

Speaking of Racial Justice



November 2020:

Privilege: The black civil rights activist and one of the founders of NAACP W.E.B. Du Bois (1868-1963) was among the first people to describe the effects of privilege: when a person lives with certain advantages based on an aspect of their identity such as skin color, gender or sexuality. If you have privilege, you might not even be aware of it. For example, you've probably heard the term "white privilege". White Privilege refers to the fact that white people are more likely to get job interviews, loans and even access to better schools than their nonwhite peers. (New York Times, August 30, 2020)

For More Information: Book: *Waking Up White* by Debby Irving; Podcast: "Into an American Uprising: White Accountability", <https://www.msnbc.com/podcast/american-uprising-white-accountability-n1224191> June 3, 2020

December 2020:

Bias is the tendency to take a side for or against something based on a belief you already had, or a prejudice. It interferes with us making a fair judgement.

Implicit (unconscious) bias is the attitude or stereotype that affects our understanding, actions, and decisions in an unconscious manner. It operates outside of the person's awareness and can be in direct contradiction to a person's espoused beliefs and values. Studies show that racial implicit bias in an individual reflects the racial biases of the community in which that individual resides and does not necessarily reflect whether the individual acts in a racist manner.

For example: Police shootings of black people are more prevalent in communities with high racial implicit biases. (Hehman, Eric)

For more information see the podcast:

Hidden Brain (NPR) - The Air We Breathe, June 12, 2020. <https://www.npr.org/transcripts/531587708>

January 2021:

Racism is a system of advantage based on race. David Wellman, *Portraits of White Racism*

Racism occurs when a racial collective prejudice is backed by the power of legal authority and institutional control. Robin DiAngelo, *White Fragility*

Racism is a powerful collection of racist policies that lead to racial inequity and are substantiated by racist ideas. Ibram X. Kendi, *How to be an Anti-racist*

For example: Black youth are twice as likely to be arrested for crimes in school as white kids, over 2.5 times as likely to be arrested for curfew violations as white kids, twice as likely as white kids to be arrested for all crimes, and much more likely to be held in detention than white kids, according to the Sentencing Project.

Learn More: Maya Wiley: Racial Justice (Apple Podcasts)

<https://podcasts.apple.com/us/podcast/the-oath-with-chuck-rosenberg/id1461312941?i=1000477383756>

February 2021:

Prejudice refers to a preconceived opinion or feeling toward a person based solely on their affiliation with a group. It often casts an unfavorable light on someone simply because they're a member of some ethnic group, religion, or organization.

For example: White people are viewed as individuals where the bad behavior of one white person does not reflect on the merits of the group. By comparison, African Americans and other people of color are not

afforded that privilege. The actions of an individual are more likely to be considered the actions of the group.

March 2021:

Discrimination is the unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, or sex. It involves restricting members of one group from opportunities or privileges that are available to members of another group. Prejudice is the opinion or viewpoint; discrimination is the action that brings the prejudice to life through the choices we make.

For example, discrimination in the job market: A researcher sent pairs of college men to apply for 350 entry-level jobs in Milwaukee, Wisconsin. One team was African American, and one was White. The teams had identical resumes, except for one difference—on each team, one of the men said that they had served 18 months in jail for drug possession. Not surprisingly, men without a prison record were 2 to 3 times more likely to receive a callback from the job. However, there was also a significant racial difference—white men with a prison record were more likely to be offered a job than African American men who had a clean record!

Resulting Action: Because of this research study, Congress was asked to fund a \$300 million program to provide mentoring and other support to help former prisoners to get jobs. (Pager, D. (2003). “The Mark of a Criminal Record”, American Journal of Sociology 108(5): 937-975)

April 2021: Equality & Equity

May 2021: Microaggression

June 2021: BIPOC