

Doing the Work, Session 1:

**THE LANGUAGE OF
SOCIAL CHANGE**

racism

- **racism = race prejudice + social and institutional power**
- **racism = a system of advantage based on race**
- **racism = a system of oppression based on race**
- **racism = a system of white supremacy**

Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices. Under this definition, “reverse racism” is an impossibility.

implicit bias

negative associations that people unknowingly hold, often expressed automatically, without conscious awareness

Implicit biases have been shown to trump individuals' stated commitments to equality and fairness, producing behavior that diverges from the explicit attitudes that many profess.

microaggression

the everyday verbal, nonverbal, and environmental slights, or insults, whether intentional or unintentional, which communicate negative messages to target persons based solely upon their marginalized group membership

A microaggression often takes the shape of an offhanded comment, an inadvertently painful joke, or a pointed insult.

colorblindness

the perspective one does not see the color of people's skin and believe everyone to be equal, often meant to convey distaste for racial practices and attitudes common in an earlier era

“I don't see color.”

“We're all just one race: the human race.”

“I don't have a racist bone in my body.”

intersectionality

a prism to see the interactive effects of various forms of discrimination and disempowerment. It looks at the way that racism, many times, interacts with patriarchy, heterosexism, classism, xenophobia — seeing that the overlapping vulnerabilities created by these systems actually create specific challenges

Each “intersection” produces a qualitatively distinct life.

feminism

1. the idea that men and women should have equal treatment

2. refers to a series of **political campaigns** for reforms on issues such as **reproductive rights, domestic violence, maternity leave, equal pay, women's suffrage, sexual harassment, and sexual violence**

BIPOC

Black, Indigenous, and People of Color

Black can refer to dark-skinned peoples of Africa, Oceania, and Australia or their descendants who were enslaved by white people

Indigenous, here, refers to ethnic groups native to the Americas, and who were killed en masse by white people

People of Color is an umbrella term for non-**white** people, especially as they face racism and discrimination in a white dominant culture

ADOS

American Descendants of Slavery is a lineage-focused political movement that seeks to advocate for people who are descendants of the enslaved Africans in America from its colonial period onward. It focuses on the difference between African-Americans whose ancestors were slaves and those whose ancestors were not, calling for the descendants of slaves to be given priority over other African-Americans and to have their own racial classification

The key objective is for reparations for the descendants of slaves who were held in captivity in the United States as well as a larger Black agenda that demands a "New Deal for Black America."

LGBTQIA+

L - Lesbian

G - Gay

B - Bisexual

T - Trans

Q - Queer/Questioning

I - Intersex

A - Asexuality

+ - The "+" symbol simply stands for all of the other sexualities, sexes, and genders that aren't included in these letters.

Racial solidarity is the pursuit of “racial diversity and equality multi-ethnicity ... on the basis that we are all made in the image and likeness of God.” - Anthony Bradley

LISTEN:

Make friends with people who don't look like you, and ask them to share their honest opinions with you.

LEARN:

Read history and social studies books by black and/or queer authors.

LOVE:

Be prepared to be upset without centering your emotions. Respond in love to all you hear and read. It does no good just to *know* more, if you don't respond with empathy and humility.