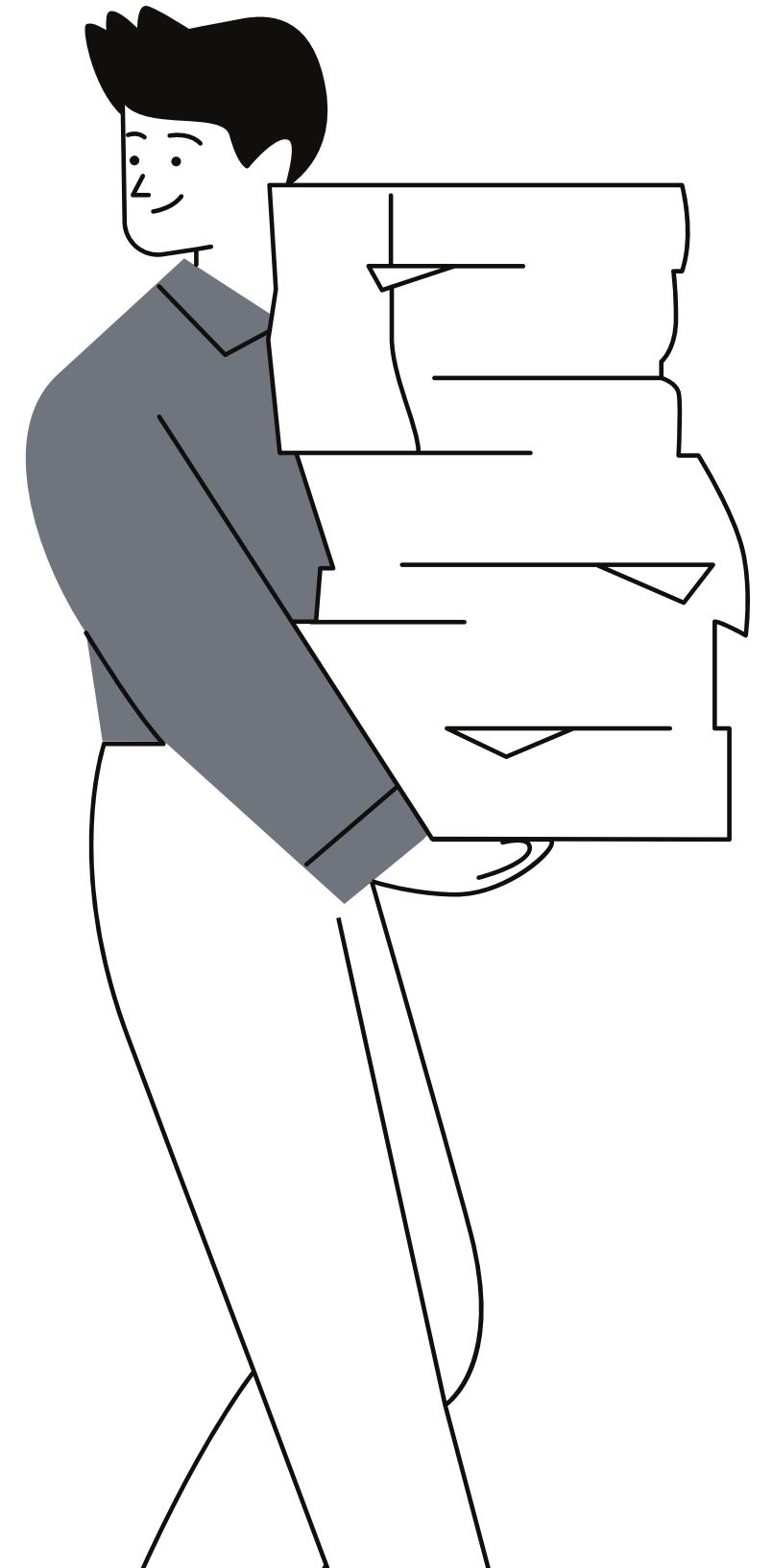
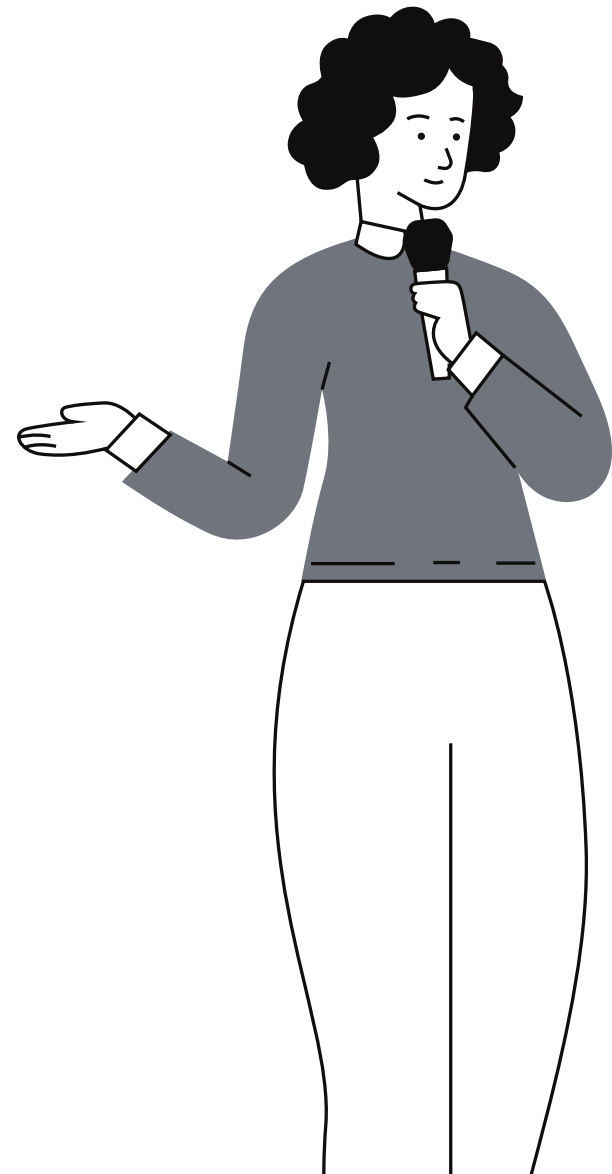


