

Ally: A member of the agent social group (in a power role) who takes a stand against social injustice directed at target groups (non-power role) and intervenes on their behalf.

Explicit Bias: Consciously *accepts* prejudice in favor of, or against one group compared with another, usually in a way considered to be unfair.

Implicit Bias: Consciously *rejects* prejudice and stereotypes and supports anti-discrimination efforts but also holds negative associations unconsciously.

Individual Racism: Prejudgment, bias or discrimination by an individual based on race.

Institutional Racism: Policies, practices, and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Racial Microaggressions: Brief, commonplace, subtle or blatant daily verbal, behavior, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color.

Oppression: A form of economic, social, and / or political exploitation, often portrayed as “good for everybody.” Affirms a two-category system hierarchically arranged as agents (superior) and targets (inferior). There exists a gross imbalance of power in this system.

Privileges: Advantages, rewards or benefits given to those in the dominant group (whites, males, Christians, heterosexuals, etc.) without their asking for them. Privileges are bestowed unintentionally, unconsciously, and automatically. Often these privileges are invisible to those in the dominant. (The Exchange Project Peace Development Fund)

Racial Justice: Working to eliminate racial disparities resulting from individual, institutional and structural racism. Equitable outcomes for all are central to racial justice efforts.

Racism: Race, Prejudice + Power

Equity: Ensuring access and removing barriers that get in the way of full participation and full potential for any group of people.

Cultural Humility: A lifelong process of self-reflection, self-critique, and commitment to understanding and respecting different points of view, and engaging with others humbly, authentically and from a place of learning.

Inclusion: Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive environment promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of all involved.

Resources: A starting point

Books

The New Jim Crow by Michelle Alexander

The Fire Next Time by James Baldwin

Between the World and Me by Ta-Nehisi Coates

White Fragility by Robin DiAngelo

You Can't Teach What You Don't Know by Gary Howard

So You Want to Talk About Race by Ijeoma Oluo

Courageous Conversations About Race by Singleton & Linton

Why are All the Blacks Sitting Together in the Cafeteria? by Beverly Daniel Tatum, Ph.D.

The Fire This Time, A New Generation Speaks About Race by Jesmyn Ward

Piecing Me Together by Renee Watson

One Crazy Summer by Rita Williams-Garcia

White Like Me: Reflections from A Privileged Son by Tim Wise

Brown Girl Dreaming by Jacqueline Woodson

Children's Picture Books: Skin Again, I Got The Rhythm, Happy In Our Skin, French Toast, More, More, More Said The Baby, Thunder Boy Jr., Wheels on the Tuk Tuk

Other resources

Implicit Bias website: <https://implicit.harvard.edu/implicit/takeatest.html>

Link to Teaching Tolerance site with information about stereotypes and bias and a link to the implicit bias test (social attitudes about race, gender and more):

<https://www.tolerance.org/professional-development/test-yourself-for-hidden-bias>

Kiri Davis: A Girl like me (black doll / white doll experiment):

<https://www.youtube.com/watch?v=EivX77ORlls>

Local Social Justice Groups: Whatcom Human Rights Task Force, Black Lives Matter Bellingham Community to Community (C2C), Generations Forward, Connecting Community