Racial disparities have been eliminated and racial equity achieved.
EMERGENCY PROCEDURES

Fire

Earthquake

Exit Level 6 or 51

DROP!

COVER!

HOLD ON!
SAFETY PLAN

• Emergency Contact(s)
• Individual(s) to call 911
• Individual(s) to do CPR/First Aid
• AED (Emergency Defibrillator) Location
INTERNALIZED RACIAL SUPERIORITY
A Timeline of White People and Whiteness in the United States

1. A preference for white
Moments in US history in which whiteness was codified into law and the people who got to be white received benefits.

2. Assimilation into whiteness
Moments in US history in which certain groups got to become white (Italians, Irish, Jews, Polish and other Eastern Europeans, Portuguese, Russian and some non-Muslims from the Middle East, Mediterranean and North Africa).

3. White resistance/allyship
Moments in US history in which white people took action to end systemic racism, often risking their personal standing and access to certain benefits of whiteness.
Reflection Questions

1. How is this the real history of affirmative action?

2. How have we internalized this vast history as white people?

3. How is the humanity of people of color de-legitimized in each of these instances of white people’s humanity being legitimized? (What is the corresponding harm and violence that people of color experience with each benefit for people who are white?)

4. What did white people have to give up in order to reap the benefits of whiteness? What is the loss (spiritual, moral, cultural, connection to land/sense of our own indigeneity, etc.)?
4 TYPES OF RACISM

- Interpersonal
- Internalized
- Institutional
- Structural
INTERNALIZED RACIAL OPPRESSION (IRO)

INTERNALIZED RACIAL SUPERIORITY (IRS)
- Perfectionism
- Individualism
- Imposition
- Arrogance
- Paternalism
- Silence
- Intellectualization
- Control
- Violence
- Comfort
- Appropriation
- Cognitive Dissonance

INTERNALIZED RACIAL INFERIORITY (IRI)
- Colorism
- Isolation
- Protectionism
- Addiction
- Self-Doubt
- Self-Hate
- Rage
- Shame
- Denial
- Assimilation
- Ethnocentrism
- Distancing
- Exaggerated Visibility
- Hopelessness
- Apathy
- Erasure
- Invisibility
WHITE PEOPLE KEEP THE SYSTEM GOING

System co-opts us through socialization (ego and IRS) to cause harm to POC and each other

IRS mindset and behaviors justify why we are superior and have been wronged by POC

We are unable to imagine a way forward that comes from a place of humanity and empowerment; status quo reinforced

Our anger, self-righteousness and defensiveness mask fear, shame and guilt for the harm of our actions

We show up small and inauthentic, unable to see opportunities to contribute as allies/accomplices