

What is Systemic Racism?

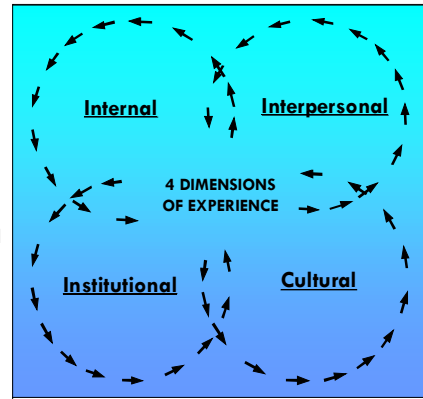
- a reality based in the construction of "race"
- a way of organizing society that benefits and empowers people who are considered "white" while simultaneously oppressing people who are considered "of color"

This impacts

- where we live
- what we have access to
- what we are called
- what options we are given
- what we do
- where we go
- how we are valued and remembered
- with whom we are identified and
- with whom we identify

What is Systemic Racism?

a multi-dimensional reality



Institutional



resource allocation

decision-making



Cultural



collective meaning-making



group standards & norms



Interpersonal: relationships between individuals



Internal: the world within

How it works

Institutional Dimension

- institutional resources flow toward "white" individuals and communities
- people with decision-making power make decisions in favor of "white" individuals and communities and oppressive to "people of color" and their communities



DISCUSS:

What might this photo tell us about systemic racism within the institutional dimension?

How it works

Cultural Dimension

- "white" ways of seeing and naming reality are recognized as valid and true
- everyone in the society is expected to behave according to the standards and norms of "white" communities



"By the sword we seek peace, but peace only under liberty."

DISCUSS:

What might the Massachusetts state seal tell us about systemic racism within the cultural dimension?

How it works

Interpersonal Dimension

- "white" people support unequal relationships across the racial divide (rooted in the institutional)
- in relationships, "white" people expect "people of color" to think and act white (rooted in the cultural)



DISCUSS:

What might this sculpture say about racism within the interpersonal dimension?

How it works

Internal Dimension

- "whites" internalize a sense of their superiority (rooted in the cultural)
- "white" people understand that they are entitled to a way of life that is denied to others (rooted in the institutional)



DISCUSS:

What might this photo tell us about systemic racism within the internal dimension?

TRAFFIC ACCIDENT IN BUFFALO: application

Creation of small groups based on selection of one of the following as a lens for viewing this film.
Before we watch the film, review the question being asked of your group.

QUESTIONS

INSTITUTIONAL	CULTURAL
1. RESOURCES - List the ways in which resources were allocated to perpetuate systemic racism.	3. DEFINING REALITY - List the ways in which particular views of reality were used to perpetuate systemic racism.
2. DECISION-MAKING - List the ways in which decisions were made to perpetuate systemic racism.	4. SETTING STANDARDS AND NORMS - List the ways in which particular standards and norms were used to perpetuate systemic racism.

DISCUSSION

1. How might all this impact the INTERNAL lives of individuals?
2. How might all this impact the INTERPERSONAL relationships both within racial groups and across racial divides?
2. What impact does the experience of this film and our discussion have on your internal landscape?