

Racial disparities have been eliminated and racial equity achieved.

RACE & SOCIAL JUSTICE INITIATIVE



**Seattle**  
Office for Civil Rights

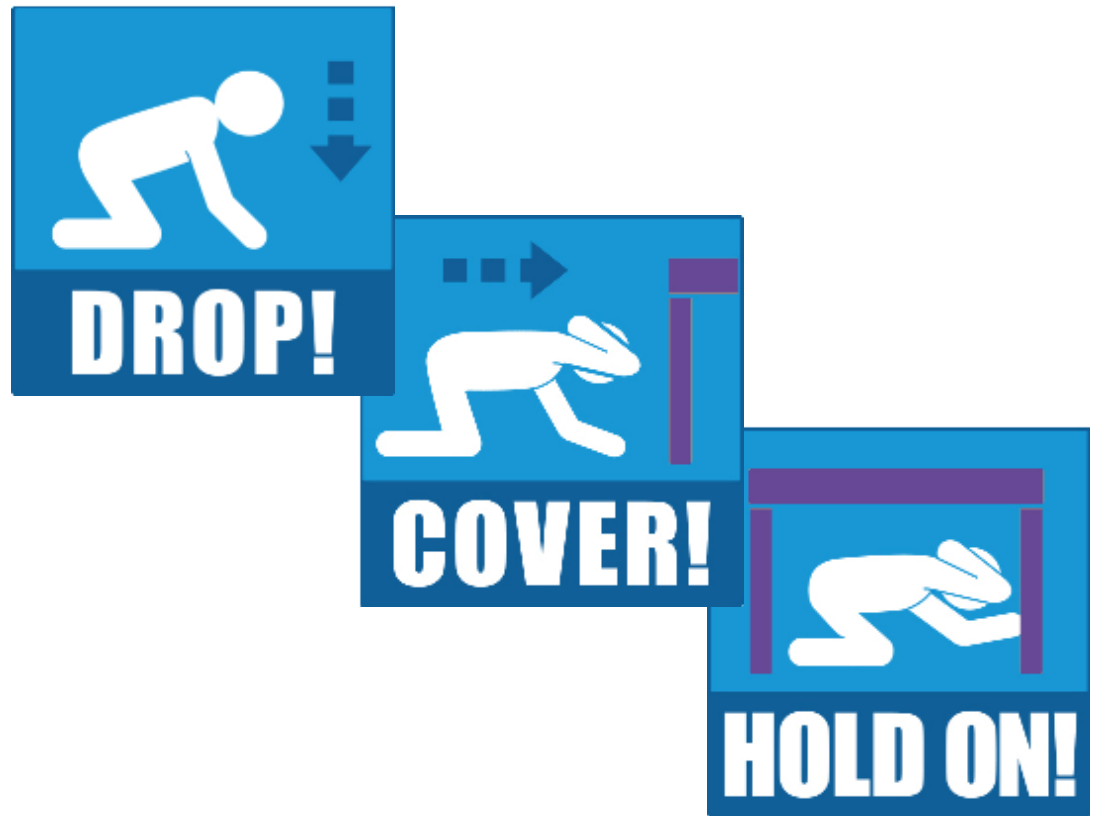


# EMERGENCY PROCEDURES

## Fire



## Earthquake



# ADDITIONAL EARTHQUAKE PROCEDURES

**USING  
CANE**



**USING  
WALKER**



**USING  
WHEELCHAIR**



# SAFETY PLAN

- Emergency Contact(s)
- Individual(s) to call 911
- Individual(s) to do CPR/First Aid
- AED (Emergency Defibrillator)  
Location

The background of the image consists of several thick, horizontal white brushstrokes applied to a solid black background. The strokes are roughly parallel and have a textured, painterly quality with some fraying and uneven edges. The central text is overlaid on the middle of these strokes.

