Racism is a *system* that encompasses economic, political, social, and cultural structures, actions, and beliefs that *institutionalize* and *perpetuate* an unequal distribution of privileges, resources and power between White people and people of Color. This system is historic, normalized, taken for granted, deeply embedded, and works to the benefit of whites and to the disadvantage of people of color (Hilliard, 1992)

Basic Tenets of Anti-racist Education

- Racism exists today, in both traditional and modern forms
- All members of this society have been socialized to participate in it
- All white people benefit from racism, *regardless of intentions;* intentions are irrelevant.
- No one here chose to be socialized into racism (so no one is "bad')
- Racism must be continually identified, analyzed and challenged; *no one is ever done*
- The question is not "*did* racism take place"? but rather "*how did* racism manifest in that situation?"
- The racial status quo is comfortable for most whites. Therefore, anything that maintains white comfort is suspect. If you are white, practice sitting with and building your stamina for racial discomfort.

Common White Patterns that obscure and protect racism

- Racial segregation / isolation
- Lack of a sense of loss about that segregation / isolation
- Lack of understanding about what racism is
- Seeing ourselves as individuals, outside of racial socialization
- Lack of racial humility / willingness to listen / trusting or seeking the perspectives of people of color
- Lack of authentic interest / ability to sustain engagement
- Believing we can be exempt from the power of racial socialization (because we have good intentions, experience another oppression, know some people of color, or took a class or two in college)
- Taboos on talking directly about race and racism
- Wanting to jump over the hard personal work and get to "solutions"
- Need to maintain white solidarity / save face / look good
- Guilt
- The Good / Bad binary (Trepagnier, 2007). The binary obscures racism as a *system* that implicates *everyone* (but in different ways depending on one's position within it).
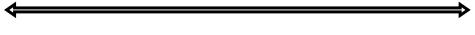
The Dominant Framework: Racism as Either / Or

Racist = Bad	**Not Racist = Good**
Ignorant	Progressive
Bigoted	Educated
Prejudiced	Well-intentioned
Mean	Open-minded
Old	Young
Southern	Northern

The belief that being a good person and being complicity with racism are mutually exclusive simply functions to protect the white position, obscure the systemic nature of racism, and prevent further engagement.

An Antiracism Framework: The Continuum: Racism as Ever-Present

More racist   **Less racist**

("Less racist" is not a fixed location based on good intentions, self-image, or past actions. It is continually strived for through on-going and demonstrated practice, and ultimately determined by People of Color.)

Robin DiAngelo, 2012

Reflection Questions

"Anti-racism refers to taking a committed stand against racism, a stand that translates into action that interrupts racism in all of its forms, whether personal or institutional, blatant or routine, intended or unintended. Antiracism is active by definition the opposite of passivity, which colludes with racism. If one claims to be antiracist but takes no action against racism, the claim is false" (Trepagnier, 2007, p.104).

What are some of the strategies white people use here to maintain face and look good regarding racism and white privilege (e.g. present ourselves as open, "cool", and/or "already getting this")?

How have I noticed whiteness manifesting in our workplace?

- What is welcoming, affirming, and inviting for white people here?
- What about our institution "looks white"?
- How do white people in our institution come together and maintain white solidarity?

What are some of the strategies I notice that whites use to protect their positions in this workplace?

What can we be doing to challenge the above?