

Common Definitions

Race

Race and races are social and political constructs, categories that society invents and manipulates when convenient to serve a particular purpose. - DismantlingRacism.org

Ethnicity

Ethnicity refers to the social characteristics that people may have in common, such as language, religion, regional background, culture, foods, etc. Ethnicity is revealed by the traditions one follows, a person's native language, and so on. Race, on the other hand, describes categories assigned to demographic groups based mostly on observable physical characteristics, like skin color, hair texture and eye shape. - www.aspeninstitute.org

Racism

"As an **ideology**, racism is the **belief** that population groups, defined as distinct "races," generally possess traits, characteristics or abilities, which distinguish them as either superior or inferior to other groups in certain ways. In short, racism is the belief that a particular race is (or certain races are) superior or inferior to another race or races." - Tim Wise, tools4racialjustice.net/tim-wises-definitions/

There are multiple levels of racism that coexist in a racist society:

Individual Racism can include face-to-face or covert actions toward a person that intentionally expresses prejudice, hate or bias based on race." - Tim Wise

Structural Racism is a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. - www.aspeninstitute.org

Institutional Racism refers to the policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor, or put a racial group at a disadvantage. - www.aspeninstitute.org

Racist

"One who is **supporting a racist policy** through their actions or inaction or expressing a racist idea." - Ibram X. Kendi

All forms of racism give rise to the following social structures, institutions, and practices:

White Supremacy

The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions. While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worth less), immoral, bad, and inhuman and "undeserving." - *Dismantling Racism Words (dRworks)*, DismantlingRacism.org, and *the Pledge to End Racism*, richmondpledge.org.

Common Definitions

White Fragility

“Discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice.” - *Oxford Dictionary*

“The tendency among members of the dominant white cultural group to have a defensive, wounded, angry, or dismissive response to evidence of racism.” - *Dictionary.com*

“White people in North America live in a social environment that protects and insulates them from race-based stress. This insulated environment of racial protection builds white expectations for racial comfort while at the same time lowering the ability to tolerate racial stress.” - robindiangelo.com/publications/

Definitions for Dismantling Racism

Anti-Racism

“Anti-racism includes beliefs, actions, movements, and policies adopted or developed to oppose racism” - *Wikipedia*

“Antiracism 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 anti-racist but takes no action against racism, the claim is false.” - *Barbara Trepagnier*

Antiracist

“One who is supporting an antiracist policy through their actions or expressing an antiracist idea.”
- *Ibram X. Kendi*

Racial Equity

Racial equity refers to what a genuinely non-racist society would look like. In a racially equitable society, the distribution of society’s benefits and burdens would not be skewed by race.

Contributors

Robin DiAngelo is an American academic, lecturer, and author working in the fields of critical discourse analysis and whiteness studies. DiAngelo is known for her work regarding "white fragility", a term she coined in a 2011 peer-reviewed paper, and in June 2018, DiAngelo published the book *White Fragility: Why It's So Hard for White People to Talk About Racism*.

Ibram X. Kendi is an American author, historian, and scholar of race and discriminatory policy in America. His 2019 book, *How to Be An Antiracist*, discusses concepts of racism and Kendi's proposals for anti-racist individual actions and systemic changes. He wrote a 2016 book titled *Stamped from the Beginning* about the origins of racism in America.

Barbara Trepagnier is a Professor of Sociology at Texas State University- San Marcos and author of *Silent racism: How Well-Meaning White People Perpetuate the Racial Divide*.

Tim Wise is an American activist and writer on the topic of race. His 2004 book *White Like Me: Reflections on Race From a Privileged Son* is a personal account examining white privilege and his conception of racism in American society through his experiences with his family and in his community.