb feels how I am connected to people
• disability justice – a number of folks this is key arena of connection
• being more somatically connected as I am bombarded, flight or flight state all the time
• live at pace that feels sane and healthy
• so much cultural pressure to be constantly on
• community connectedness offline
• what feels authentic and meaningful, pulled all over the place?
• How holding ourselves accountable with what we curate? Curating a persona?