# **INTERNALIZED RACIAL SUPERIORITY**

# A Timeline of White People and Whiteness in the United States

## 1. A preference for white

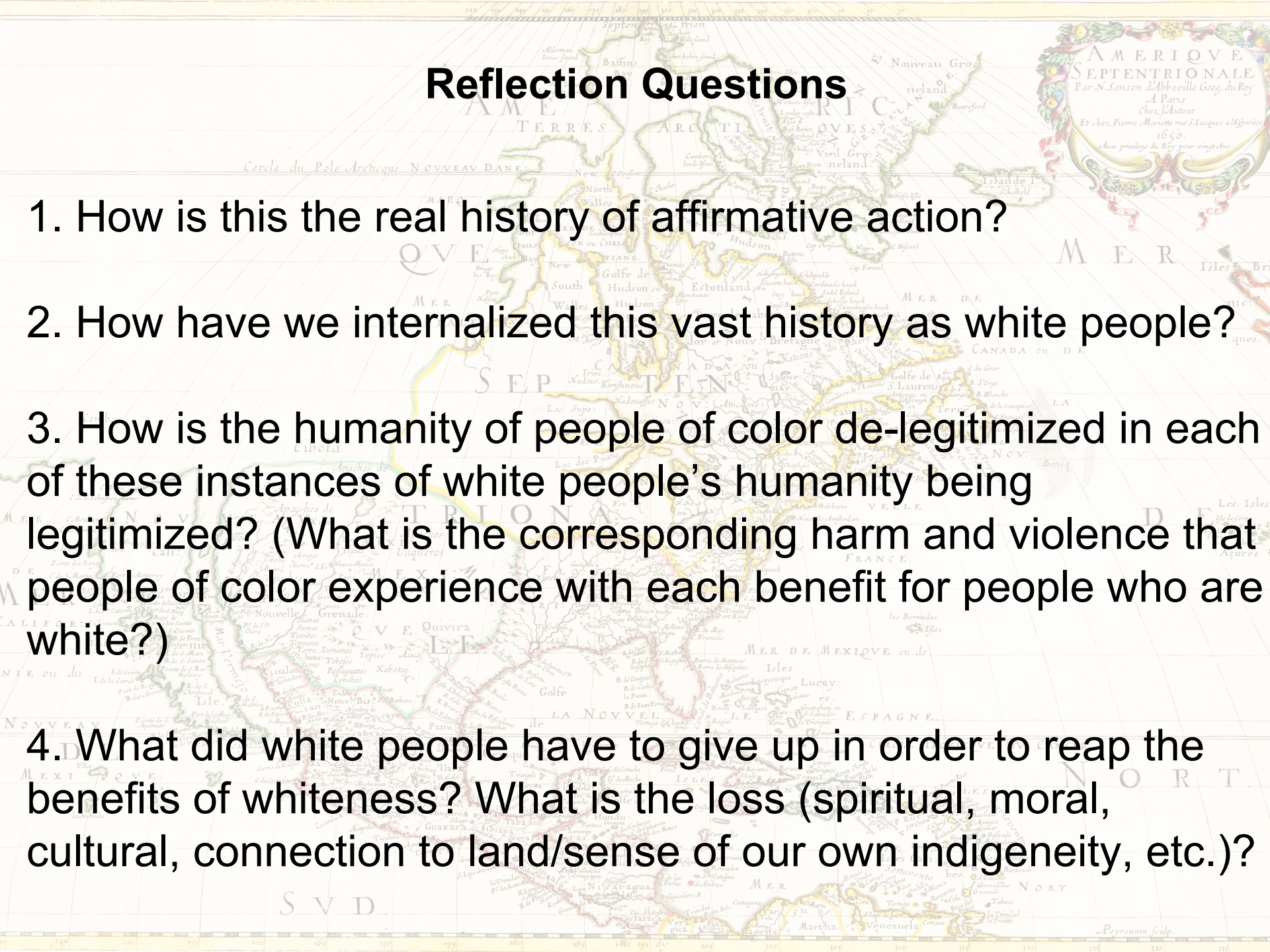
Moments in US history in which whiteness was codified into law and the people who got to be white received benefits.

## 2. Assimilation into whiteness

Moments in US history in which certain groups got to become white (Italians, Irish, Jews, Polish and other Eastern Europeans, Portuguese, Russian and some non-Muslims from the Middle East, Mediterranean and North Africa).

## 3. White resistance/allyship

Moments in US history in which white people took action to end systemic racism, often risking their personal standing and access to certain benefits of whiteness.

