



## OVERVIEW & RESOURCES

### TOPIC: RACE, RACISM & ANTI-RACISM

#### Definitions:

- **Race** - social construction used to categorize people based on how they appear (skin, eyes, hair type, etc.)
- **Racism** - the belief that one racial group is superior or inferior to another.
  - *Interpersonal* - using hurtful language (like the “N” word etc.); having biased beliefs; exhibiting prejudiced behavior; can be committed by any racial group
  - *Systemic* - refers to the ways in which institutions like schools, banks, companies, hospitals and courts may disadvantage particular racial groups; can only be committed by racial groups with *power*
- **Anti-Racism** - taking action to identify, dismantle, and eliminate racism by changing systems, organizational structures, policies and practices, attitudes, and biases, so that power is redistributed and shared equitably

#### Key Takeaways

- Race is not about how you look, but about how people assign meaning to how you look.
- We make judgments about people’s intelligence, wealth, attractiveness, character, and even their humanity based on the color of their skin and other demographic characteristics.
- Anyone can be interpersonally racist; systemic racism is limited to racial groups with power.
- There is no neutrality with anti-racism. You are either dismantling racism or you are complicit in it.

#### Suggested Next Steps

- **Continue to educate yourself.** With issues of racial justice, the best way to begin to learn is to listen, read and watch without asking the people suffering most to do the emotional labor of explaining their own personal experiences of racism. Some recommended readings and videos are included on the next page.
- **Take action.** There are many ways to take action to support racial justice - from protesting, to signing petitions, to calling and writing government officials to express support for protestors, and support for fundamental change. Here are lists to some suggestions: [26 other ways to be a part of the struggle](#) and [11 things you can do to support Black Lives Matter](#).
- **Speak out where your voice is heard.** Do you have friends, relatives or colleagues who are in positions of leadership? Leveraging your influence is a powerful way to be an ally.
- **Practice anti-racism.** When you hear or see people you know (or don’t know) use words or take actions that advance racism, speak up and challenge their language and their assumptions, even if it makes you uncomfortable. Even if you never change a single mind, you are putting your antiracism into practice.
- **Keep going when this moment is over.** The fight against police brutality, racism, social justice and equity is one that stretches long beyond any of our lifetimes, and is one that many of us, because of the color of our skin, cannot ignore or move past when the current battle is over. Commit to being an ally for the long-term.



## Anti-Racism Resources

- Book: *How to Be Anti-Racist* by Ibram X. Kendi
- Book: *White Fragility: Why It's So Hard for White People to Talk About Racism* by Robin Diangelo
- Book: *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* by Michelle Alexander
- Book: *Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor* by Layla F. Saad
- Book: *So You Want to Talk About Race* by Ijeoma Oluo
- Film: [13<sup>th</sup>](#) - Netflix documentary about racial inequity in the US prison system
- Online resource: New York Times' [The 1619 Project](#)
- Online resource: Tools for [How to Raise Anti-Racist Kids](#)
- Podcasts: [Floodlines](#), [Throughline](#), [Intersectionality Matters](#)

Image created by Dr. Andrew M. Ibrahim and inspired by the work of Dr. Ibram X. Kendi

