

KEY TERMS

Systems

A set of things that come together to make a whole

An established way of doing something, such as things get done that way regularly and are assumed to be the “Normal” way things get done

Runs by itself: Does not require planning or initiative by a person or group**

White Supremacy

The idea that white people and the ideas, thoughts, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions

Racism

Social and Institutional Power + Racial Prejudice (Power + Prejudice = Racism)

Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systemic discrimination through the major institution of society, therefore Racism is a system

Race

“A specious classification of human beings created by Europeans during a period of worldwide colonial expansion, using themselves as the model for humanity, for the purpose of assigning and maintaining white skin access to power and privilege.” (Dr. Maulana Karenga)

Prejudice

A judgment based on bias that stereotypes others as different. Prejudice is usually, but not always, negative; positive and negative prejudices alike, especially when directed toward oppressed people, are damaging because they deny the individuality of the person. In some cases, the prejudices of oppressed people (“you can’t trust the police”) are necessary for survival. No one is free of prejudice.

Social and Institutional Power

- Access to resources
- The ability to influence others
- Access to decision-makers to get what you want done
- The ability to define reality for yourself and others