

What racism is and is not

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University of North Carolina at Chapel Hill
Chapel Hill, North Carolina
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FINISH
THE
WALL

MAKE AMERICA
GREAT AGAIN

MAKE AMERICA
GREAT AGAIN

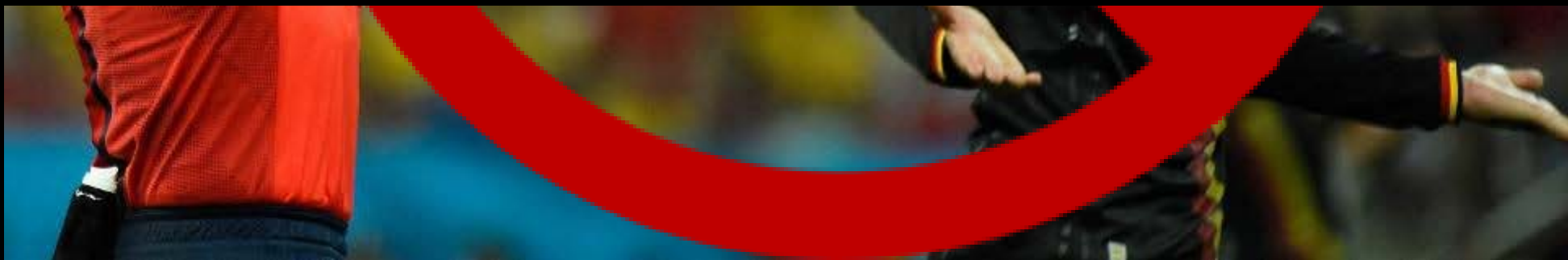
MAKE AMERICA
GREAT AGAIN



Natalie Nourigat



We are NOT here to be the judges or referees of people or events



An iceberg floating in a blue ocean under a blue sky with white clouds. The visible tip of the iceberg is on the left, and the much larger, submerged part extends across the bottom half of the image. The water surface is slightly wavy.

Incident/ Event/ Individual

Pattern of Incidents/ Events

An iceberg floating in a blue ocean under a blue sky with white clouds. The visible tip of the iceberg is on the left, and the much larger, submerged part is on the right. The text is overlaid on the submerged part of the iceberg.

STRUCTURAL RACISM =

**Why patterns continue to happen
by race**

+

**What causes the racial patterns to
be maintained across time and
place**

An iceberg floating in a blue ocean under a blue sky with white clouds. The visible tip of the iceberg is on the left, and the much larger, submerged part is on the right. Text is overlaid on the image. A yellow arrow points from the submerged part of the iceberg towards the text on the right.

Incident/ Event/ Individual

Pattern of Incidents/ Events

Our focus
today is below
the surface!

STRUCTURAL RACISM =

**Why patterns continue to happen
by race**

+

**What causes the racial patterns to
be maintained across time and
place**

KEY POINTS



DEFINE KEY TERMS



DESCRIBE HOW RACISM
AFFECTS HEALTH



DISCUSS SOME KEY
ASPECTS OF RACISM

“... race is the child of racism, not the father and has never been a matter of genealogy and physiognomy so much as one of hierarchy.”



Ta-Nehisi Coates (2015)
Between the World and Me



RACISM DEFINED

“Racism is an **organized social system** in which the dominant racial group, **based on an ideology of inferiority**, categorizes and ranks people into social groups called “races” and uses its power to devalue, disempower, and **differentially allocate valued societal resources and opportunities** to groups defined as inferior”.

(Williams et al., 2019)



