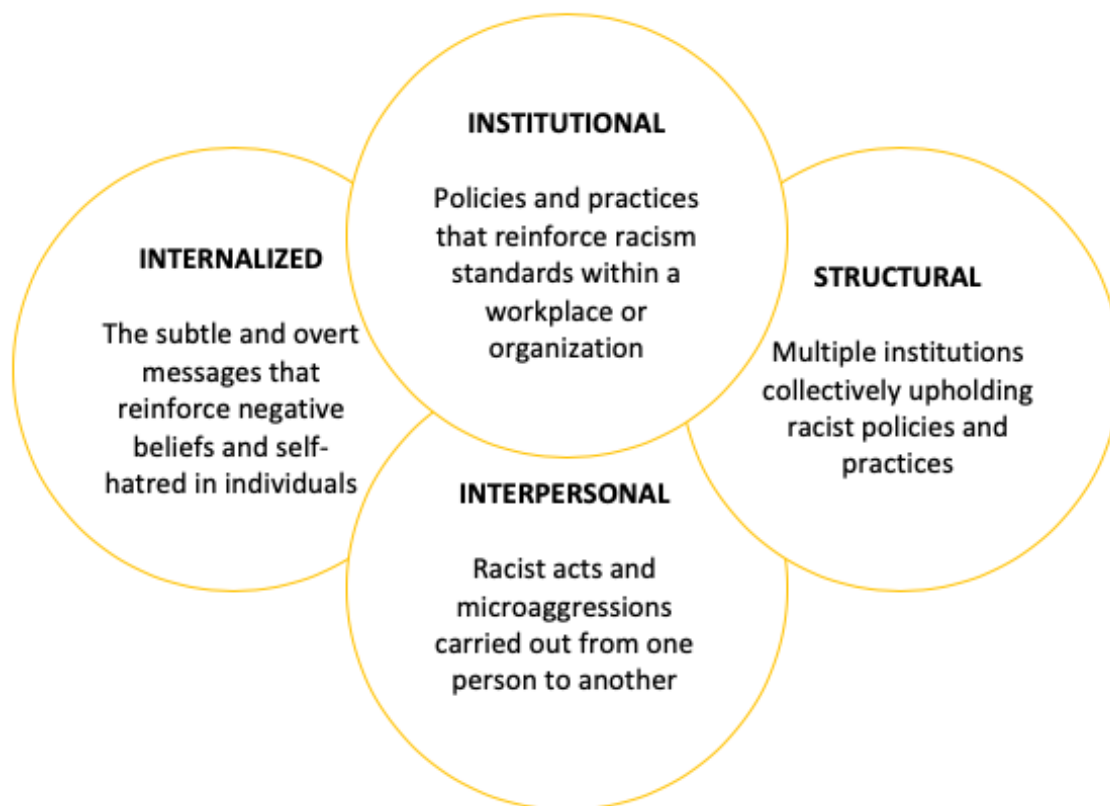


## Background

To be able to have conversations about race, racism, and white supremacy, we need to understand what those terms mean. To recap from the 100 level document:

*Race:* Europeans socially constructed race to classify human beings. “White” is the highest classification.

*Racism:* There are 4 dimensions of racism:



*White supremacy:* Defined as not just overt racism by hate groups, but “a political, economic, and cultural system in which whites overwhelmingly control power and material resources, conscious and unconscious ideas of white superiority and entitlement are widespread, and relations of white dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings.”

In 2020, white and non-Black POC will say things like: “I’m a good person, I’ve never called anyone the N-word.” or “I’m not racist, I went to an integrated public school in the 70s.” The underlying idea of statements like these are that someone is a “good” person because they are not *overtly* racist. This person could not be a racist because they are *good*, and racists are *bad*.

**Diversity & Inclusion Programs- DIP**

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The problem with this binary view of what constitutes racism and who is it doesn't allow us to have nuanced conversations about how someone can do a "bad" thing – like calling the police on Black folks – and also do "good" things – like never having cheated on a partner. The "But I'm not a bad person!" reaction prevents learning from happening because the focus shifts to addressing the feelings. And if we can't get past the feelings, we can't get to the issue at hand.

### Activity #1

Review the following graphic for some examples of overt vs. covert racism. What are 3 instances or ways you (as a white or non-Black POC) have been either overtly or covertly racist?