# Module 1

## Defining our Terms



# Module 1 Topics



1

Racism

2

Whiteness

3

Impact

## Part 1: Racism

### **Prejudice:**

A preconceived idea or opinion of another person or group of people not based on reason or experience.

Can be positive or negative.

Some, but not all, are racial in nature and have racist outcomes.

## Part 1: Racism

### **Racism:**

Racism is the power to enforce one's racial prejudices. Simply stated, racism is racial prejudice plus power.

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### **Structural or Systemic Racism:**

Complex interactions of large scale societal systems, practices, ideologies, and programs that produce and perpetuate inequities for racial minorities.

The key aspect: macro-level mechanisms operate independent of the intentions and actions of individuals, so even if individual racism is not present, the adverse conditions and inequalities for racial minorities will persist.

## Part 2: Whiteness

### **White Supremacy**

An historically-based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of color by white peoples and nations of the European continent, for the purpose of defending and maintaining a system of wealth, power, and privilege.

## Part 2: Whiteness

### Whiteness

Ruth Frankenberg defines whiteness as “a dominant cultural space with enormous political significance, with the purpose to keep others on the margin. ... White people are not required to explain to others how ‘white’ culture works, because ‘white’ culture is the dominant culture that sets the norms. Everybody else is then compared to that norm.”

## Part 2: Whiteness

### **White Fragility:**

the tendency among members of the dominant white cultural group to have a defensive, wounded, angry, or dismissive response to evidence of racism.



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the tendency among members of the dominant white cultural group to have a defensive, wounded, angry, or dismissive response to evidence of racism.

### **Examples:**

- "I have a Black friend/family member, so I'm not racist."
- "Racism ended with slavery."
- "I've struggled in my life, so I'm not privileged."
- "I am colorblind, so I'm not racist."
- "I'm not privileged, I worked hard for what I have."
- "I want to be seen as an individual."

## Part 3: Impact

### **Black Fatigue:**

repeated variations of stress caused by centuries of racism resulting in extreme exhaustion, causing physical, mental and spiritual maladies that are passed down from generation to generation.

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### **What it looks like:**

- Code switching – acting/talking in ways that white people will accept
- “I look around and don’t see anybody who looks like me.”
- “People avoid me. They don’t know what to say to the only Black person.”
- “I am always on guard. I can't trust my coworkers with my authentic self.”
- “Discussions about race? Are you kidding me?”
- “There is no such thing as being ‘casual’ if you are Black.”

## Part 3: Impact

# **PTSD: Post-Traumatic Stress Disorder**

is a psychiatric disorder that may occur in people who have experienced or witnessed a traumatic event such as a natural disaster, a serious accident, a terrorist act, war/combat, or rape or who have been threatened with death, sexual violence or serious injury.

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### **Racial Trauma or Race-Based Traumatic Stress:**

the cumulative effects of racism on an individual's mental and physical health. It has been observed in numerous BIPOC communities and people of all ages, including young children.

## Part 3: Impact

# **Continuous Traumatic Stress Disorder**

Psychiatric disorder which develops when someone endures long-term trauma and does not have adequate help to process it.

## Part 3: Impact

# Continuous Traumatic Stress Disorder

Psychiatric disorder which develops when someone endures long-term trauma and does not have adequate help to process it.