Race

Ethnicity

Gender

Age

Physical Abilities/Qualities

Sexual Orientation

Parental Status

Native born/non native

Beliefs

Values

Military Experience

Work Background

Thinking Styles

Religious Beliefs

Culture

Smoker/Non smoker

Geographic Location

Education

Socio-economic Status

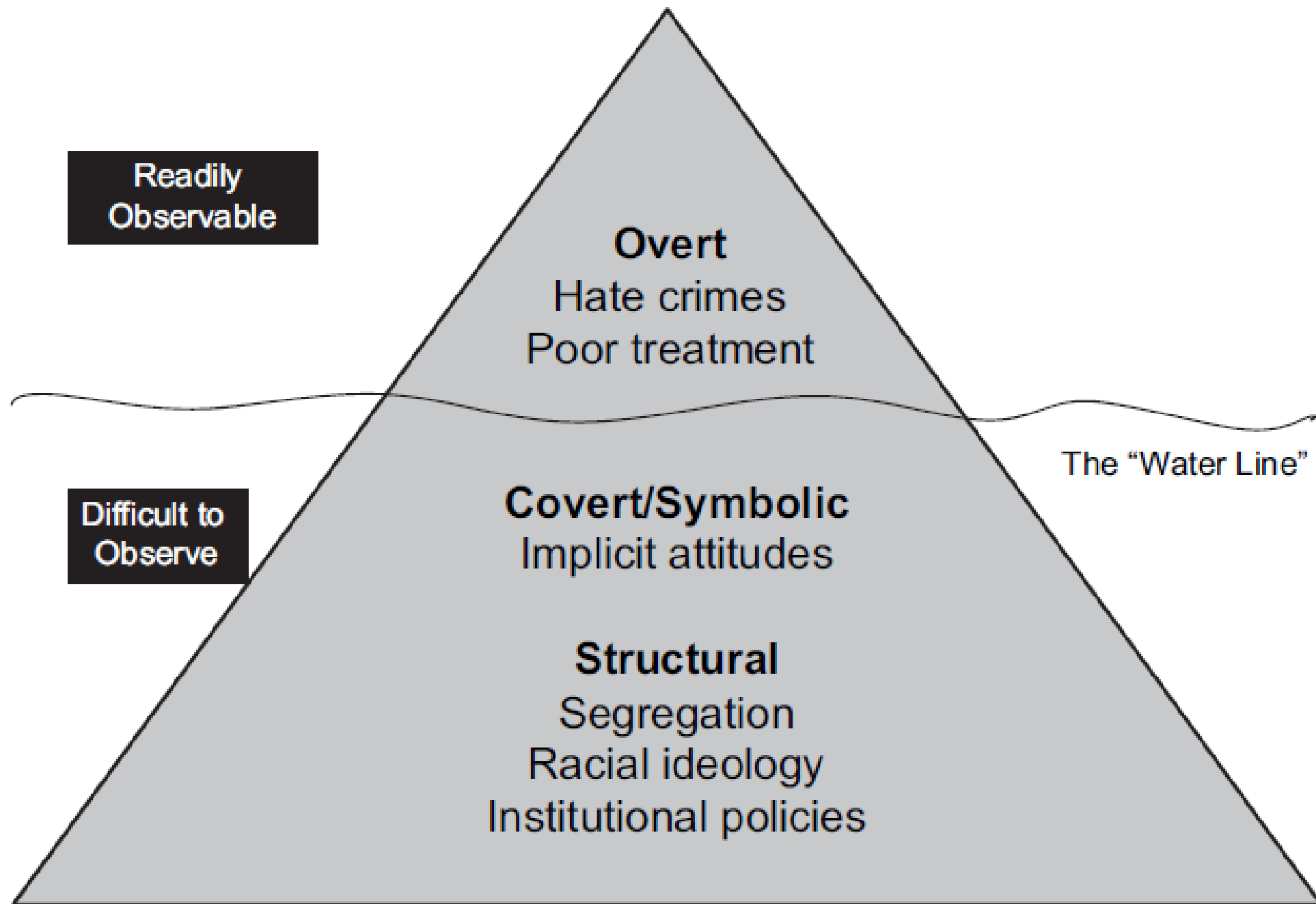
Functional Specialty

Marital Status

RACISM

Racism is not to be confused with other forms of oppression. “There are common ingredients in all... But belief in the superiority of one’s particular culture, or nation or class or sex is not the same as belief in the inherent, immutable, and significant inferiority of an entire physically characterized people, particularly in mental capacity, but also in emotional and ethical features.

(Aptheker, 1992)



(Gee, et al., 2009)

