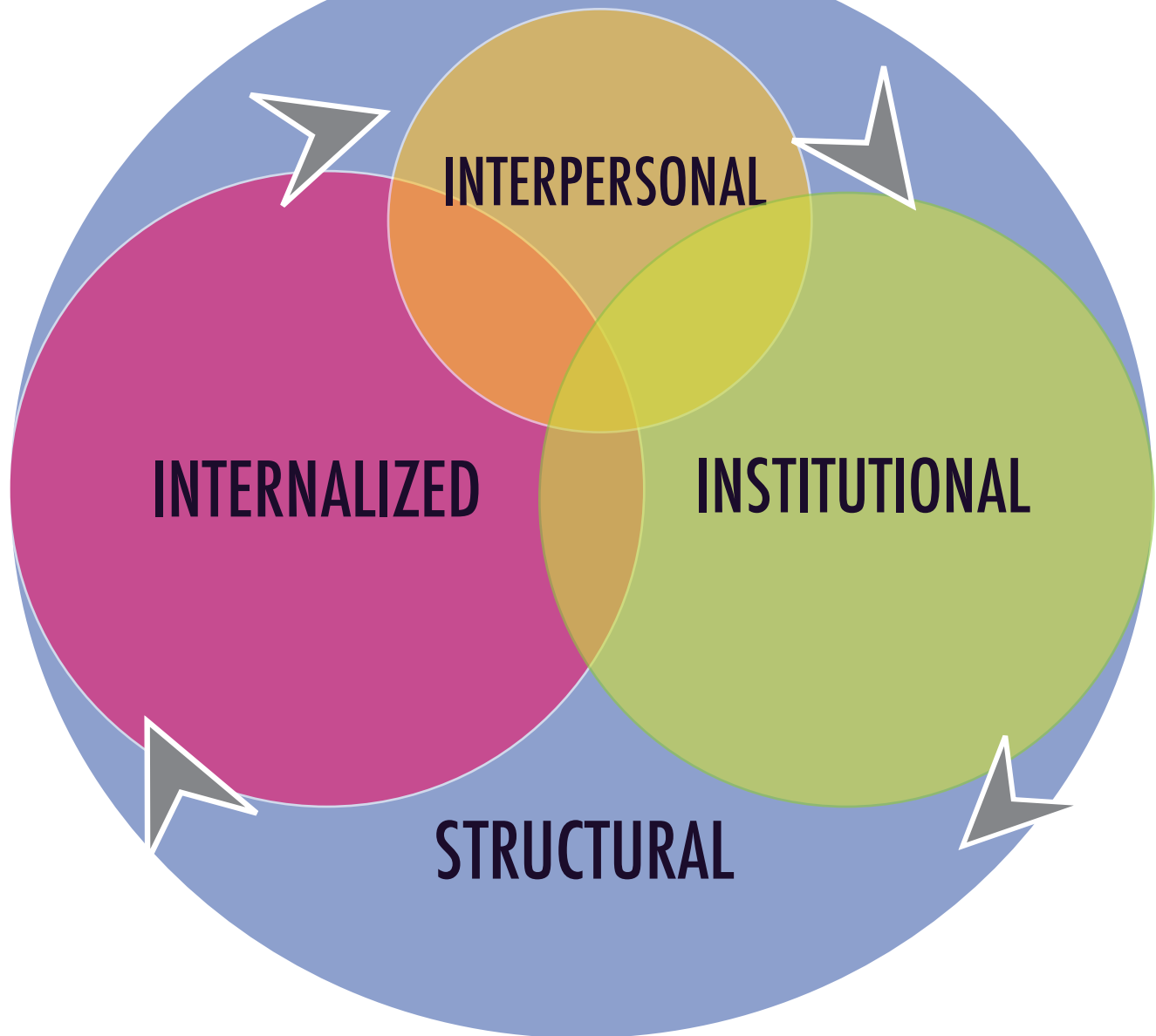


Training Doc 1

4 TYPES OF RACISM



INTERPERSONAL RACISM - Prejudgment, bias or discrimination by a white individual toward a person of color.

