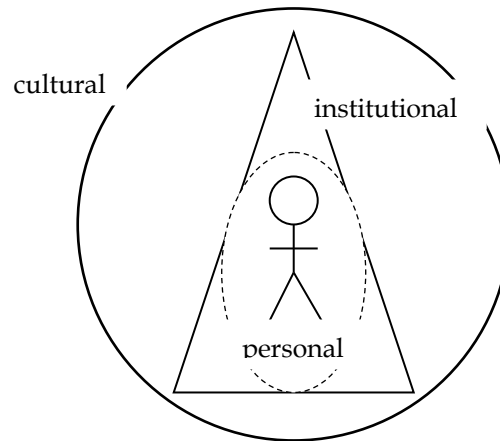


## three expressions of racism



**CULTURAL:** The ways in which the dominant culture is founded upon and then defines and shapes norms, values, beliefs and standards to advantage white people and oppress people of color. The ways in which the dominant culture defines reality to advantage white people and oppress people of color. The norms, values, or standards assumed by the dominant society that perpetuate racism. Examples: thin, blond, white women as the basis for our society's standard of beauty; women on welfare assumed to be black or brown and portrayed as irresponsible while white collar fraud in the business community is costing the US hundreds of billions of dollars a year, requiring people to speak English historically (American Indians) and today (people from Central and South America) as a way of deliberately destroying community and culture.

**INSTITUTIONAL:** The ways in which the structures, systems, policies, and procedures of institutions in the U.S. are founded upon and then promote, reproduce, and perpetuate advantages for white people and the oppression of people of color. The ways in which institutions legislate and structure reality to advantage white people and oppress people of color. The ways in which institutions -- Housing, Government, Education, Media, Business, Health Care, Criminal Justice, Employment, Labor, Politics, Church -- perpetuate racism. Examples: people of color under-represented and misrepresented on television, racially biased standardized tests used to determine who will be admitted to higher education programs and institutions, historic and ongoing breaking of treaties with indigenous Native American communities, reliance on low-paying illegal immigrant labor by farms and factories.

**PERSONAL:** The ways in which we perpetuate and/or assume the idea that white people are inherently better and/or people of color are inherently

inferior on an individual basis. Examples: calling someone a racist name, making a racist assumption.

## the four faces of racism

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### CONSTRUCTED RACIST OPPRESSION (affecting People of Color)

- historically constructed and systemic (not just personal or individual)
- penetrates every aspect of our personal, institutional, and cultural life
- includes prejudice against people of color in attitudes, feelings, and behaviors
- includes exclusion, discrimination against, suspicion, fear or hatred of people of color
- sees a person of color only as a member of a group, not as an individual
- includes low expectations by white people for children and adults of color
- people of color have fewer options, choices

### INTERNALIZED RACIST OPPRESSION (affecting People of Color)

- as people of color, we carry internalized negative messages about ourselves and other people of color
- we believe there is something wrong with being a person of color
- we have lowered self-esteem, sense of inferiority, wrongness
- we have lowered expectations, limited sense of potential for self
- we have very limited choices: either 'act in' (white) or 'act out' (disrupt)
- we have a sense of limited possibility (limited by oppression and prejudice)
- cycles through generations

### GRANTED WHITE PRIVILEGE (for white people)

- "an invisible knapsack of special provisions and blank checks" (Peggy McIntosh)
- the default; "to be white in America is not to have to think about it" (Robert Terry)
- expect to be seen as an individual; what we do never reflects on the white race
- we can choose to avoid the impact of racism without penalty
- we live in a world where our worth and personhood are continually validated
- although hurt by racism, we can live just fine without ever having to deal with it

### INTERNALIZED WHITE SUPREMACY (affecting white people)

- my world view is the universal world view; our standards and norms are universal
- my achievements have to do with me, not with my membership in the white group
- I have a right to be comfortable and if I am not, then someone else is to blame
- I can feel that I personally earned, through work and merit, any/all of my success
- equate acts of unfairness experienced by white people with systemic racism experienced by people of color
- I have many choices, as I should; everyone else has those same choices
- I am not responsible for what happened before, nor do I have to know anything about it; I have a right to be ignorant
- I see work on racism as the responsibility of POC and only in interests of POC