

IMPORTANT WORDS TO UNDERSTAND RACISM

PERSON OF COLOR A person of color (POC) is one who is not white or of European ancestry. Hispanic people and Native People are considered Persons of Color. People who are Hispanic or Latinx are identified as white or black at times and considered Persons of Color.

PERSON OF GLOBAL MAJORITY We use "*people of the global majority*" (PGM) interchangeably with "*people of color*" (POC), since *people of color* represent over 80% of the world's population. PGM points to the demographic misrepresentation of the term "minority." The term "global majority" is empowering. It unites people from all corners of the world that are struggling against white oppression.

RACIAL PREJUDICE

A negative attitude toward a person or group, usually based on stereotypes and without knowledge of a group's history or experience. *Examples: making fun of the food of another culture; telling jokes about persons of another culture; using offensive names for people of another culture*

TYPES OF RACISM

Four types of racism presented by Cardinal Francis George in the pastoral, "Dwell in My Love"

- *Spatial racism* – seen by how we separate our people space-wise; *for example, South side – West side of Chicago*
- *Institutional racism* – racism found in institutions – some people get special treatment, others get ignored. Could happen in schools, churches, stores, hospitals, etc. *Examples: people of one race get chosen last or are forced to take the last seats; people of some races get less opportunities than people of another race*
- *Individual racism* – some individuals act more important or superior than people of other races; *for example, thinking or saying that I am better than "___" because he is another race*
- *Internalized racism* – some people apply negative stereotypes to themselves; *for example, thinking my way of doing something is wrong because it isn't the way people of another race do it.*

DEFINITIONS OF RACISM:

Individual Racism: *Personal attitudes and actions reflecting a superior attitude toward people of another race. For example, assuming a person of color is not educated*

Cultural Racism: *Attributing value and normality to people of your race, and devaluing, stereotyping and labeling people of other races as "other," different from, or rendering them invisible. For example, ridiculing the religious practices of Muslims.*

Institutional Racism:

RACE PREJUDICE + THE MISUSE OF POWER BY SYSTEMS AND INSTITUTIONS = **RACISM**

For example: negative attitude toward African American persons + African American persons jailed for much smaller amount of crack than other persons jailed for much greater amount of cocaine (a more powerful drug)

Domination of Culture: Racism is not only a system, but the domination of one culture over another. Building on the work of Bernard Longeran, Shawn Copeland, Clifford Geertz, Bryan Massingale defines culture as the

"soul" of a body, that it, its system of meaning and values that is shared, learned, and formative - *Racial Justice in the Catholic Church*

ANTI-RACISM

A conscious intentional effort to eradicate racism in all its forms – *individual, cultural and institutional*

PWI – Primarily White Institution

RACIAL MICROAGGRESSIONS

Brief and commonplace daily verbal, behavioral or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults towards people of color.

- You are a credit to your race
- “Courtney, I never see you as a black girl.”
- “I don’t see color when I look at you.”
- Person of color (PGM) mistaken for service worker
- “So what do you guys speak in Japan? Asian?”
- “You speak good English.”
- “I believe the most qualified person should get the job.”
- “As a woman, I know what you go through as a racial minority”

The most detrimental forms of microaggressions are usually delivered by well-intentioned individuals who are unaware that they have engaged in harmful conduct toward a socially devalued group. These everyday occurrences may on the surface appear quite harmless, trivial, or be described as "small slights," but research indicates they have a powerful impact upon the psychological well-being of marginalized groups and affect their standard of living by creating inequities in health care, education, and employment.

INTERSECTIONALITY

Intersectional Theory asserts that people are often disadvantaged by multiple sources of oppression: their race, socioeconomic status, gender identity, sexual orientation, language, education, religion, physical ability and other identity markers.

SYSTEMIC RACISM

(Excerpts from article by N’dea Yancey-Bragg, USA Today 6/15/20)

(NAACP President Derrick) Johnson defined systemic racism, also called structural racism or institutional racism, as "systems and structures that have procedures or processes that disadvantages African Americans."

Glenn Harris, president of Race Forward and publisher of Colorlines, defined it as "the complex interaction of culture, policy and institutions that holds in place the outcomes we see in our lives."

"Systemic racism is naming the process of white supremacy," Harris said. He also said systemic racism creates disparities in many "success indicators" including wealth, the criminal justice system, employment, housing, health care, politics and education. He said although the concept dates back to work done by scholar and civil rights pioneer W. E. B. Du Bois, the concept was first named during the civil rights movement of the 1960s and was further refined in the 1980s.

WHITE FRAGILITY

The term “white fragility,” was coined by Dr. Robin DiAngelo, a multicultural education professor, who described the term as, “a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves.”

WHITE PEOPLE

A racial classification specifier, used mostly and often exclusively for people of European descent

WHITE SUPREMACY

The belief that white people are superior to those of all other races, especially the black race, and should therefore dominate society

RACIAL EQUITY TOOLS with GLOSSARY (A comprehensive website organized by MP Associates, CAPD and World Trust Educational Services)

<https://www.racialequitytools.org/glossary>