Why Is It So Difficult To Talk About Racism

Racism 101

Race

- Way of giving individual an identity
- Biologically inherited
- Ascribed status
- Biological factors
- Cultural factors
- Skin color
- Religion
- Social Construct

Racism

- Associated with prejudice
- Discrimination
- Seen in social actions
- Belief in ones superiority due to their race
- Good/Bad Binary
- People possess different behaviors corresponding to physical appearance

- How does the “myth of meritocracy” contribute to the difficulty of racial dialogue?
- How do historical accounts contribute to the difficulty of racial dialogue?

Interpersonal Racism

- Hate crime
- Housing discrimination
- Negative racial comments about people of color
- Racial profiling
- Violence by a police officer towards a person of color
- Racism much larger than these personal acts

Systemic (institutional) Racism

- Racial inequity within institutions and systems of power
- Unfair policies and practices
- Discriminatory treatment
- Inequitable opportunities and outcomes

  Food desert, lack of health food options

  Lack of affordable quality healthcare

  Lower wages

TYPES OF RACISM

1 Structural

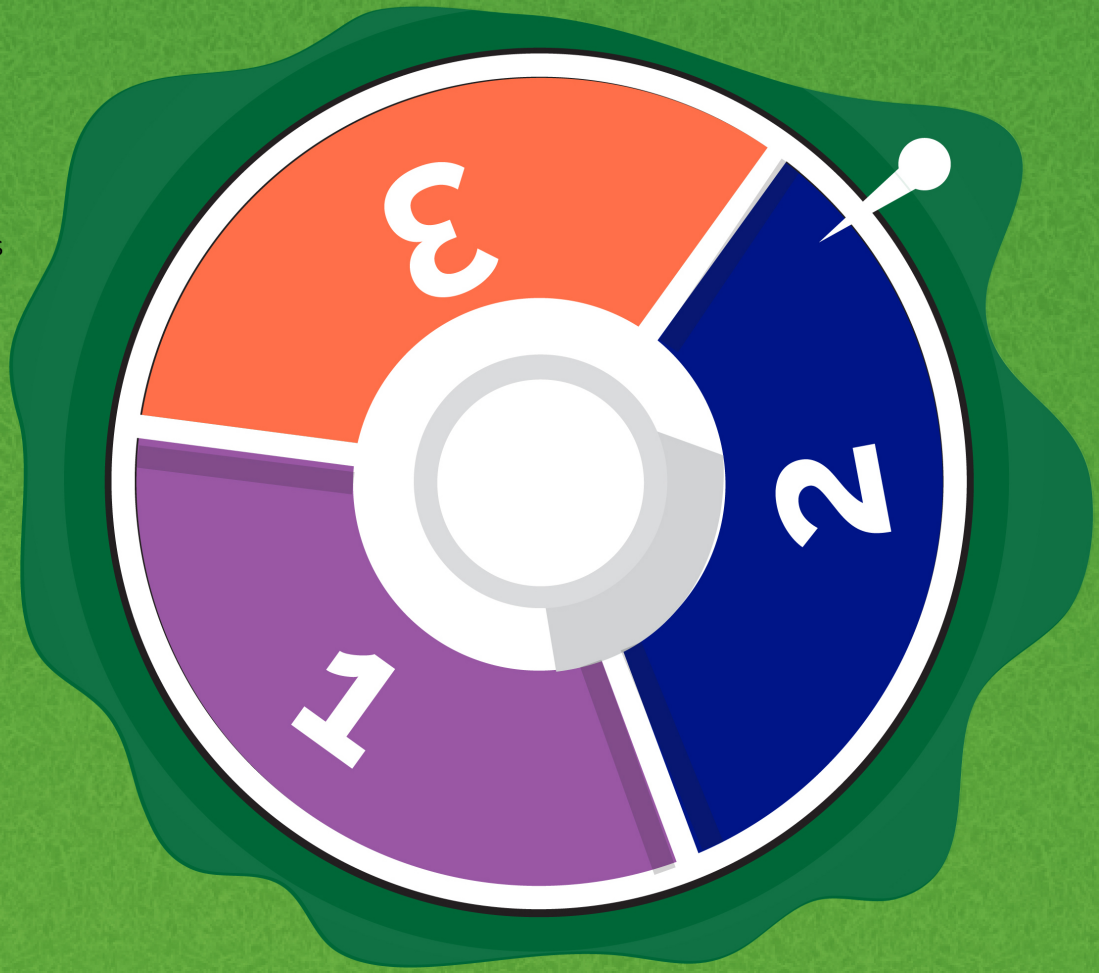
Social, economic or political systems featuring public policies and practices, cultural representations and other norms that perpetuate inequities.

