What racism is and is not

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I'm not racist

But Shh.

Shh

Nothing good comes after that.

Natalie Nourigat
We are NOT here to be the judges or referees of people or events
Incident/ Event/ Individual

Pattern of Incidents/ Events
STRUCTURAL RACISM =

Why patterns continue to happen by race +
What causes the racial patterns to be maintained across time and place
Incident/ Event/ Individual

Pattern of Incidents/ Events

STRUCTURAL RACISM =

Why patterns continue to happen by race

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

Our focus today is below the surface!
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*
Cameron was courteous to say so.

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“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)
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)

- **Overt**
  - Hate crimes
  - Poor treatment

- **Covert/Symbolic**
  - Implicit attitudes

- **Structural**
  - Segregation
  - Racial ideology
  - Institutional policies

- The “Water Line”

**Readily Observable**

**Difficult to Observe**
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**

**WE SERVE WHITE’S only NO SPANISH or MEXICANS**

**I DON’T SEE RACE.**

 TRANSLATION: I’m going to use my place of privilege to refute and deny the sufferings of those who do not have white privilege while at the same time erasing their personal and cultural history.
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
JONATHAN M. METZL

DYING OF WHITENESS

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