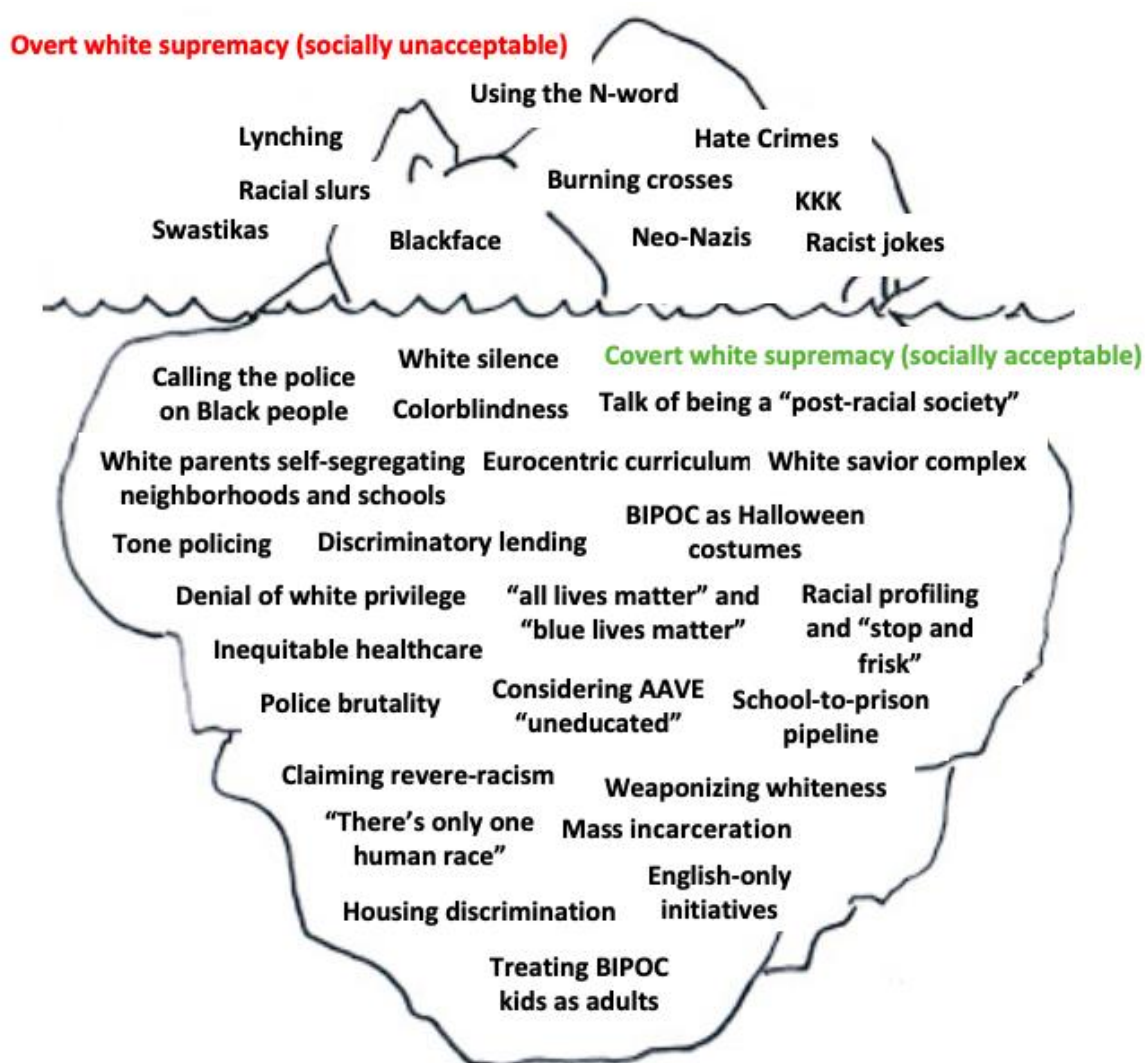


Image: Safehouse Progressive Alliance for Nonviolence (2005). Adapted: Ellen Tuzzolo (2016); Mary Julia Cooksey Cordero (@jewelpewels) (2019); The Conscious Kid (2020). Adapted: Olivia Bormann (2020).

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## Activity #2

Using the graphic above, what is 1 form of covert white supremacy that is unfamiliar to you? Take some time to research one of the topics. Read articles, listen to a podcast, or watch a movie, video, or documentary to learn more about that topic. Once you've done that, journal or have a discussion guided by the following prompts.

Why did you pick this topic to learn more? What was most surprising about the topic you selected?

After reflecting, can you point to examples where you've seen this topic play out? A time where you were the perpetrator?

What beliefs do you have that have been challenged as a result of the research you've done?

Which topic will you learn about next?

## Further learning

Dr. Angela Davis, "Freedom is a Constant Struggle" hosted by the University of New England. Dr. Davis begins speaking around 9:20. [Link to video here.](#)

Ijeoma Oluo: "So You Want To Talk About Race" Google talk (2018). [Link to video here.](#)

Kimberlé Crenshaw, Neil Gotanda, Gary Peller, and Kendall Thomas, *Critical Race Theory: The Key Writings That Formed the Movement*. [Link to purchase here.](#)

[Political Prisoners?](#): In "Prison City," Wisconsin, white elected officials are representing voting

Tricia Rose, "How Structural Racism Works" at Brown University. [Link to video here.](#)