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# Racism 101

— Orientation and Definitions —

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# Racism 101 Four Part Wednesday Series

Program One: **Definitions and Orientation** October 21st, 6:30-8p

Program Two: **Cultural & Institutional Racism, aka Systemic Racism**  
October 28th 6:30-8p

Program Three: **Personal & Interpersonal Racism** November 11th  
6:30-8p

Program Four: **How Do Racism and Privilege Show Up in Your Life?**  
November 18th 6:30-8p

# GOALS

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- Common language and terms with definitions
- Basic understanding of four levels of racism and what they look like
  - Use NH for some examples/ observations
- Basic understanding of whiteness and how it shows up in our lives
- Orientation of where New Hampshire residents fit into this and what we can do
- Resources

# ORIENTATION AND GUIDELINES

# Guidelines for Effective Cross-Cultural Dialogue from Visions, Inc

1.

**“Try On”** is an invitation to be open-minded to others’ ideas, feelings, worldviews and ways of doing things so that greater exploration and understanding are possible. The invitation also includes feeling free to take those things that “fit” and to leave or file away those things that don’t fit.

# Guidelines for Effective Cross Cultural Communication

2.

**It's OK to not Agree** assumes that disagreement is not only inevitable but can help individuals and groups produce better outcomes. By acknowledging what we have in common **and** by recognizing, understanding and appreciating what is different between us, individuals can shift the pressure to “be”, “think”, or “act” the same into permission to generate all possible ideas and strategies. This guideline assumes we can disagree and still stay connected and do great work.

# Guidelines for Effective Cross Cultural Communication

3.

**“It’s not OK to blame, shame or attack self or others”** assumes that most of us have learned well how to show our disagreement by making the other person wrong. This happens in direct, indirect, verbal and non-verbal ways. When we attack, shame or blame others, and ourselves we are less likely to take in what others are sharing and less likely to problem-solve across our difference.



# Guidelines for Effective Cross Cultural Communication

4.

**“Practice self-focus”** assumes that learning about differences can be accelerated and maximized when we listen to internal thoughts, feelings and reactions. When we find ourselves getting irritated with someone about cultural differences, we can blame and shame them or ourselves, or we can figure out internally what is causing our irritation. An effective tool for practicing self-focus is using “I”, rather than “we”, “you” or “one” statements. When we intend to refer to others, be specific about who those others are –by name or group. In addition, when speaking about our own experience or opinion, use “I have found...” or, “I think, I feel, I believe....” And include feeling words, e.g.. Mad, sad, scared, happy, and relieved, etc.

# Guidelines for Effective Cross Cultural Communication

5.

**“Notice both the process and content”** means notice both, “what we say”, “how” and “why” we say or do something and how the members of the group react. For example, notice who’s active and who’s not, who’s comfortable and who’s not, who’s interested and who’s not, including us. Ask about both the process and content, and share our own thoughts and feelings too.

# Guidelines for Effective Cross Cultural Communication

6.

**“Practice “both/and” thinking”** invites us to see that more than one reality or perspective can be true at the same time (disunite thinking) rather than seeing reality as strictly either/or, right or wrong, good or bad, this or that, (dichotomous thinking). Using “both/and thinking” can be very helpful in reconciling differences and conflicts that do not present easy solutions.

# Guidelines for Effective Cross Cultural Communication

7.

**“Be aware of both the intent and impact of your actions”** invites us to consider that in cross-cultural interactions, our intent might not match our impact. When we have a negative impact on others across culture, ensuring a successful outcome requires changing that negative impact. This guideline requires a willingness to take risks and to exchange and receive honest feedback about the impact of our words and actions on others. It is possible to be well intentioned AND still say and do hurtful things. To be successful across difference, we must be willing to shift our behaviors and actions such that people who are different from us feel fully valued and included.

# Guidelines for Effective Cross Cultural Communication

8.

**“Confidentiality”** invites us to honor personal sharing and to not repeat personal details outside of the group. Confidentiality assumes that feeling free to share in one setting, does not translate into comfort in other settings. So, if we want to bring up information related to a person’s sharing in other settings, we need to privately ask the person if it is acceptable to do so. Confidentiality also assumes that we will not use something someone has shared to hurt them, get them, or punish them later. This is especially important for work groups or teams involving multiple staff or organizational levels.

