



Let's Talk About Race and Racism

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Typical American Family





Biological: classification based on genetically inherited characteristics, we share 99.99% of DNA so we use phenotypes

Race

Social: perceptions of biological differences between groups; self-fulfilling prophecy

Ethnicity



- Social group that shares cultural traits such as religion, language, rituals, traditions, common heritage, etc.

2020 Census

Race Question

Is Kelly Campbell of Hispanic, Latino, or Spanish origin?

No, not of Hispanic, Latino, or Spanish origin

Yes, Mexican, Mexican American, Chicano

Yes, Puerto Rican

Yes, Cuban

Yes, another Hispanic, Latino, or Spanish origin

Enter, for example, Salvadoran, Dominican, Colombian, Guatemalan, Spaniard, Ecuadorian, etc.

What is Kelly Campbell's race?

Select one or more boxes **AND** enter origins. For this census, Hispanic origins are not races

White

Enter, for example, German, Irish, English, Italian, Lebanese, Egyptian, etc.

Black or African American

Enter, for example, African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.

American Indian or Alaska Native

Enter name of enrolled or principal tribe(s), for example, Navajo Nation, Blackfeet Tribe, Mayan, Aztec, etc.

Chinese

Filipino

Asian Indian

Vietnamese

Korean

Japanese

Other Asian

Enter, for example, Pakistani, Cambodian, Hmong, etc.

Native Hawaiian

Samoan

Chamorro

Other Pacific Islander

Enter, for example Tongan, Fijian, Marshallese, etc.

Some other race

Privilege

- Characteristics you are born with that give you an advantage in society
 - In the U.S. = White, heterosexual, male, middle or upper class, able-bodied, Christian, native English speaker, U.S. citizen



Ways of thinking among those with privilege:



- 1) Lack of awareness about dominant identity
- 2) Deny the existence of oppression
- 3) Sense of entitlement to advantages they experience

*People often cling to their most disadvantaged identity, the one that has caused them most pain

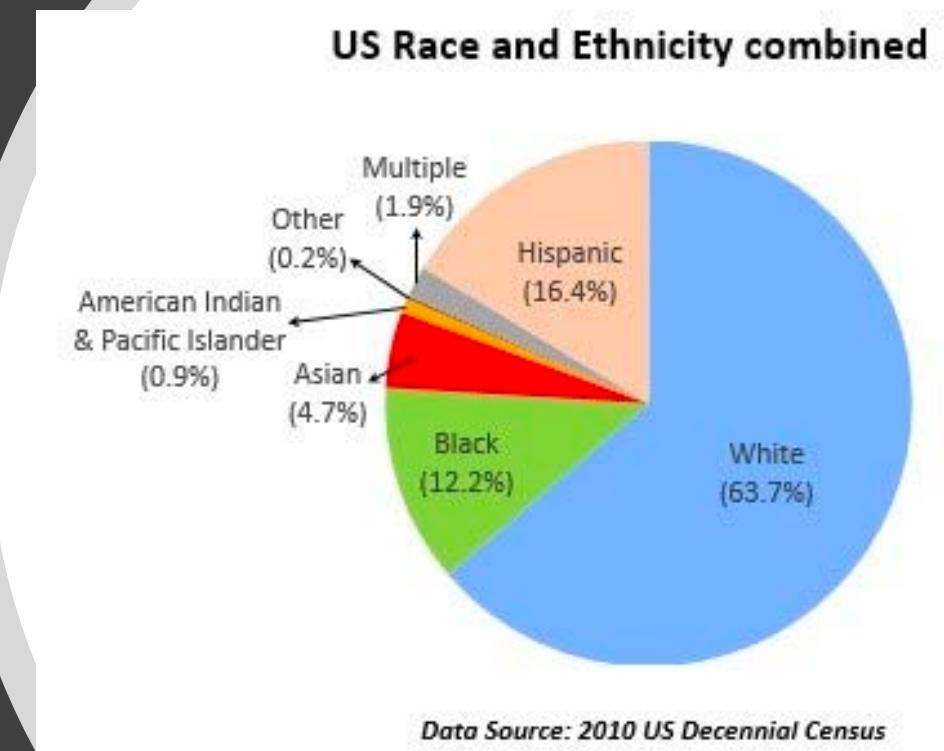
- Prejudice: *Thoughts* about racial/ethnic groups in which members are judged negatively
- Discrimination: *Actions* used by the dominant group against subordinate groups to maintain power and privilege
 - Individual and institutional



Hierarchy of Racial/Ethnic Groups in the U.S.