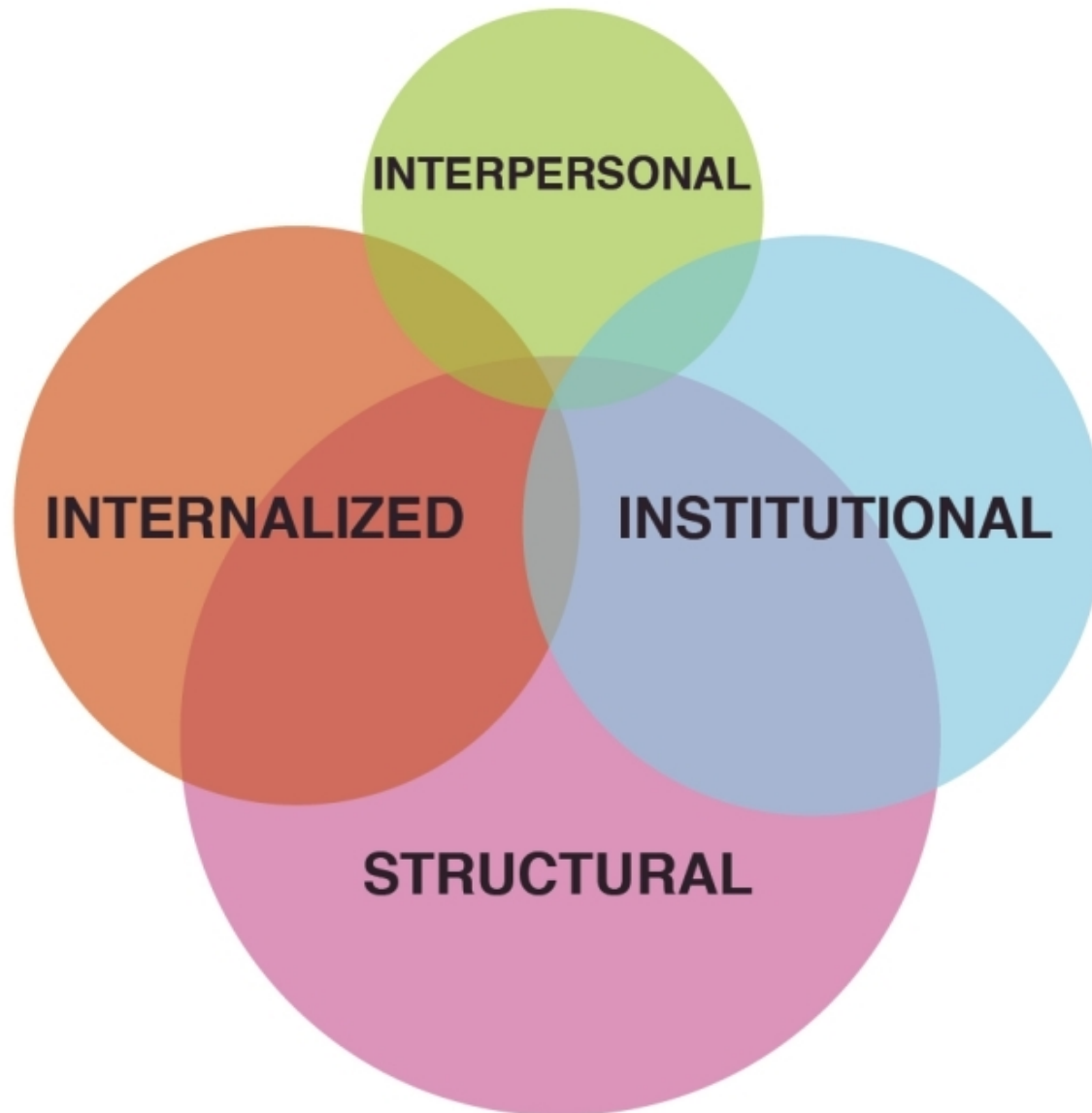
A historical map of North America, likely from the 17th or 18th century, serves as the background. The map is titled 'AMERIQUE SEPTENTRIONALE' and 'Par N. Sanson l'Abbé ville Geog. du Roy'. It shows the continent of North America with various geographical features, cities, and regions labeled in French. The map is framed by a decorative border. The text 'Reflection Questions' is overlaid on the map in a large, bold, black font.

# Reflection Questions

1. How is this the real history of affirmative action?
2. How have we internalized this vast history as white people?
3. How is the humanity of people of color de-legitimized in each of these instances of white people's humanity being legitimized? (What is the corresponding harm and violence that people of color experience with each benefit for people who are white?)
4. What did white people have to give up in order to reap the benefits of whiteness? What is the loss (spiritual, moral, cultural, connection to land/sense of our own indigeneity, etc.)?



# 4 TYPES OF RACISM



# INTERNALIZED RACIAL OPPRESSION (IRO)

## INTERNALIZED RACIAL SUPERIORITY (IRS)

Perfectionism  
Individualism  
Imposition  
Arrogance  
Paternalism  
Silence  
Intellectualization  
Control  
Violence  
Comfort  
Appropriation  
Cognitive Dissonance

## INTERNALIZED RACIAL INFERIORITY (IRI)

Colorism  
Isolation  
Protectionism  
Addiction  
Self-Doubt  
Self-Hate  
Rage  
Shame  
Denial  
Assimilation  
Ethnocentrism  
Distancing  
Exaggerated Visibility  
Hopelessness  
Apathy  
Erasure  
Invisibility

# WHITE PEOPLE KEEP THE SYSTEM GOING

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graph TD; A[WHITE PEOPLE KEEP THE SYSTEM GOING] --> B[System co-opts us through socialization (ego and IRS) to cause harm to POC and each other]; B --> C[IRS mindset and behaviors justify why we are superior and have been wronged by POC]; C --> D[Our anger, self-righteousness and defensiveness mask fear, shame and guilt for the harm of our actions]; D --> E[We show up small and inauthentic, unable to see opportunities to contribute as allies/accomplices]; E --> F[We are unable to imagine a way forward that comes from a place of humanity and empowerment; status quo reinforced]; F --> A;
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System co-opts us through socialization (ego and IRS) to cause harm to POC and each other

IRS mindset and behaviors justify why we are superior and have been wronged by POC

Our anger, self-righteousness and defensiveness mask fear, shame and guilt for the harm of our actions

We show up small and inauthentic, unable to see opportunities to contribute as allies/accomplices

We are unable to imagine a way forward that comes from a place of humanity and empowerment; status quo reinforced