# Guidelines for Effective Cross Cultural Communication

1. "Try On"
2. It's Okay to Not Agree
3. It's NOT okay to blame, shame or attack self or others
4. "Practice Self Focus"
5. Notice both the process and the content
6. Practice "both/and" thinking
7. Be aware of the intent and the impact of your actions
8. Confidentiality

# DEFINITIONS

# Terms

White privilege, white supremacy, racism, POC/BIPOC (and why there is a distinction between the two), equity, collective liberation, tokenism



# WHITE PRIVILEGE

- White privilege is the unearned, mostly unacknowledged social advantage white people have over other racial groups simply because they are white (taken from Dictionary.com)
- Jane Elliot clip: [Speaks Volumes Anti Racism Activist & Educator Jane Elliot Speaks To White Citizens On Receiving](#)
- White privilege doesn't mean that you haven't been oppressed or that you haven't had a difficult life- it just means that the reason why your life has been difficult is not because of your skin color.
- Further reading:
  - Article: [I, Racist](#) by John Metta
  - Book: White Fragility by Robin DiAngelo

# RACISM

Exists on 4 levels: personal, interpersonal, cultural and institutional

- **Personal:** The internal bias we all hold that people of color have certain qualities that are inferior to white people, such as assuming a person of color is less educated than a white person.
- **Interpersonal:** Racism based on personal interactions, such as a white person saying to a person of color “Oh, you’re so articulate!” or “You just got into Harvard because of affirmative action” or even name calling. Blatant interpersonal is often the aspect of racism that comes to mind to white people because it’s the one we can externally observe.
- **Cultural:** The messages we all receive about the importance of skin color. Whose culture is considered “normal” or “valuable.”
- **Institutional:** Laws, hiring practices, company policies, college admission practices.

# Levels of Oppression and Change

## Institutional

## Personal

- ♦ Values
- ♦ Beliefs
- ♦ Feelings
- ♦ Attitudes
- ♦ Opinions

- ♦ Policies
- ♦ Practices
- ♦ Rules
- ♦ Procedures
- ♦ Systems

## Interpersonal

- ♦ Treatment
- ♦ Relationships
- ♦ Behaviors
- ♦ Communications

## Cultural

- ♦ Worldview
- ♦ Stories
- ♦ Climate
- ♦ Shared Values
- ♦ Unwritten Rules

- ♦ Media
- ♦ Public Opinion
- ♦ Symbolic/Ritual
- ♦ Group Dynamics
- ♦ Norms

# POC/ BIPOC

POC: Person of Color

BIPOC: Black/ Indigenous Person of Color

Why do you think there is a distinction?

# TOKENISM

When a person of color is included *\*solely\** for their skin color and not for the purpose of equity or changing power dynamics.

- For example, inviting a person of color to a team or workplace for purpose of appearing diverse but then not including them in any decision making process or power, or ignoring their feedback in favor of “the way things have always been”

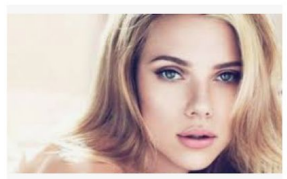
# WHITE SUPREMACY

Not just KKK. It's the overall assumption by society that White is Better, which is deeply seeded in all of us. Falls in the cultural category of racism. White as default/ norm/ model.

Further reading:

<https://www.vox.com/2016/2/1/10889138/coded-language-thug-bossy>

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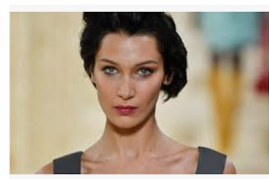
The Top Twenty Most Beautiful Women of ... brightside.me



An Incredibly Beautiful ... medium.com



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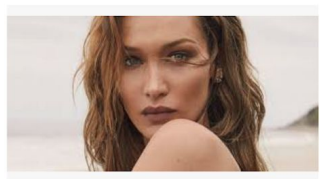
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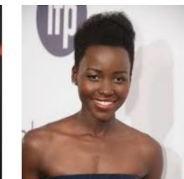
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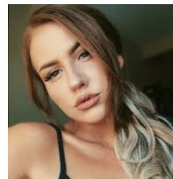
Most beautiful women of 2020 - Top 10 ... wonderslist.com



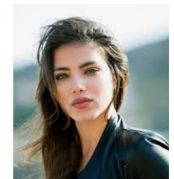
The Most Beautiful Women... esquire.com



10 Countries With The Most Beautiful ... wonderslist.com



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beautiful-woman-in-und... elitedohealthandbeauty.c...