INSTITUTIONAL RACISM - Policies, practices, procedures and culture of an institution or system that work better for white people and cause harm to people of color, often inadvertently or unintentionally.

STRUCTURAL RACISM - The history, culture and current reality of racism across institutions and/or systems; when the institutional racism of multiple institutions overlaps to form a web of racism impacting people and communities of color. This includes implicit and explicit social narratives about race, such as those perpetuated by the media.

INTERNALIZED RACISM - The internalization of the racist stereotypes, values, images and ideologies perpetuated by the white dominant society about one's racial group (Pyke, 2010).

INTERNALIZED RACIAL INFERIORITY* - The acceptance and acting out of an inferior definition of self, rooted in the historical designation of one's race. Over many generations, this process of disempowerment and disenfranchisement is expressed in self-defeating behaviors.

INTERNALIZED RACIAL SUPERIORITY* - The acceptance and acting out of a superior definition of self, rooted in the historical designation of one's race. Over many generations, this process of empowerment and access is expressed as unearned privileges, access to institutional power, invisible advantages and inflated self-image based upon race.

*Definitions based on those of the People's Institute for Survival and Beyond

Training Doc 2

INTERNALIZED RACIAL OPPRESSION

Part of this list comes from the [*People's Institute for Survival and Beyond*](#)

Internalized Racial Superiority	Internalized Racial Inferiority
Perfectionism Individualism Imposition Arrogance Paternalism Silence Intellectualization Control Violence Comfort Appropriation Cognitive Dissonance Objectivity Anti-Blackness Feeling oneself to be the “true” victim Either/Or and Categorical Thinking (separating, seeing distinctions and not connections)	Colorism Isolation Protectionism Addiction Self-Doubt Self-Hate Rage Shame Denial Assimilation Ethnocentrism Distancing Exaggerated Visibility Hopelessness Apathy Erasure Invisibility Anti-Blackness

Training PowerPoint

WELCOME

Internalized Racial Superiority for white people

While everyone gets settled, please grab:

- Blank paper and something to write with
- The handouts that you received by emailed (on your screen or printed out)

Please also introduce yourself in the chat!

1) Name 2) Pronouns 3) Dept 4) How old you were when you first noticed differences based on race

WHAT DO WE DO IN WHITE PEOPLE SPACE?

- **Processing white feelings:** working through emotions that often come up for white people like sadness, shame, paralysis, confusion, denial, etc.
- **Retraining:** learning new behaviors, concepts, missing histories, and ways of seeing that are hidden from us in white supremacy.
- **Action to shift power:** taking action to redistribute resources, change who's in power, alter institutions, etc.



AGREEMENTS

- Speak from the “I”
- Cultivate brave space
- We’re all in this together, so let’s have each other’s backs (no othering)
- We’re all teachers and learners
- Keep your share backs brief to allow time for others
- What’s learned here leaves; what’s said here stays (* We are not recording this meeting.)



