

Racial disparities have been eliminated and racial equity achieved.

RACE & SOCIAL JUSTICE INITIATIVE



Seattle
Office for Civil Rights

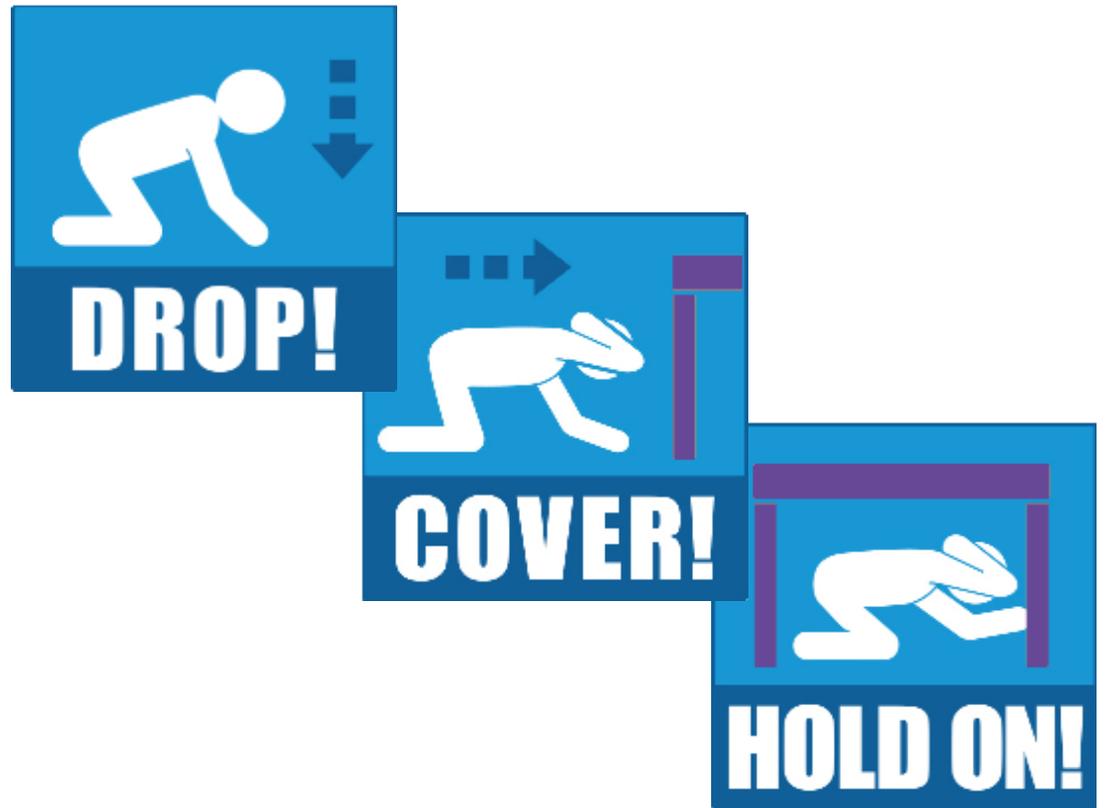


EMERGENCY PROCEDURES

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 of varying lengths and textures, set against a solid black background. The strokes are layered, with some overlapping others, creating a sense of depth and movement. The overall effect is abstract and modern.

INTERNALIZED RACIAL SUPERIORITY

A Timeline of White People and Whiteness in the United States

1. A preference for white

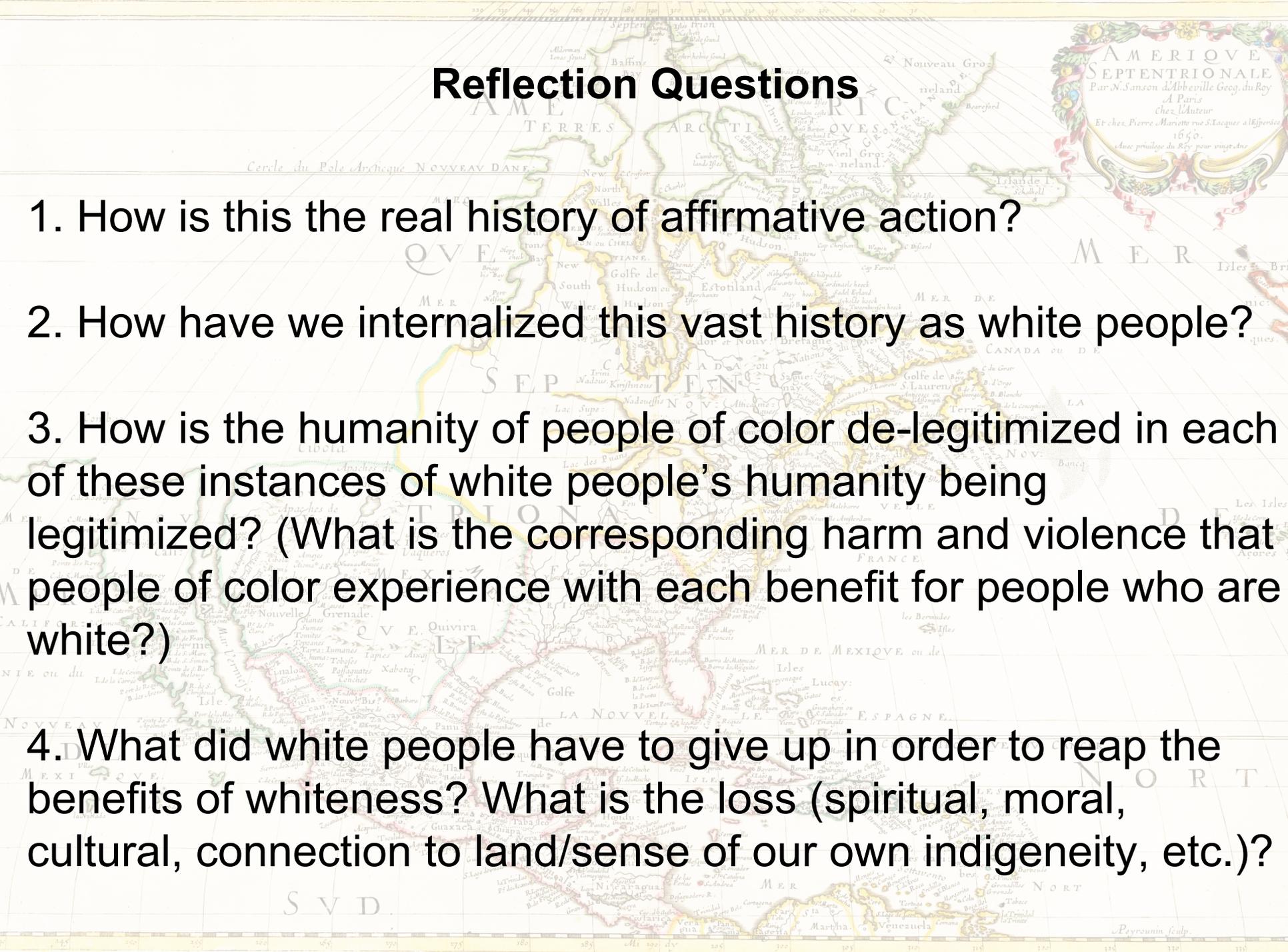
Moments in US history in which whiteness was codified into law and the people who got to be white received benefits.