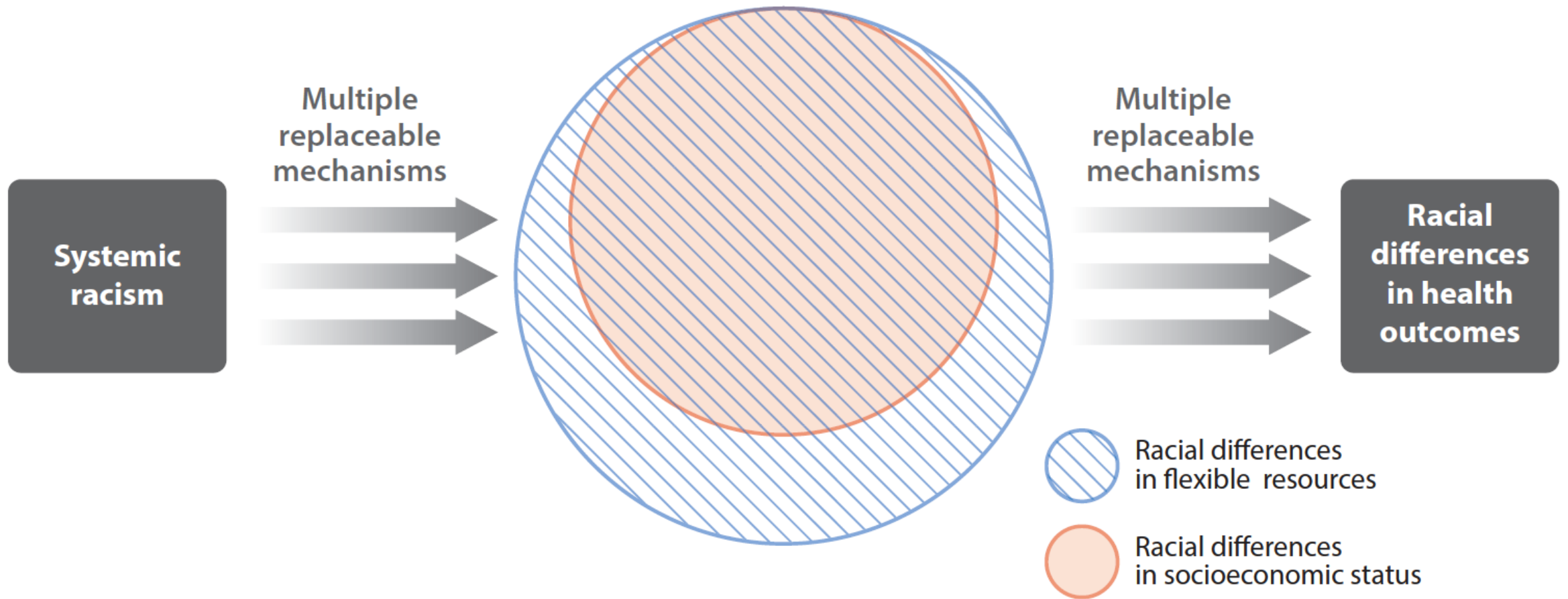
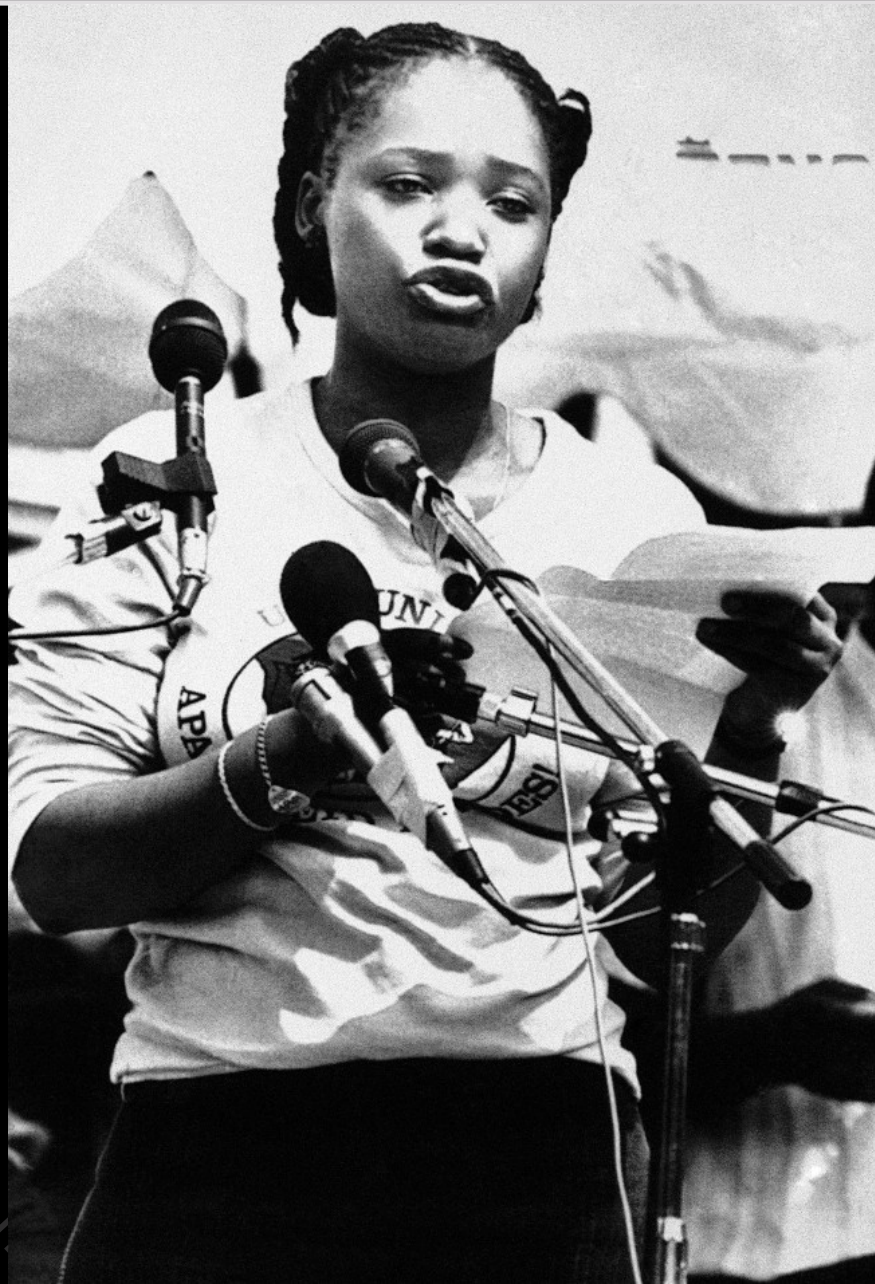


