

Definitions Related to Racism, White Supremacy and Privilege

Bias - the tendency to have an opinion or view often without considering evidence or other information. Biases are often learned indirectly within one's family or cultural context.

Prejudice - A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics. Prejudices may also be stereotypes about athletic, musical, or intellectual ability.

Discrimination - The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.

[In the United States] the law makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate applicants' and employees' sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.

Racism - A common phrase in the field is racism is prejudice + power in which racism leads to different consequences for different groups. Specifically, different consequences for groups historically or currently defined as white being advantaged, and groups historically or currently defined as non-white (Asian, Black African Heritage, Latinx, Native American) as disadvantaged. The relationship and behavior of these interdependent elements has allowed racism to recreate itself generation after generation, such that systems that perpetuate racial inequity no longer need racist actors or to explicitly promote racial differences in opportunities, outcomes and consequences to maintain those differences.

The ideology underlying racist practices often includes the idea that humans can be subdivided into distinct groups that are different due to their social behavior and their innate capacities as well as the idea that they can be ranked as inferior or superior.

White privilege - Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it. The concept of white privilege also implies the right to assume the universality of one's own experiences, marking others as different or exceptional while perceiving oneself as normal.

Implicit Bias - Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus

creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to trump individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. The Implicit Association Test (IAT) is often used to measure implicit biases with regard to race, gender, sexual orientation, age, religion, and other topics.

White Fragility - White Fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium. Racial stress results from an interruption to what is racially familiar. *Robin DiAngelo*

White Supremacy - is a racist ideology based upon the belief that white people are superior in many ways to people of other races and that therefore white people should be dominant over other races. **White supremacy** is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power and privilege.

White Domination - *Institutional racism* is systemic White domination of people of color, embedded and operating in corporations, education systems, legal systems, political bodies, cultural life, the media, healthcare, housing, employment and other social collectives. The word "domination" reminds us that institutional racism is a type of power that encompasses the *symbolic power* to classify one group of people as "normal" and other groups of people as "abnormal"; the *political power* to withhold basic rights from people of color and marshal the full power of the state to enforce segregation and inequality; the *social power* to deny people of color full inclusion or membership in associational life; and the *economic power* that privileges Whites in terms of job placement, advancement, wealth, and property accumulation.

Informed by centuries of racial domination, institutional racism withholds from people of color opportunities, privileges, and rights that many Whites enjoy. Social scientists have amassed a significant amount of evidence documenting institutional racism, evidence that demonstrates how White people—strictly because of their Whiteness—reap considerable advantages when buying and selling a house, choosing a neighborhood in which to live, getting a job and moving up the corporate ladder, securing a first-class education, and seeking medical care ~Massey 2007; Quillian 2006!. That Whites accumulate more property and earn more income than members of minority populations, possess immeasurably more political power, and enjoy greater access to the country's cultural, social, medical, legal, and economic resources are well documented facts ~e.g., Oliver and Shapiro, 1997; Pager 2003; Western 2006!. While Whites have accumulated many opportunities due to racial domination, people of color have suffered from disaccumulation ~Brown et al., 2003!. Thus, if we talk about "Hispanic poverty," then we must also talk about White affluence; if we speak of "Black unemployment," then we must also keep in mind White employment; and if we ponder public policies for people of color, then we must also critically examine the public policies that directly benefit White people. *DU BOIS REVIEW: SOCIAL SCIENCE RESEARCH ON RACE 6:2, 2009*