REFLECTION

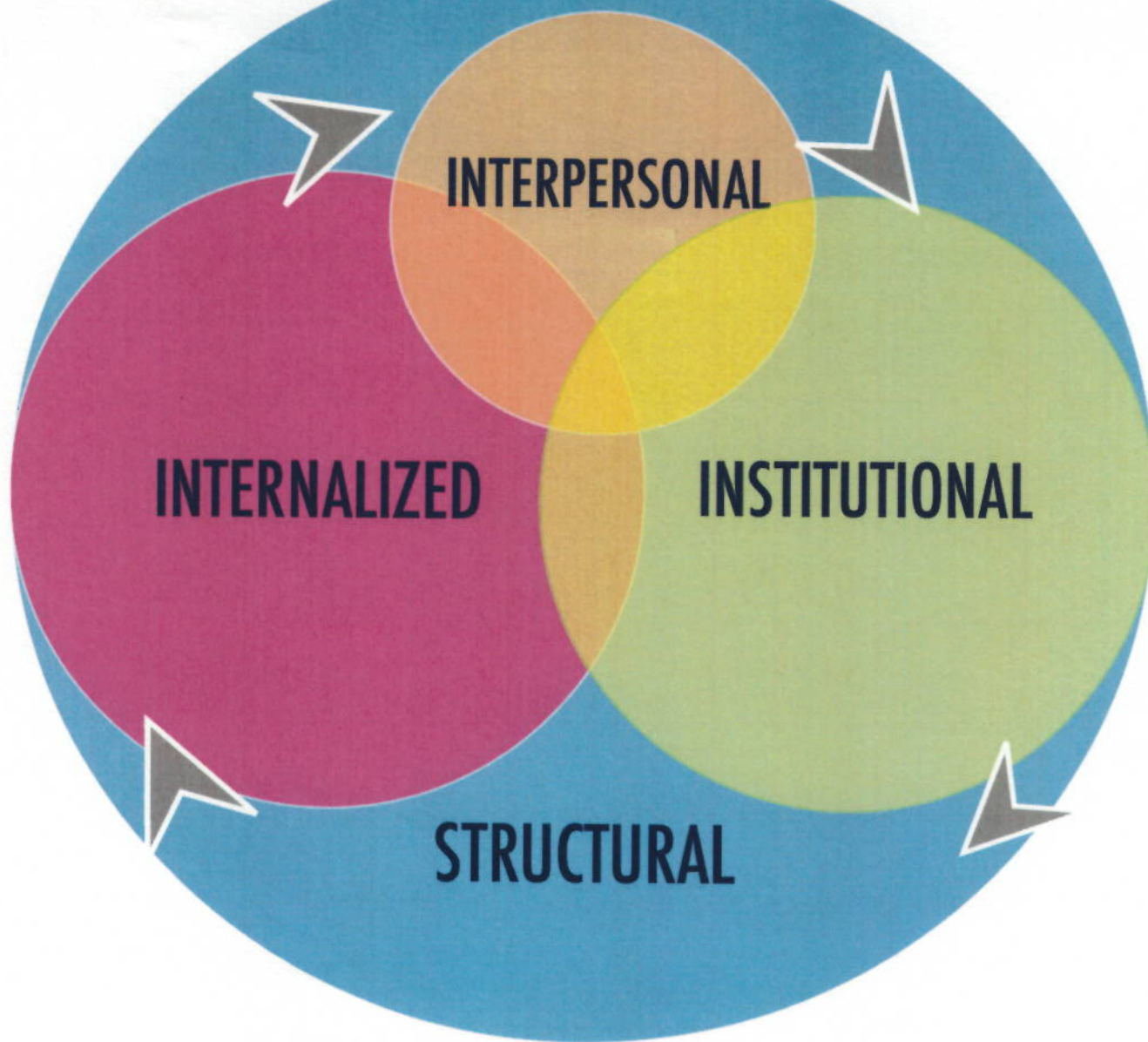
Our relationships with white supremacy, racism and whiteness in this moment

Choose one prompt that you feel compelled to respond to:

1. How are you aware of the ways that your family benefits economically from the system of white supremacy even as it directly and violently harms Black people and non-Black people of color and Indigenous people?
2. How are you aware of your “white silence” (not naming race, racism or the system of white supremacy or taking action to end it) when it comes to comments and actions that cause harm to Black people?
3. How is your “white fragility” showing up at work? (White fragility is a reflexive, defensive and sometimes *deflecting* response that we as white people can experience when feeling challenged about our relationship to race, racism and the system of white supremacy.)