Figure 1

Racism as a fundamental cause of health inequalities: conceptual model.

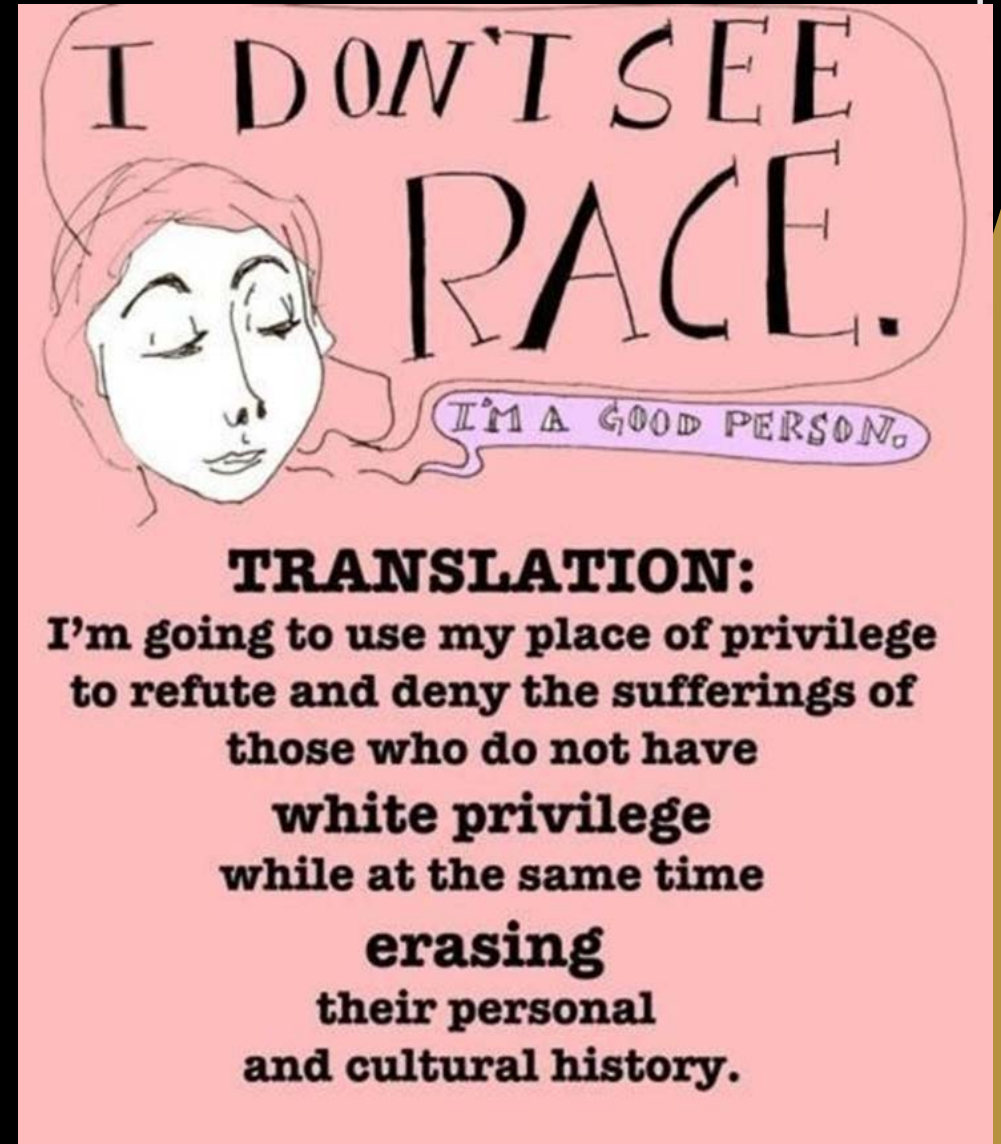
(Phelan & Link, 2015)



