

## **Recognizing Racism Activity Notes**

### **Racism**

- Unequal access to institutional power
- Power and privilege
- Long history
- Denial of humanness, focus on what separates
- Misperception
- Ignorance

### **Reverse Racism**

- Myth
- A tool to maintain white privilege
- A reaction to experiencing racism

### **Solidarity**

- Sticking together
- Labor movements
- Standing with folks doing different work
- 80s in Poland: Solidarnos
- Standing in fellowship with each other even if they don't do the same work
- Lila Watson quote: liberation is bound up with others. Need to work together to overcome inequality.
- Solidarity involves recognizing interdependence
- Solidarity is a choice
- Collectiveness
- Shared responsibility
- Supportive
- Committed to a cause

### **Interdependence**

- This is not a choice, it just is.
- Responsibility
- Not codependent
- Stand together or all perish
- Survival depends on working with others
- We don't all have all the answers
- Nature
- Connotes inter-connected needs—sense of mutuality

### **Representation**

- Equal partner at the table

- Authentic/honest
- Power—empowering
- Visibility
- Hearing/listening
- Validating
- Leaves room for real involvement
- Certain countries in Europe, there is needed quotas that are mandated numbers of, for example, women, sit on boards simply because
- Depends on the political situation/climate
- Can be the same thing as tokenization

### **Tokenization**

- Forcing diversification
- Shallow
- Using someone
- Showcasing
- Not consciously engaging a group
- Illusion
- Racism
- Encouraging “isms” holds stereotypes
- One person is supposed to represent that group → no depth
- Doesn’t change the system
- It’s a façade, just to legitimize the process

### **White Supremacy**

- Extremists
- KKK/Neo Nazis
- Institutions—institutional racism
- White power
- Based on fear
- More visible
- This idea that white culture is better
- Dominant culture based on “whiteness” is supreme/correct → root of this idea leads to white supremacy

### **White Privilege**

- A System: institutions, cultural norms
- Invisibility: to white people (not just whites)
- Not fully acknowledge
- Don’t even think about it; to have white societal norms
- Tribalism: rooted in political history → who controlled the resources when one group gets in power—there is privilege/dominance