2 Institutional

The policies and practices within and across institutions, like schools, that put certain racial groups at a disadvantage.

3 Individual/Implicit bias

Face-to-face or covert actions toward a person that express racial prejudice, hate or bias.



START

HEALTH

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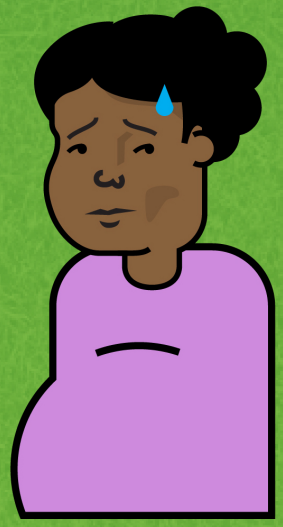
HEALTH

Bias, prejudice and stereotyping by health care providers contribute to lower-quality care for African-American women, leading to maternal deaths that are higher than Sub-Saharan Africa in some parts of the U.S.



46% of maternal deaths of African-American women are preventable.

33% of maternal deaths of White women are preventable.

Source: "Pregnant Women's Medical Care Too Often Affected by Race," Newsweek, July 3, 2016.

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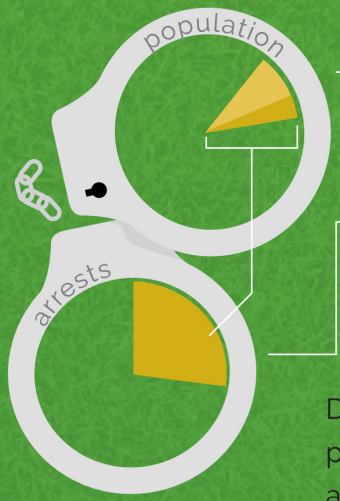
CRIMINAL JUSTICE



13% of the population

37% of the people arrested for drug offenses

Despite comparable rates of drug use, possession and sales between Whites and Blacks, African Americans are disproportionately targeted for arrest.

Source: Marc Mauer of the Sentencing Project, Congressional Testimony, 2009.

STOP

CRIMINAL JUSTICE

EDUCATION

1 EDUCATION

Nearly **50%** of students of color are in high-poverty schools. Less than **10%** of White students are.

More Black kids attend poor schools because of historic housing segregation and the funding of schools through property taxes.

Source: National Equity Atlas

1. Members of a specific racial group are steered by a real estate agent to look at housing only in a particular neighborhood. All other clients are offered several options.
2. A congregation's outsourced operating functions are always provided by individuals or businesses owned by members of one racial group.
3. A security guard routinely questions members of certain racial/ethnic groups while allowing others to simply pass by.
4. Members of a college's student activities committee challenge the nomination for committee president of someone from a different racial group, stating "We've never had a … in that position before and now may not be the time"
5. Members of a specific racial/ethnic groups are racially profiled by police while driving when no laws have been broken.

