WHAT IS ‘PREJUDICE?’

A preconceived, unfair, and unreasonable opinion, usually formed without knowledge, that often leads to violent or hateful behaviors.

WHAT IS ‘RACISM?’

Any prejudice held or discrimination committed against a racial group that is reinforced by systems of power.

Based on these definitions, prejudice within itself does not equal racism.

ACTIVITY: In this activity you will use the definitions and examples provided to determine whether the following discriminatory acts are considered to be racist or prejudice. Please find the worksheet attached.

PROMPT 1: What is the difference between racism and prejudice? Who holds the power to be racist within the United States?

PROMPT 2: How have I intentionally or unintentionally contributed to systems of oppression?
DEFINITIONS:

WHAT IS 'INTERSECTIONALITY?'

The overlapping of each individual's multitude of identities, which can create interdependent systems of oppression.

(In this context, we focus on race, gender identity, gender expression, sexual orientation, socio-economic status and ability status within the US).

ACTIVITY: In this activity you are provided with a blank iceberg, similar to the iceberg model used during "White Folks (Pt 1): We Have to Talk About Race." Use this iceberg to model your own intersectional identities, ordered by the most oppressed identity (if applicable) under water and most privileged identity (above water). This model can also be used to observe other folks' intersectional identities. Please find the worksheet attached.

PROMPT 1:
When interacting with other folks in your network, do you regularly consider the complexity of their identities?

PROMPT 2:
How has my identity afforded me privileges that other folks may not have?
PREJUDICE ≠ RACISM

PREJUDICE

Following a Black person around in a store.
Pulling a Black person over while driving.

RACISM

Black people are 5x more likely to be incarcerated for the same crime committed by their white counterparts.
Black people collectively face discrimination within systems of justice, education, healthcare, housing, and employment.
INTERSECTIONALITY

“The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.”

Intersectionality is a term coined by Kimberlé Crenshaw. Due to the nature of how our identities intersect, these identities do not appear in a hierarchy. This slide does not include all identities.
5 STRATEGIES FOR ENGAGEMENT

RACIAL EQUITY CONVERSATIONS

AWARENESS
Establish a common language.

LISTEN
Listen to the experiences of others.

CHALLENGE
Challenge internal perspectives and ideals.

SHARE
Share commonalities and differences.

REFLECT
Reflect on individual contributions to discourse.