

COMPREHENSIVE APPROACH TO DISRUPTING SYSTEMS OF RACISM

Types of Racism	Definition	Sample Actions that Disrupt
Individual (Personal) Racism	<p>Individual racism occurs when a person’s beliefs, attitudes, and actions are based on biases, stereotypes, or prejudices against another race. A belief that whites are biologically superior to people of color is an example of individual racism. Unconscious racism is also known as implicit bias. Because our unconscious brains must work very quickly to make decisions, they look for shortcuts. Grouping people together based on their appearance is one such shortcut. Generally, these mental shortcuts are not a problem. However, because American history, media, and institutions have consistently produced negative images of people of color, Americans have been exposed to harmful ideas about people of color for generations. Over time, exposure to these images corrupts the unconscious brain so thoroughly that it becomes trained to connect people of color with negative traits.</p>	<ul style="list-style-type: none"> • Read research and texts to gain better understanding of racism and implicit bias. • Increase personalized interactions with students and families to disrupt implicit bias. • Implement culturally responsive teaching practices in the classroom and across the school. • Expand texts in the school to represent a variety of cultures, races and identities. • Include student and parent voice in decision-making. • Asking, “Tell me what you mean by that?”
Interpersonal Racism	<p>Interpersonal racism is racism between individuals. In other words, it is when a white person actively or passively employs their personal racism against a person of color. Today, racism is more covert. The ideas remain the same, but today, they are expressed differently. A person who would not dare use a racial slur might still engage in any number of acts that demonstrate a preference for whiteness and white people.</p>	<ul style="list-style-type: none"> • Increase personalized interactions with students and families to disrupt interpersonal racism. • Implement culturally responsive teaching practices in the classroom and across the school. • Include student and parent voice in decision-making. • Adopt classroom, school, district policies that prohibit derogatory language and racist slurs. • Invite student voice/experience, e.g. panels, writings.
Institutional Racism	<p>Institutional racism refers to an institution making choices that intentionally single out or harm people of color. Jim Crow segregation laws are good examples of institutional racism. While explicit institutional racism is rarer today, it still exists. It may appear in the systematic distribution of resources, power and opportunities to benefit people who are white over people of color, e.g. housing contracts, redlining, racial profiling, youth incarceration.</p>	<ul style="list-style-type: none"> • Engage in trainings to understand institutional racism and white privilege. • Address racially disproportionate data on behavior contracts, office referrals, discipline, suspensions and expulsions. • Address racially disproportionate data on TAG, AP courses, dual credit, honor class, orchestra, theatre, sports, robotics and after school club participants (avoiding “opportunity hoarding”).
Cultural Racism	<p>Cultural racism has several meanings. In the larger sense, it is the authority to create and define the culture in a society. In America, the standards of art, beauty, and other forms of culture have historically been decided by straight, white, Christian men. As a result, the dominant American culture often reflects the needs of that group while excluding or devaluing the contributions of people of color. Therefore, in America, the holidays we celebrate, the statues in our parks, the stories in our history books and other markers of culture generally honor white men to the exclusion of other groups.</p>	<ul style="list-style-type: none"> • Engage in trainings to understand cultural racism and white culture. • Implement culturally responsive teaching practices in the classroom and across the school. • Expose students to and have them present artwork, music, novels, theatre selections and contributions by many different cultures and races. • Include student and parent voice in conversations and decision-making.
Structural Racism	<p>Structural racism, also known as systemic racism, is perhaps the most harmful and least discussed form of racism. Structural racism codifies individual, cultural, and other types of racism in perpetual systems. Like institutional racism, structural racism focuses on organizations rather than people.</p>	<ul style="list-style-type: none"> • Implement policies and practices on anti-discrimination and antiracism. • Address recruitment and hiring practices that may exclude groups, in efforts to diversity staff. • Address opportunities gaps due to systems of payment, transportation, language, class, education.