

## The Four Faces of Racism

### CONSTRUCTED RACIST OPPRESSION

- Is an historical construction and systemic (not just personal or individual)
- Penetrates every aspect of our personal, institutional, and social life
- Includes prejudice against people of color in attitudes, feelings, and behaviors
- Includes exclusion, discrimination against, suspicion, fear or hate of people of color
- Has personal, cultural, and institutional manifestations
- A person of color seen only as a member of a group, not as an individual
- Low expectations by white people for children and adults of color
- Fewer options, choices open to people of color

### INTERNALIZED RACIST OPPRESSION

- Internalized negative messages about people of color by people of color
- Belief there is something wrong with being a person of color
- Lowered self-esteem, sense of inferiority, wrongness
- Internalized white supremacy
- Lowered expectations, limited potential for self
- Limited choices: --act in (white) or --act out(disrupt)
- Limited imagination of possibility (limited by oppression and prejudice)
- Cycles through generations

### GRANTED WHITE PRIVILEGE

- An invisible, weightless knapsack of special provisions and blank checks
- Options, possibilities, "the existence of abundant choice" (Joan Olsson)
- The default position, "to be white in America is not to have to think about it" (Robert Terry)
- Seen as an individual, what we do never reflects on white race
- Can choose to avoid the impact of racism without penalty
- Live in a world where our worth, rightness, and personhood are continually validated
- Although hurt by racism, can live just fine without ever having to deal with it

### INTERNALIZED WHITE SUPREMACY

- My world view is the only world view
- I get to define what "qualified" means
- The standards and norms I live by are the universal standards and norms
- My achievements have to do with me, not with my membership in the white group
- Who I am is ok, inflated sense of self, illusion of superiority
- I have a right to be comfortable and if I am not, then someone else is to blame
- I can feel that I personally earned, through work and merit, any/all of my success
- Equate individual acts of unfairness against white people with systemic racism against people of color
- I have many choices, as I should; everyone else has those same choices
- I am not responsible for what happened before, nor do I have to know anything about it; I have a right to be ignorant
- I see work on racism as only in interests of people of color.