### Common types of stress:

- longterm bullying
- longterm exposure to violence
- poverty
- police brutality
- workplace inequality
- homelessness
- food insecurity

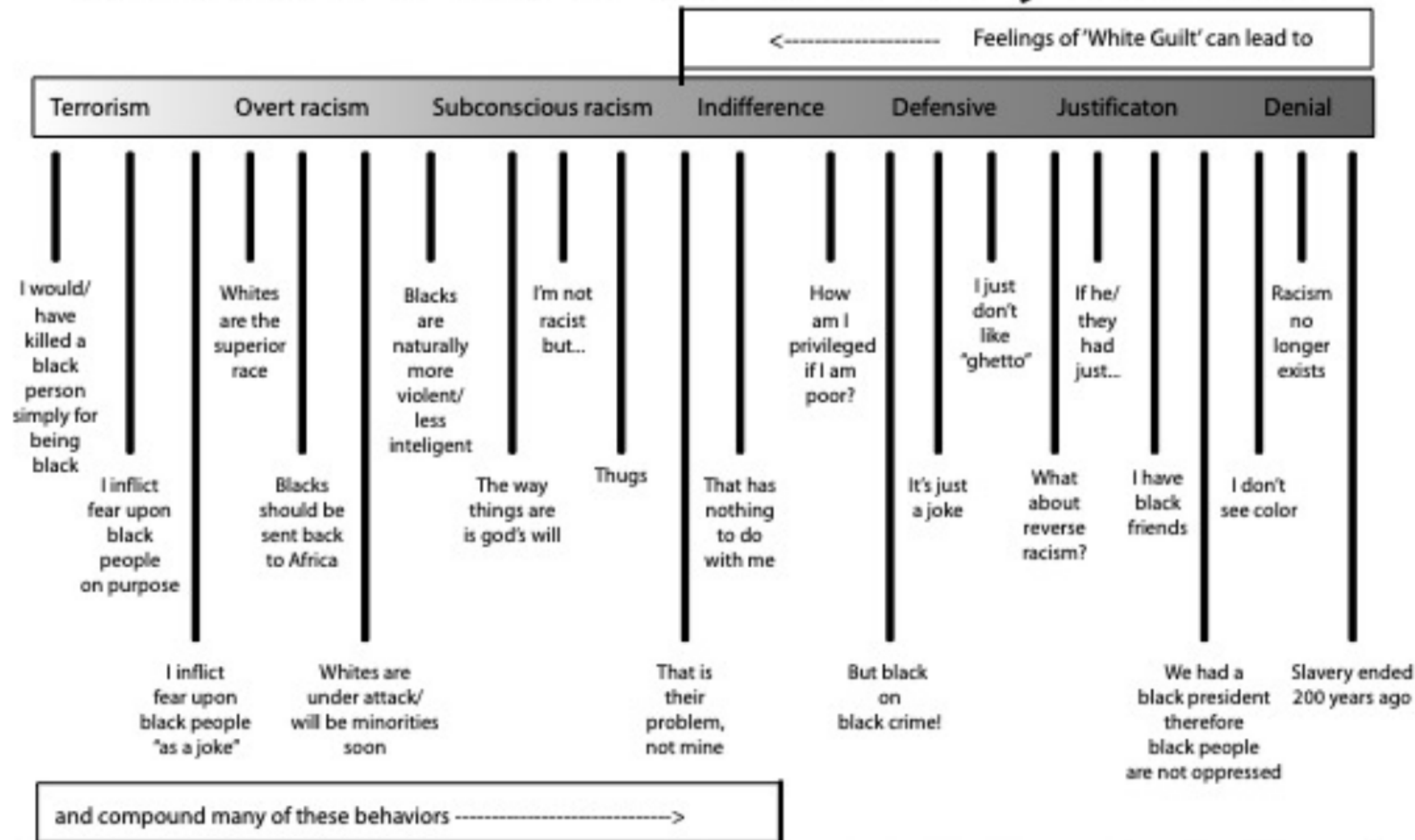
## Part 3: Impact

**Racial PTSD: PERPETUAL Traumatic Stress Disorder**

can develop from a lifetime of race-based CTSD.



# Racism Scale: Where do you fall?



White Savior

"Woke" justification

Performative Ally

Awareness

Allyship

Abolitionist

Whites were slaves too

There are plenty of successful POC; they just need to work harder

If we can't use the "N" word, they shouldn't either

There is only 1 Race, the human race.

There is no need for POC to have their own safe spaces; we are all one

Love conquers all

I will help you, but only if I lead

If they want our help they should be nicer/more respectful

Being involved in this will help my reputation

I expect praise and/or publicity

My experience as a white person is drastically different than that of a POC.

Systemic racism is very real and needs to be ended

Yes, my life as a poor white person has been hard but it isn't as hard as if I were poor AND a POC

I will make space for POC

I will put my safety, health & freedom on the line to fight for POC. I will let them lead and not try to be at the center.