4 TYPES OF RACISM



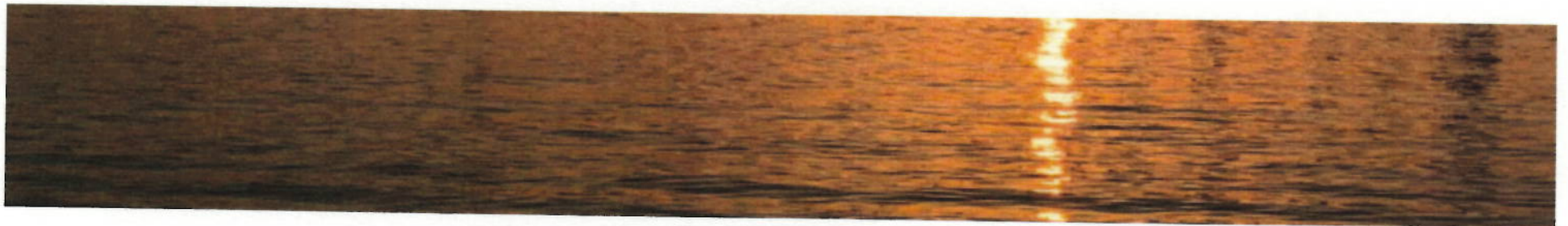
INTERNALIZED RACIAL SUPERIORITY

How white people internalize the system of white supremacy and disconnect from people of color and ourselves

Perfectionism
Individualism
Imposition
Arrogance
Paternalism
Silence
Intellectualization

Control
Violence
Comfort
Appropriation
Cognitive Dissonance
Objectivity
Anti-Blackness

Feeling oneself to
be the “true” victim
Either/Or and
Categorical Thinking
(separating, seeing
distinctions and not
connections)



REFLECTION

Reflect on a time in the past two – three months when you did something that you believe caused harm to a person/people of color at work. As you reflect, consider:

1. How did you know you had done something harmful, large or small, and likely were coming from a place of IRS? Did you receive direct feedback – either from a person of color or other white person? Did you get a gut feeling? Did you notice a change in attitude toward you from others? Notice those feelings without judgement and write about them.
2. Which manifestation(s) of IRS do you think you were moving from/experiencing either during or after this experience?
3. What would have happened if you had come from place of your authentic self, aware of and less burdened by your IRS?



