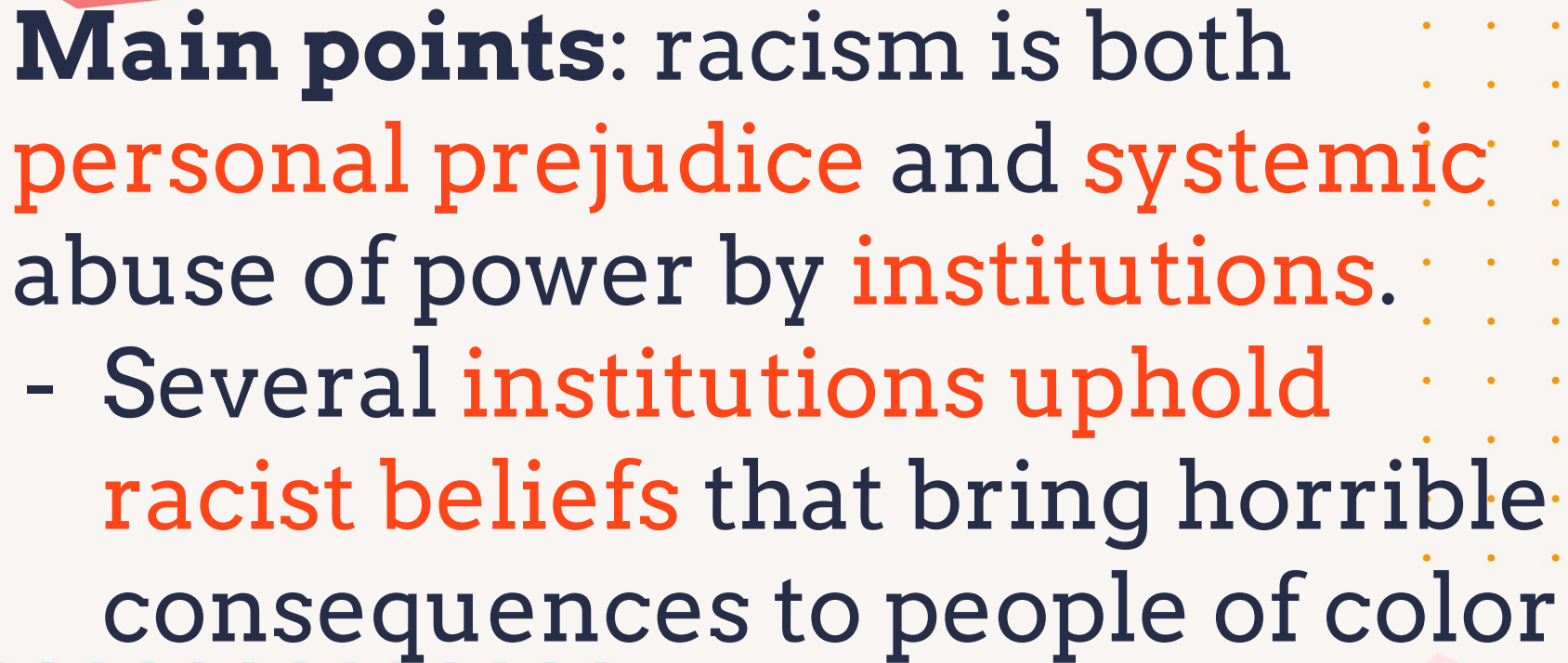


What is Racism?





Main points: racism is both **personal prejudice** and **systemic** abuse of power by **institutions**.

- Several **institutions uphold racist beliefs** that bring horrible consequences to people of color

Racism is personal prejudice and bias AND the systemic misuse and abuse of power by institutions

Personal Prejudice

When someone makes assumptions about another person by the way they look



Bias

prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair

Systemic

actions that are intentional, consistent and long lasting



Institutions

established laws, policies, customs, and procedures that are a part of our culture and way of being



**Racism=
Prejudice
+ Power**

Racism is a system of advantages and disadvantages based on race

Our lack of understanding contributes to prejudices and biases

Prejudice:
biases and stereotypes

Racism is a part of society, but it doesn't have to be

Reverse Racism Does Not Exist

- Racism is personal prejudice **and the systemic misuse and abuse of power by institutions**
- But there is no system that has been put in place for centuries to keep white people oppressed
- Although people with light skin experience challenges or prejudice, those things happen **for a reason not related to race**





Institutional or Systemic Racism

Intentional(systemic) misuse and
abuse of power by institutions

When you see one account of
history through a single lens, you
don't have the whole truth

Puts people without power at a
disadvantage

“People of Global Majority” and “Black,
Indigenous, and People of Color”

Education

Less than 20%

Of teachers in US public schools
are people of global majority

50%

Of their students ARE people of global
majority

1.5%

Of Cambridge freshmen in 2017 were
people of global majority



Standardized Testing

- The Scholastic Aptitude Test (SAT) was created by Lewis Terman in 1926
 - Aptitude means natural ability, **he created the test with the intent to falsely demonstrate the natural intellectual ability of white people compared to black people.**
- Terman also created the IQ test in 1905
 - His reason for creating the test was that **“These tests would show enormously significant racial differences in general intelligence”** a quote taken directly from his reportings
 - He presented the racial scoring gap as “evidence” of genetic racial hierarchy

Housing

Discrimination in housing is a global issue.



