



**Brown Bag Series – January 25, 2017**  
***Dismantling Racism***  
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## **Definitions**

### **1. Definition of Racism (systemic not personal):**

Racism = Race Prejudice + *Misuse* of Power of Systems and Institutions.

### **2. Isn't racism just prejudice?** Prejudice is what the word says: pre-judging – without knowing all the facts or without knowing the reality of a person, his/her character, intentions, good will, family, daily situations.

It is often judgment based on looks, association, and assumptions which often can be unconscious. All people are racially prejudiced (regardless of racial/ethnic identity). Racism includes prejudice, but racism has the power for that prejudice to be enforced in society.

### **3. How does discrimination fit into this?**

- Prejudice makes assumptions about the abilities, motives, and intentions of others according to their race.
- Discrimination means I act on that prejudice. These actions (usually

negative) are toward others according to their race.

### **4. The power of racism**

- allows for power over some persons,
- gives privilege to others,
- and the effects of racism hurt all.

### **5. White Privilege**

- White privilege refers to the social advantages, benefits, and courtesies that come with being a member of the dominant race.
- Racism puts persons of color at a disadvantage; white privilege puts white persons at an advantage.

### **6. Racial Microaggressions** are brief and commonplace daily verbal, behavioral, and environmental indignities that communicate hostile, derogatory, or negative racial slights and insults to the target person or group. They can be intentional or unintentional.

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## **Books**

1. Between the World and Me by Ta-Nehisi Coates (2015)
2. The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander (2012)
3. Understanding and Dismantling Racism: The Twenty-First Century Challenge to White America by Joseph Barndt (2007)
4. Birth of a White Nation by Jacqueline Battalor (2013)
5. People's History of the United States by Howard Zinn (1980, 2009)

## **Articles**

1. Examples of Racial Microaggressions (2007)
2. Unpacking the Invisible Knapsack by Peggy McIntosh (1990)
3. The Racial Divide in the United States by Bishop Edward Braxton (2015)



## **Videos / Online Resources**

1. White Boy Privilege Slam Poetry by 14-year-old Royce Mann
2. The Gardner's Tale by Dr. Camara Jones, <https://www.youtube.com/watch?v=ktj4jGmUs6Y>
3. Racial microaggressions: <http://sph.umn.edu/site/docs/hewg/microaggressions.pdf>
4. Danger of a Single Story, TED Talk by Chimamanda Ngozi Adichie
5. Color Blind or Color Brave, TED Talk by Mellody Hobson
6. Birth of a White Nation, Jacqueline Battalora <https://www.youtube.com/watch?v=riVAuC0dnP4>
7. Black Lives Matter platform: <https://policy.m4bl.org>
8. Doll Test [www.youtube.com/watch?v=tkpUyB2xgTM](http://www.youtube.com/watch?v=tkpUyB2xgTM)
9. The DNA Journey [www.youtube.com/watch?v=tyaEQEmt5ls](http://www.youtube.com/watch?v=tyaEQEmt5ls)

## **Films**

Cracking the Codes: The System of Racial Inequity <https://crackingthecodes.org>

Mirrors of Privilege: Making Whiteness Visible <https://world-trust.org/mirrors-of-privilege-making-whiteness-visible>

## **Organizations to Follow & Contact**

Crossroads Antiracism Organizing & Training

Equal Justice Initiative

Southern Poverty Law Center

World Trust: Social Impact through Film and Dialogue

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## **What can you do?**

1. **Educate** yourself – learn more!
2. Be conscious of **Racial Microaggressions**
3. **Promote a culture** in your organization that does not approve of racist jokes or demeaning comments about persons of another race.
4. Have the **courage to talk** to someone else about the ideas we shared today, including using the Contemplative Dialogue practices.
5. **Attend workshops** that develop these ideas more. We work with Crossroads Anti-Racism and Training. They do a 2.5 day workshop called *Understanding and Analyzing Systemic Racism*. SCoDR will be sponsoring two workshops this year, tentatively planned for June and November/December.
6. **Participate in other initiatives** in the Springfield area:
  - a. Springfield Coalition on Dismantling Racism (SCoDR): Works with organizations to develop policies and practices that promote racial justice and racial equality
  - b. Faith Coalition for the Common Good: *Sacred Conversations on Race + Action*
  - c. Race Unity Committee: *Constructive Conversations on Race*