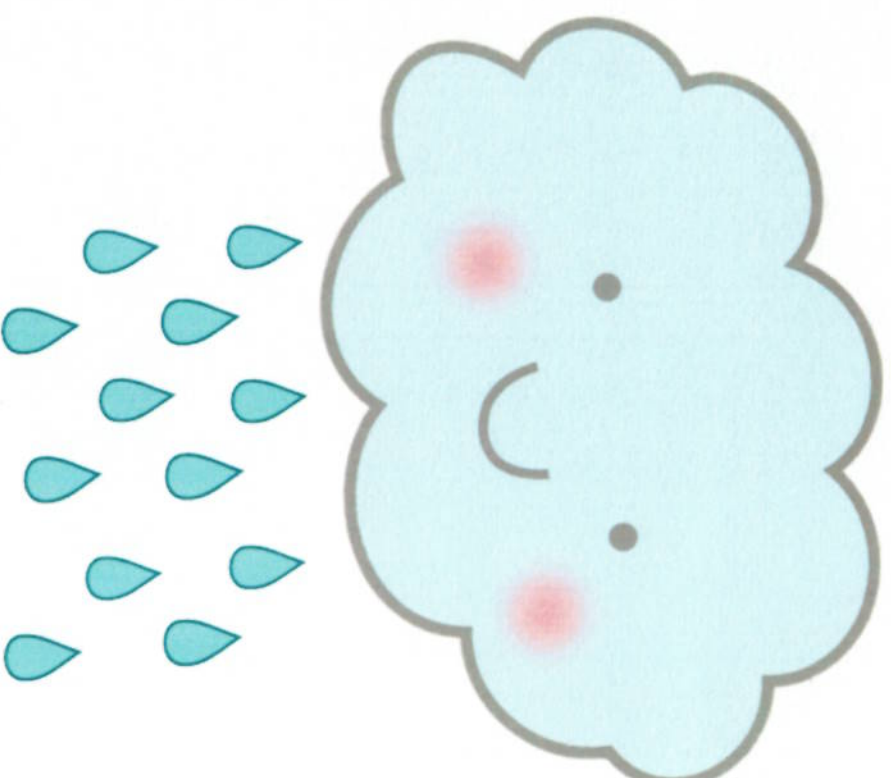
INTERRUPTING OUR PATTERNS

R ECOGNIZE

A LLOW

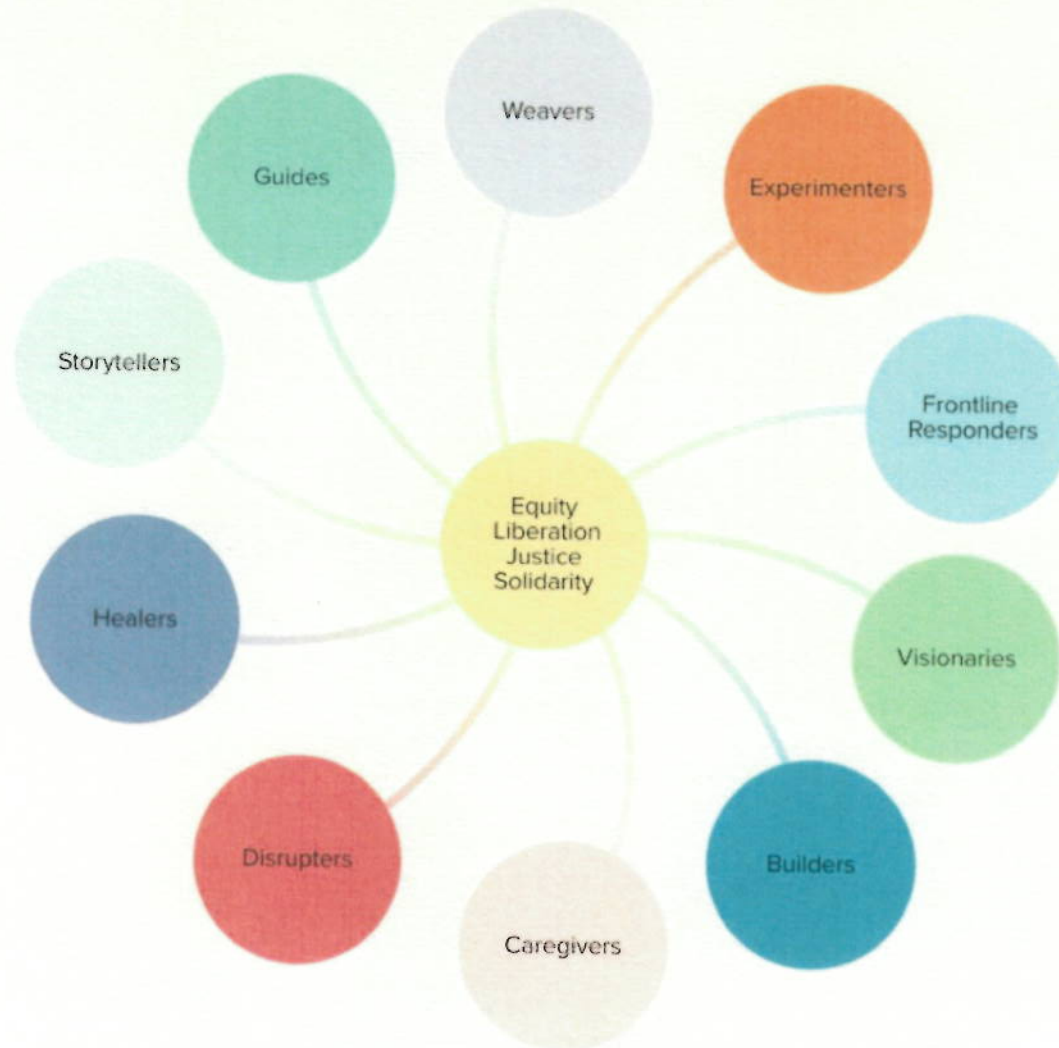
I NVESTIGATE

N URTURE



ON BLAME

Mapping Our Roles in a Social Change Ecosystem (2020)



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