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

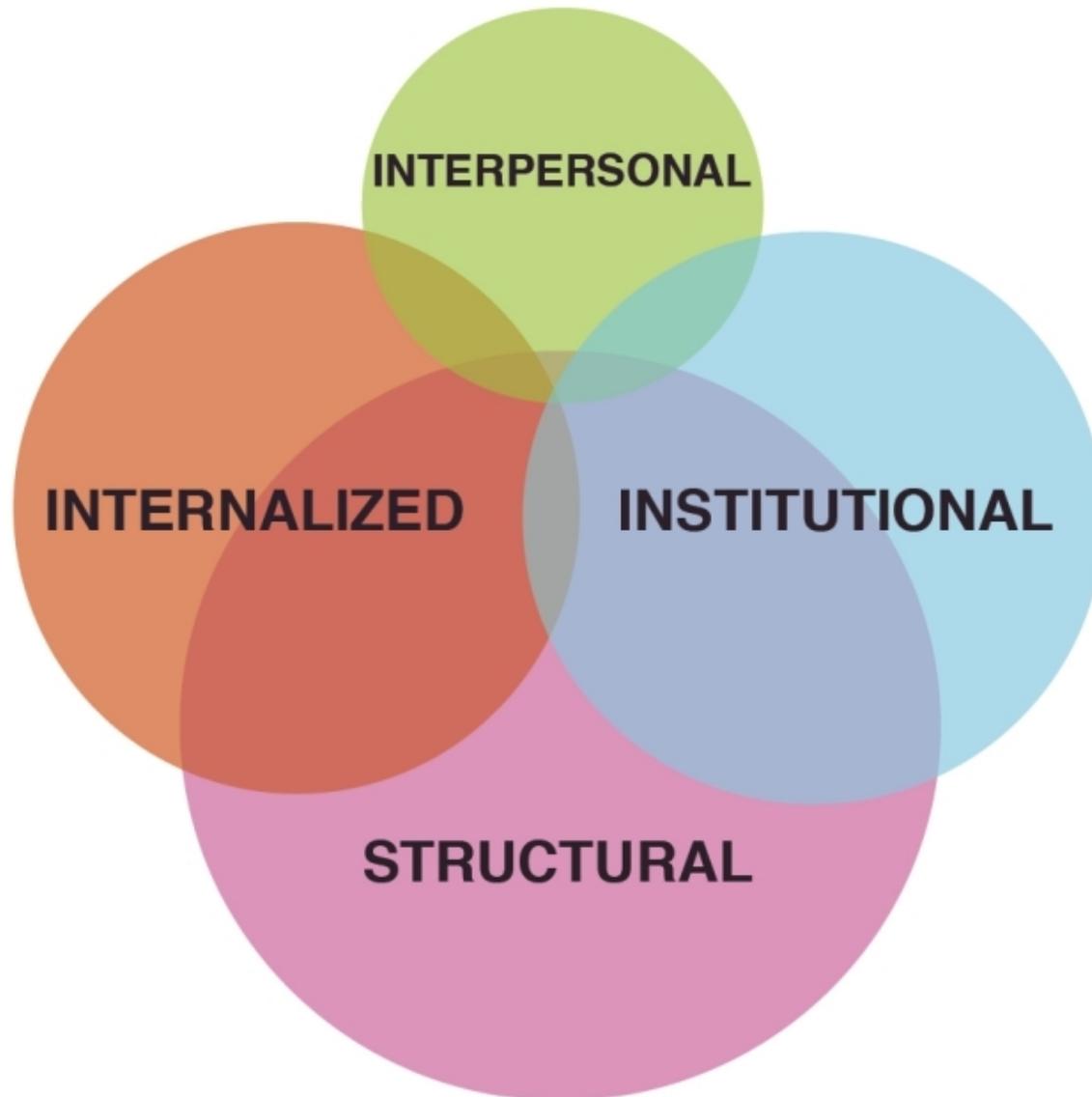
Moments in US history in which white people took action to end systemic racism, often risking their personal standing and access to certain benefits of whiteness.



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



System co-opts us through socialization (ego and IRS) to cause harm to POC and each other

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

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

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

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