- 1) European Americans
- 2) Jewish, Asian, & Middle Eastern Americans
- 3) African, Latin, & Native Americans

* Distinctions based on social, economic, & political power + discrimination





Minority Groups

Disproportionately

- Occupy the worst jobs
- Earn low income
- Live in undesirable areas
- Receive an inferior education
- Have little political power
- Subjected to discrimination
- Incarcerated at high rates
- Have worse health (stress, cortisol)

*Due to physical & cultural distinctiveness

Dominant Group

Disproportionately

- In high-ranking, high-status positions
- Earn more money
- Have access to and get a better education
- Greater political power
- Have better health
- Dictate what is “normal”

when the power of love
overcomes the love of power
the world will know peace.

- jimi hendrix



Dominant norms include:

- Market economy
- Ownership of property
- Calculation of individual worth
- Individualism
- Competition
- Education for financial gain



1412.11	-0.89	▼ 0.06%	778.33	0.01	▲ 0.01%
1795.63	-8.49	▼ 0.05%	4443.87	7.63	▲ 0.23%
1791.97	4.83	▲ 0.48%	2916.60	-4.89	▼ 0.16%
1795.09	-0.54	▼ 0.03%	1112.11	-0.73	▼ 0.05%
767.89	0.01	▲ 0.00%	1787.63	8.49	▲ 0.38%
778.33	1.34	▲ 0.17%	1791.97	4.83	▲ 0.27%
4443.87	7.63	▲ 0.23%	1295.09	-0.54	▼ 0.13%
2916.60	-4.89	▼ 0.16%	767.89	0.01	▲ 0.10%
1112.11	-0.73	▼ 0.05%	700.33	1.34	▲ 0.17%
1787.63	8.49	▲ 0.38%	443.83	5.63	▲ 0.23%
1791.97	4.83	▲ 0.27%	416.60	-6.89	▼ 0.06%
1295.09	-0.54	▼ 0.13%	412.11	-0.73	▼ 0.15%
767.89	0.01	▲ 0.10%	795.63	8.49	▲ 0.48%
700.33	1.34	▲ 0.17%	795.09	-0.54	▼ 0.53%
443.83	5.63	▲ 0.23%	767.89	0.01	▲ 0.00%
416.60	-6.89	▼ 0.06%	778.33	1.34	▲ 0.17%
412.11	-0.73	▼ 0.15%	795.63	8.49	▲ 0.48%
795.63	8.49	▲ 0.48%	2443.83	5.63	▲ 0.23%
767.89	4.83	▲ 0.27%	2416.60	-6.89	▼ 0.05%
700.33	1.34	▲ 0.17%	412.11	-0.73	▼ 0.16%

White Identity

- A construct that changes with time and circumstance
- Defined in opposition to Blackness
- No set definition

Watch: The House We Live In



<https://fod.infobase.com/OnDemandEmbed.aspx?Token=49736&aid=18596&Plt=FOD&loid=0&w=640&h=480&ref>

Racial Identity

- Anti-racist
- Positive
- Creative
- Based on social justice, and political and economic democracy





What To Do Now?

- Be an ally, LISTEN, live the right way
- Don't stay silent: If you are not part of the solution, you are part of the problem
- Have multicultural friends and networks
- BLM:
<https://drive.google.com/file/d/1Terfpm42aZy3AohUzubBSuegny8IWDHV/view?usp=sharing>
- Baby steps: https://docs.google.com/document/d/1HVxs6jEUBYXylMS2BjGH1kQ7mEuZnHpPSs1Bpaqmw0/preview?pru=AAABcpсаab0*5cF9ko8oDNSQB0qQzn0o7A



10 Simple Tips for Combatting Racism

1. Talk to your family, ask questions about their biases & experiences
2. Avoid generalizations & stereotypes (“Mexican people...”)
3. Don’t perpetuate racist humor
4. Be introspective, challenge your own biases
5. Vote & don’t support racist candidates
6. Use accurate sources (.edu, .gov, .org), the media simplifies & sensationalizes
7. Learn your family’s history, talk to the about societal changes
8. Lead by example
9. Cultural immersion (museums, events, etc.), step out of your comfort zone
10. Autobiography (self-assessment), know thyself, write it down

Thank you!
• Questions?



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