Why is it tough to talk about

- Easy to talk but tough to listen
- We want to speak and have our opinion heard but not always quick to extend that same grace to others
- Hearing a shared experience that is so alien to what our own experiences are makes it easier to dismiss it – Look we had a black president so America can't be a racist country
- All white persons in America have benefitted from white privilege. It's tough to hear, it's been present since the inception of our country.
- "When you are accustomed to privilege, equality feels like oppression"

- It’s uncomfortable – feels as if it is a challenge to our identities as good, moral people
- Receiving feedback that one’s behavior had a racial impact challenges our white racial innocence
- POC not being willing to protect the racial feelings of white people in regards to race challenges our entitlement to racial comfort
- POC talking directly about their own racial perspectives challenge the taboo many whites have on talking about race openly
- Whites don’t bear the social burden of race – race is for POC to think about
- We have a national image as a land of opportunity where everyone starts from a level playing field and those who work hard enough will succeed.

10 signs you might be a casual racist

#3: "You speak so well for an Asian."

You may think it's a compliment but you're also saying is that Asian people (or other ethnicities) have an inferior grasp of English. And even as Australia continues to welcome new migrants into our society, the fact is many people of Asian backgrounds are Australians who were born or raised here.

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10 signs you might be a casual racist

#2: "I'm not a racist. I have black friends."

Having friends from an ethnic minority background does not give you permission to make racist comments. What might be acceptable to your close friends, may be offensive to someone outside of your trusted circle.

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10 signs you might be a casual racist

#5: You get nervous around Muslims/Hindus on airplanes.

Racial stereotyping and profiling towards people of certain cultural or religious identities impacts the daily lives of an entire groups of people. It also alienates parts of the Australian community.

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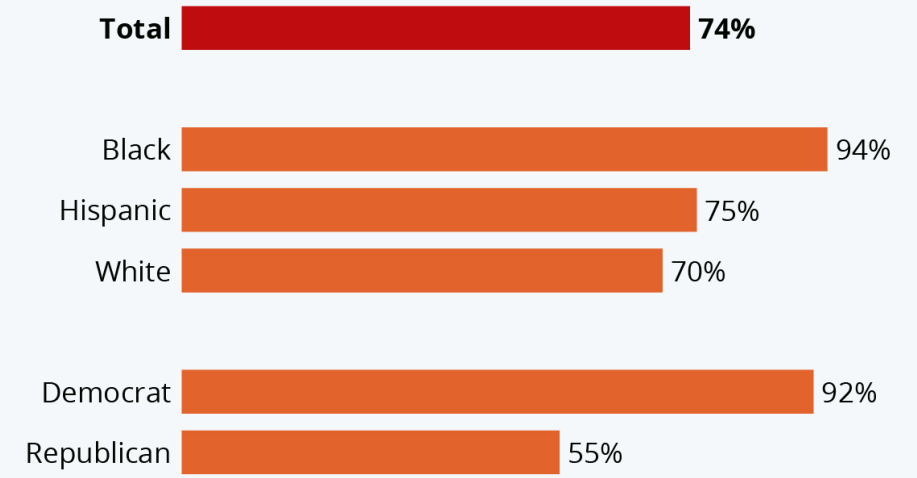
How do we begin?

- Be willing to tolerate the discomfort associated with an honest appraisal and discussion of our internalized superiority and racial privilege.
- Challenging our own racial reality by acknowledging ourselves as racial beings with a limited perspective on race with the assurance of God's forgiving and healing love.
- Attempt to understand the racial realities of POC through authentic interaction rather than through the media or unequal relationships.
- Take action to address our own racism, the racism of other whites, and the racism embedded in our institutions.
- Take comfort in the promise of scripture that all people are made in the image of God. If we see God in the face of someone who does not look like us and embrace the diversity of the human family, we can hope to begin to understand the wonder of God's creativity
- Commit to be part of the upcoming sessions on racism and increase knowledge.
- Share what you learned from this session with at least one other person who was not present.