London, UK:

Grenfell Tower public housing in Kensington & Chelsea

Philadelphia, PA:

Black folx are three times less likely to receive a loan than their white counterparts

Flint, MI:

Water crisis; slow response heavily influenced by race and class

Healthcare

4X

Black mothers mortality rate vs. white mothers

3.57X

Black people's death from COVID compared to whites*

35%

Of Latinx adults do not get access to healthcare



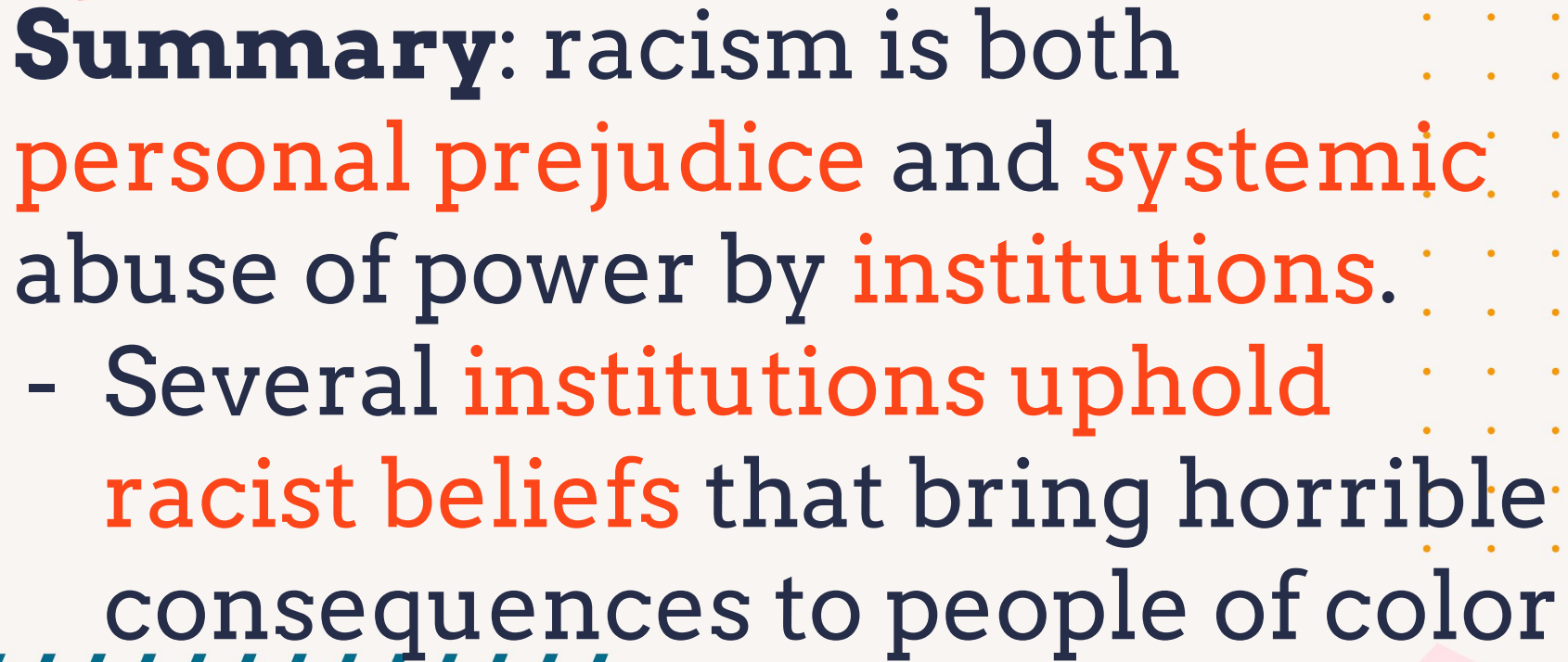
*Source: [International Youth Organization for Peace and Sustainability](#)

Activity

- Open the google doc sent on your academy google classroom
- Reflect on **who runs our institutions** and how they reflect the dominant culture
- How do these institutions, and their leaders, **uphold the racial hierarchy by giving privilege to people who more closely reflect the dominant culture?**

Dominant Culture
White, upper middle class,
cisgendered, male,
Christian, and neurotypical

Share your thoughts as a
classroom!



Summary: racism is both
personal prejudice and systemic
abuse of power by institutions.

- Several institutions uphold
racist beliefs that bring horrible
consequences to people of color