10 Reasons Why Beautiful Women Won't ... masculinemindset.com



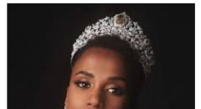
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How Can Being Beautiful Be A Bad Thin... psychologytoday.com

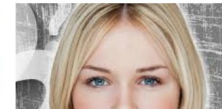


The Top Ten Most Beau... heart.co.uk



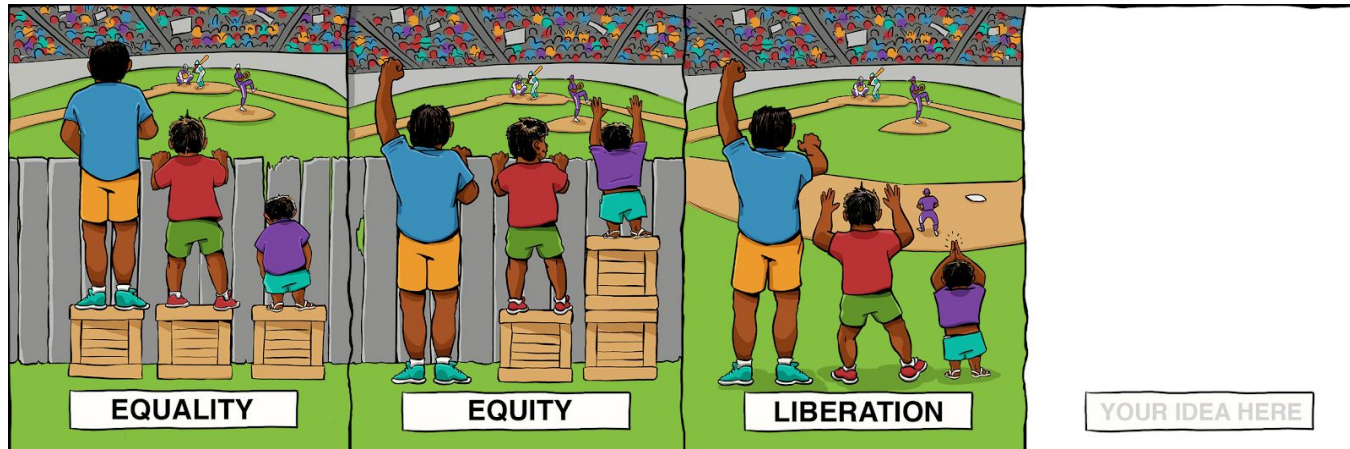
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# EQUITY

Not everyone has the same needs, so equity includes what different people need in terms of access, resources, support in order to reach their full potential





# COLLECTIVE LIBERATION

The idea that white people's freedom is tied together with the freedom of all people, specifically people of color.

- Lilla Watson: "If you have come to help me, you are wasting your time. If you have come because your liberation is bound up with mine, then let us work together."
- Example: My heart races and I feel fear when I see a black man on the same street as me at night. I would be freer if I had the same emotional reaction to black men as I do to white women.
- Buying into the cultural hierarchy of who is more valuable affects us all
- Toyin Augustus: "It's about getting out of the way or removing other barriers so that people of color can have space to lift themselves up. Liberation work is NOT charity work. It anchors in releasing our privileged hold on power."
- Further exploration: <https://collectiveliberation.org/>

# CLOSE

Consider giving to Racial Unity Team: <https://racialunityteam.com/>

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- Wednesday, October 28th, 6:30-8p

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Program Four: How Do Racism and Privilege Show Up in Your Life?

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