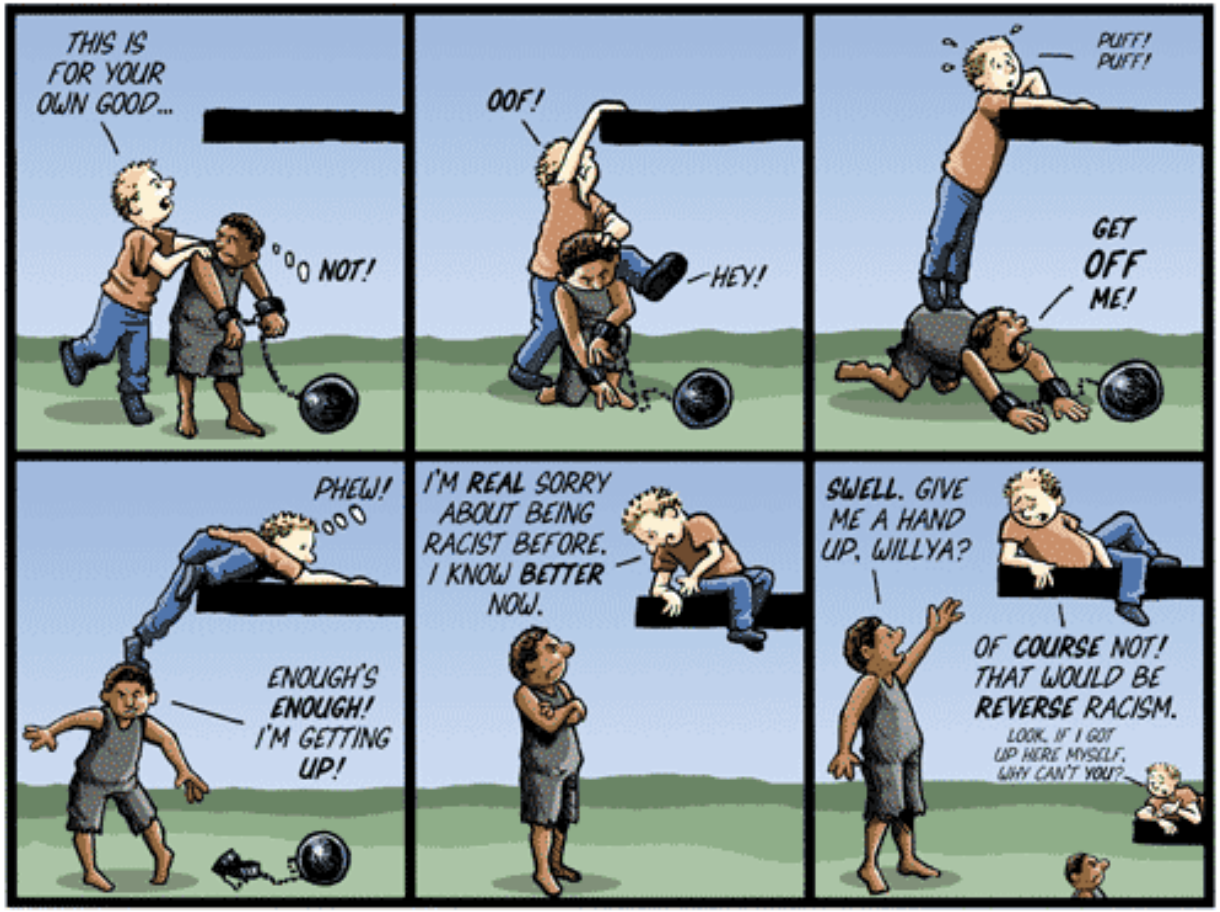
Americans Recognize Systemic Policing Issues

U.S. adults who say George Floyd's killing is part of broader problems in treatment of African Americans by police



Source: Ipsos/ABC Poll

statista



A CONCISE HISTORY OF BLACK–WHITE RELATIONS IN THE U.S.A.