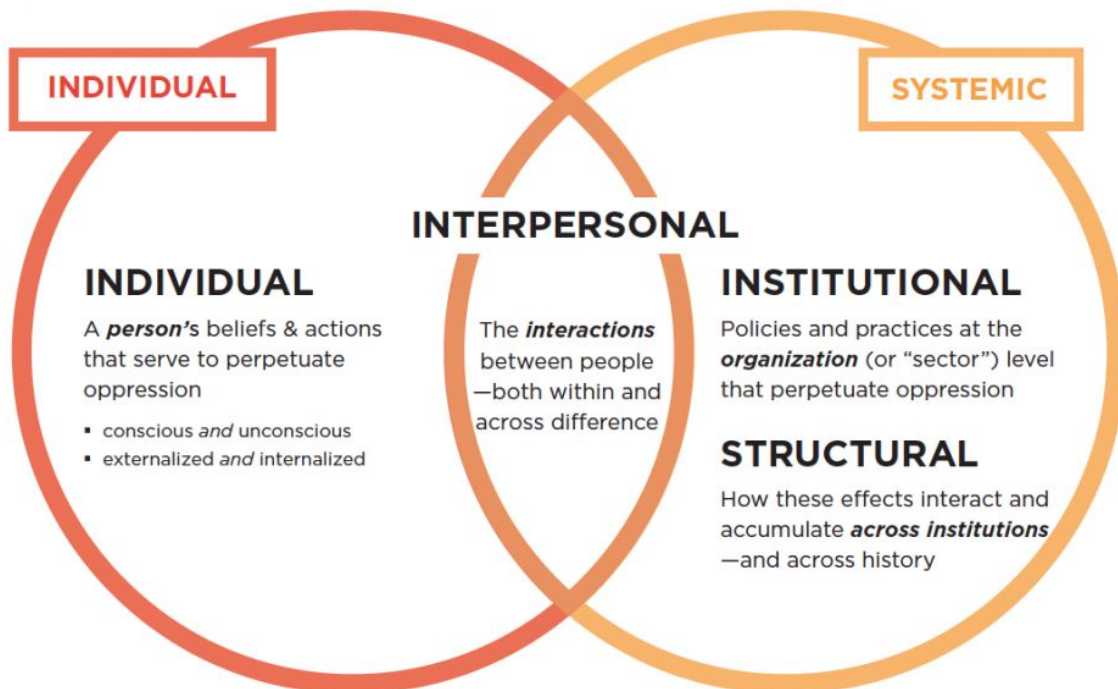


Educational Tools for Racial Justice

Our conversation guides have always been a tool for individual connection, but we recognize that talking about race goes beyond individuals to systems. Because of that, as you prepare to enter or continue the conversation around racial equity we encourage you to be willing to look beyond *individual* racism to *systemic* racism.

This history of systemic (discrimination/oppression/racism) requires a different response from us as an organization, so you will find extra content like recommended readings, useful graphics, and a glossary of terms you should be familiar with before engaging in conversations about race.

If the concept of systemic racism is new to you, check out this video for an overview of the history and impacts of systemic racism in under 5 minutes: [Systemic Racism Explained](#).



Glossary of Terms

Have you ever been in conversation with someone and they're using words you don't know, but you don't feel comfortable asking for clarification, so you decide to just nod along and make a note to Google it later? We've all been there. While we invite you to be brave and ask your conversation partner to clarify, we also want to empower you with a basic understanding of common words and phrases used when discussing racial justice. We offer these definitions to broaden your base knowledge so that you can be more informed and fully present to the conversations you participate in.

Race

A socially constructed category of identification based on physical characteristics (facial structure, skin color, etc), ancestry, historical affiliation, or shared culture.

Ethnicity

A category of people who identify with each other based on similarities such as common ancestry, language, history, society, culture or nation.

BIPOC

This acronym stands for Black, Indigenous, and people of color.

Oppression

The systematic targeting or marginalization of one social group by another social group for the benefit of the more powerful social group. (4)

Power

The ability to influence and/or act. Entities like individuals and the government can hold power. History, laws, ideas, money and more can affect the level of power a particular entity has. (4)

Prejudice

An unfavorable opinion or feeling formed beforehand without knowledge, thought or reason.

Racism

Power + Prejudice = Racism

Racism is different from racial bias, prejudice, hatred, or discrimination. Racism involves having the power to carry out systematic discriminatory practices, whereby patterns of public policy, institutions, dominant ideologies, and popular representations serve to perpetuate social, political, and economic inequities between racial groups. (1)

Antiracism

The policy or practice of opposing racism and promoting racial equity and justice.

Colorblind Racism

An ideology that insists that everyone be treated without regard to race, accompanied by a denial of the causes and consequences of racism. (1)

Colorism

A practice whereby privileges and disadvantages are systematically distributed on the basis of skin color, with a disproportionate amount of advantage provided to lighter-skinned people. (1)

White Supremacy

1. The systematic provision of political, social, economic, and psychological benefits and advantages to whites, alongside the systematic provision of burdens and disadvantages to people who are not white (1)
2. A 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 maintaining and defending a system of wealth, power, and privilege.

Privilege

Unearned benefits given to members of one social group as a result of the systematic targeting or marginalization of another social group. (4) These special advantages are supported by the formal and informal institutions of society and granted to all members of a dominant group, by virtue of their group membership.

White Privilege

An advantage, good, or resource that people with ascribed white racial identities receive and/or have greater access to and that people with ascribed nonwhite racial identities are denied and/or have less access to, primarily as a consequence of their ascribed racial identity and not because of what they do or do not do as individuals. (1)

Microaggression

Small, subtly harmful acts of racism. This may include brief remarks, vague insults, casual dismissals, and nonverbal exchanges that serve to slight a person due to the person's race. (1)

Tone Policing

A conversational tactic that dismisses the ideas being communicated when they are perceived to be delivered in an angry, frustrated, sad, fearful, or otherwise emotionally charged manner. (2)

White Fragility

White fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium. (1)

Allyship

A lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people. (3)

CHALLENGING ANTI-BLACK RACISM

ending the option to opt out

Co-liberation/Coliberation

I will learn from Black leadership, but I don't need Black people to lead me in order to challenge white supremacy. I will tap into a legacy of non-Black anti-racists and abolitionists who challenged racist structures in their own families, in their careers and in their communities. I recognize that racial hierarchy is a myth and that there is no privilege in being tied to a history of white supremacy, racial violence, or a society that rewards the proximity to whiteness. It is not possible for me to be fully human as long as Black people are dehumanized.

Co-conspirator/Accomplice

I understand how the system of white supremacy contributed to what happened to you. I recognize my liberation is tied up with yours. I'm going to follow Black leadership and challenge these systems and structures with you.

Allyship

I understand how the system of white supremacy contributed to what happened to you. I recognize my *privilege*. I will speak up.

Solidarity

I'm sorry that happened to you. My heart is with you.

Tawana Petty
@combsthepoet

Source of definitions

1. <https://www.yesmagazine.org/issue/world-we-want/2020/02/19/antiracism-language/>
2. <https://www.dictionary.com/browse/tone-policing>
3. <https://thetoolkit.wixsite.com/toolkit/beyond-allyship>
4. <https://www.gobeyonddiversity.com/single-post/2016/1/29/Here-are-some-definitions-about-POWER-PRIVILEGE-and-OPPRESSION>