“Racism is not an
event; it is a process.”

Zindzi Mandela, NPR, April 29, 2004

INTENTION VS IMPACT



Train station managers—public servants—in Nazi Germany kept the trains running on time during the Jewish Holocaust.

Are they doing something evil?

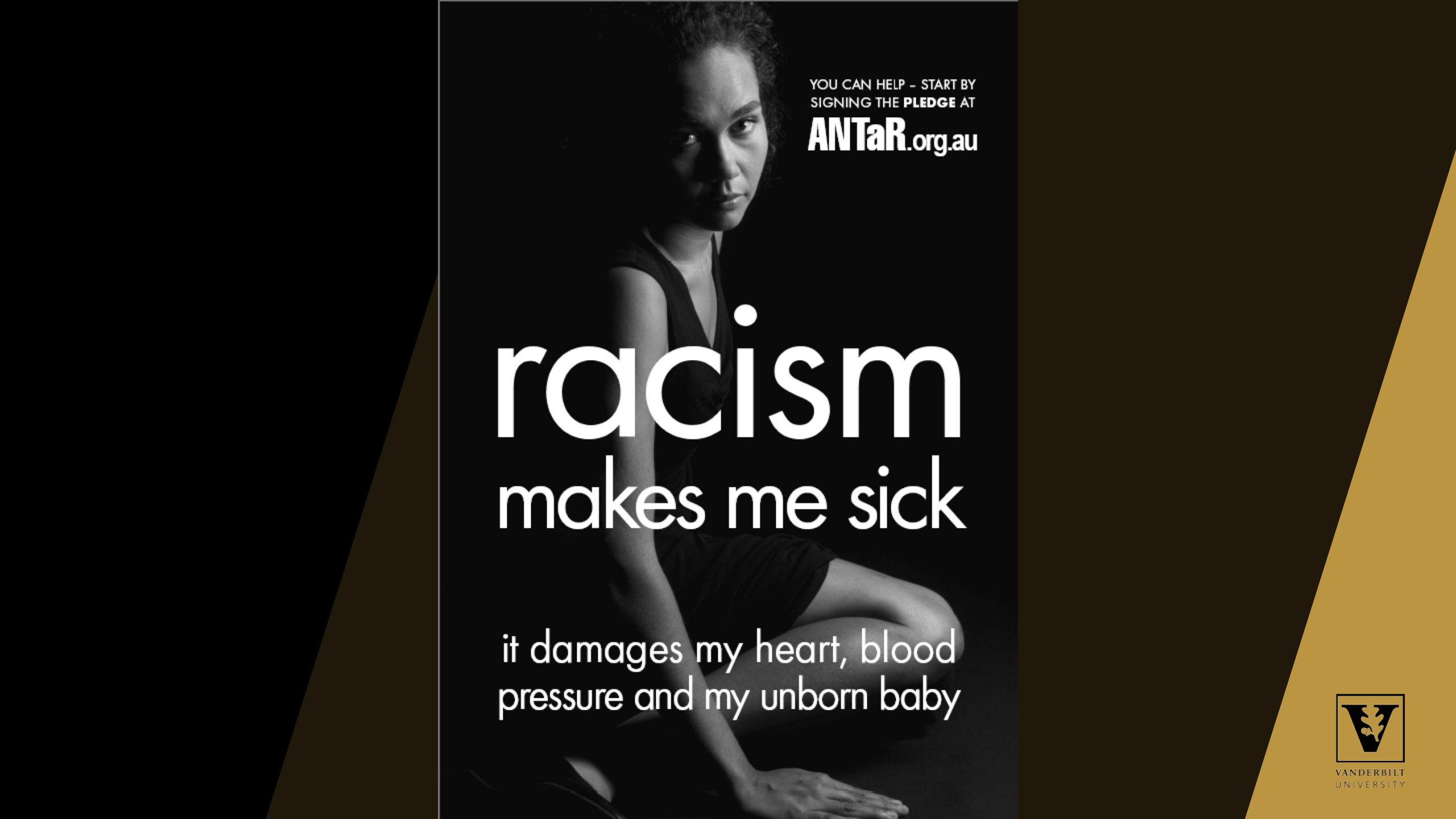


Balfour, Adams & Nickels, 2014



“...ordinary people within their normal professional and administrative roles can engage in acts of evil without being aware that they are doing anything wrong... people may even view their evil activity as good.”

Balfour, Adams & Nickels, 2014



YOU CAN HELP - START BY
SIGNING THE **PLEDGE** AT

ANTaR.org.au

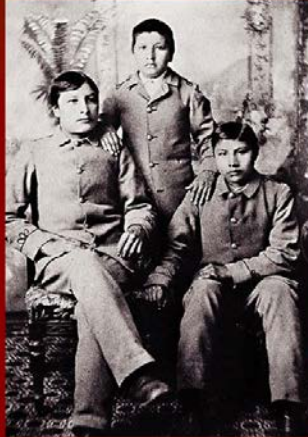
racism makes me sick

it damages my heart, blood
pressure and my unborn baby

