

NAVIGATING RACIAL DIVERSITY ROADBLOCKS



IMPLICIT BIAS

Cultural attitudes that unconsciously affect how we understand and react to the people around us based on stereotypes and beliefs about race, gender, and other markers of identity.



(MICRO)AGGRESSIONS

Everyday behaviors, actions, and insensitive comments that can sound like harmless compliments/jokes but contain insults about a group of people. They often reinforce stereotypes & arise from implicit bias.



PRIVILEGE

A set of unearned benefits given to a specific social group by a system (eg: laws, policies) that leads to an imbalance of power. It intersects many affiliations (gender, sexual identity, able-bodiedness, academic background, and socio-economic status). In most of the world, being White is an advantage characterized by the absence of racial oppression.

CULTURAL (MIS)APPROPRIATION

Using the cultural identity of a minority group with no recognition of the origin, significance, or context. Often financially benefits or disproportionately praises one group while putting down another (usually minorities) for the same thing.

DISMANTLE THE ROADBLOCKS



REFLECT: Think about how hearing a particular comment made you feel. How do you think it may have made people of different races feel, especially people of color? Notice if you felt any discomfort. Notice how it may have affected others.



RESEARCH: Learn more. Make notes, ask a non-POC friend to help you dig into the situation, look online for more resources, begin to see racism as something culturally and institutionally pervasive.



RESPOND: Address it when you hear a statement or see something that may harm someone in this space. Do no harm to the person being affected (silence can be harmful; over-reacting may not be welcome--check-in with the person first). Free speech doesn't mean free reign. Acknowledge that the conversation needed may be difficult, but necessary. Try to reach an understanding with the goal of encouraging new behavior.



RELATE: Being vigilant and taking risks can help deepen our relationship with others in this practice. Take accountability to co-create a community that is inclusive, diverse, and liberated.



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