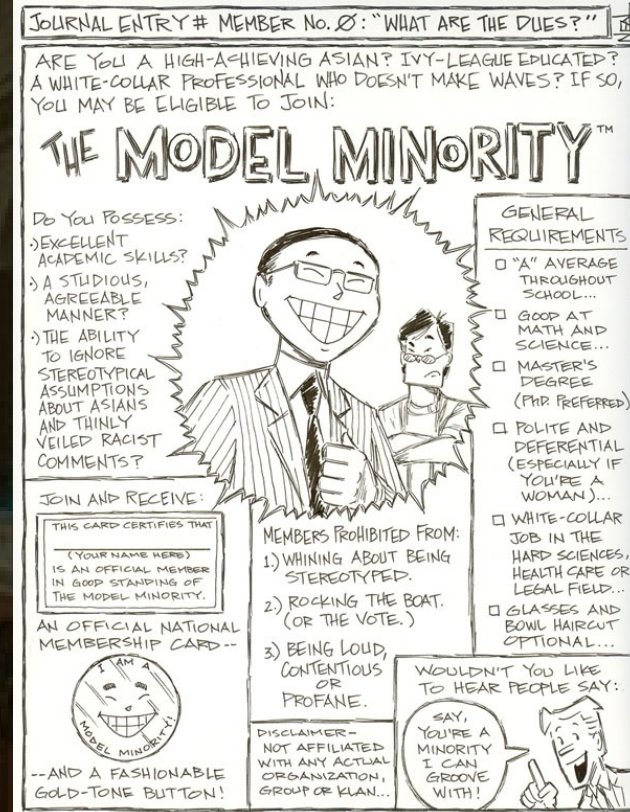


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"Kill the Indian, Save the Man"



RACISMS



RACISMS

JONATHAN M. METZL

DYING OF WHITENESS

HOW THE POLITICS OF
RACIAL RESENTMENT IS KILLING
AMERICA'S HEARTLAND



INTERSECTIONALITY



KEY POINTS



DEFINE RACISM



DESCRIBE HOW RACISM
AFFECTS HEALTH



DISCUSS SOME KEY
ASPECTS OF RACISM

If you have come
to help me you are
wasting your time.
But if you have
come because your
liberation is bound
up with mine, then
let us work together.

ABORIGINAL
ACTIVISTS
GROUP
QUEENSLAND, 1970s

This quote is often attributed to Brisbane area activist-leader Lila Watson who was a member of the group that created the statement.

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