

**EQUITY** is concerned with fairness. It's objective is to give everyone a fair shot at success, opportunities to acquire resources, and allow happiness to be pursued.

**EQUALITY** is concerned with justice. It's objective is the restructuring of society so that no caste is oppressed. Equity may be a stepping stone to equality. Both are needed to end systemic racism.

**SYSTEM** is an organized entity that exists for a purpose or that produces an outcome such as white domination of people of color.

**SYSTEMIC** refers to practices, policies, and procedures intrinsic to the system, something necessary for the system to work such as housing discrimination and police violence.

**SYSTEMATICALLY** refers to the implementation or operation of the system: how oppression is done. Also, as opposed to haphazardly or accidentally.

**INSTITUTIONAL** refers to practices, policies, and procedures tied to an actual institution. Oppression manifests in political, economic, religious, cultural, social, and familial institutions. Source for some of the above:

<https://www.writersdigest.com/write-better-fiction/systemic-vs-systematic-institutional-grammar-ules>

## **PRIVILEGE**

The term is problematic for a few reasons. For one, it is often seen as the problem most in need of addressing, obscuring the unequal institutional power that undergirds it. With that in mind, here is a definition.

- a. An unearned, unfair, and unjust advantage, immunity, permission, right, or benefit granted to or enjoyed by an individual, class, or caste.
- b. Such an advantage, immunity, or right held as a prerogative of status or rank, and exercised to the exclusion or detriment of others.

These can include respect, recognition, representation, and resources. Also: not being seen as a threat to or drain on the status quo, as intrinsically dangerous, destructive, or otherwise deleterious. Systemic advantage, or privilege, makes it easier to vote, get a job, avoid arrest and incarceration, and raise healthy children such as by having a home, clean indoor running water, and access to fresh food.

Source for some of the above: <https://www.thefreedictionary.com/privileges>

## **SYSTEMIC RACISM**

Systemic racism encompasses economic, political, social, and cultural structures, actions, and beliefs. The white supremacy and white power infused in systemic racism assumes white superiority individually, ideologically, and institutionally.

Source for some the above:

<https://theconversation.com/explainer-what-is-systemic-racism-and-institutional-racism-131152>

Resource: several videos on this site: <https://www.raceforward.org/videos/systemic-racism>

## **INDIVIDUAL RACISM**

Individual Racism refers to an individual's racist attitudes, assumptions, beliefs, or behaviors, acted out privately or publicly. Individual racism is connected to and learned from broader socio-economic histories and processes and is supported and reinforced by systemic racism. Because we live in such a culture of individualism, some people argue that their statements/ideas are not racist because they are just 'personal opinion.' Here, it is important to point out how individualism functions to erase hierarchies of power, and to connect unrecognized personal ideologies to larger racial or systemic ones. (That is, individualism can be used as a defensive reaction.) This is why it is crucial to understand systemic racism and how it operates.

Challenging individual racism without also working to end structural, systemic, and institutional racism maintains white supremacy.

Source for some of the above: <http://www.aclrc.com/forms-of-racism>

See also:

<https://robindiangelo.com/wp-content/uploads/2016/06/Anti-racism-handout-1-page-2016.pdf>

## **INSTITUTIONAL RACISM**

Institutional Racism is the systematic distribution of resources, power, and opportunity in our society to the benefit of people who are white and the exclusion of people of color.

Institutional racism is distinguished from the bigotry or racial bias of individuals by the existence of systematic policies and practices within institutions that effectually disadvantage certain racial or ethnic groups. Institutional racism can only exist in institutions where the power to enforce and perpetuate policies and practices is invested in white people. Certain housing contracts (such as restrictive covenants) and bank lending policies (such as redlining) are forms of institutional racism. Other examples include racial profiling by security and law enforcement workers, use of stereotyped racial caricatures by institutions (such as "Indian" mascots in sports), the under- and misrepresentation of certain racial groups in the media, and barriers to employment or professional advancement based on race.

Source: <https://www.racialequitytools.org/resourcefiles/institutionalracism.pdf>

## **STRUCTURAL RACISM**

In some contexts, this is used interchangeably with systemic racism.

a. Structural racism may refer to the ways a white supremacist system or institution is organized. Racist systems and institutions are arranged hierarchically and as a pyramid. This facilitates the accumulation and ownership of institutional power and resources by the few. It is also a complex and tiered structure with the top tiers being more valued, centralized, and stultified, and lower ones increasingly devalued, marginalized, and stigmatized.

b. Structural Racism in the U.S. is the normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color.

Source: <https://www.racialequitytools.org/resourcefiles/Definitions-of%20Racism.pdf>

### **REVERSE RACISM**

Reverse racism in the U.S. is a term designed to invisibilize white supremacy. Reverse racism does not exist structurally, systemically, or institutionally. Anyone can be bigoted about anyone else or any group, or carry biases or prejudices and do interpersonal harm with them. But in the U.S. there is no evidence of Black, Brown, Asian, Pacific Island, or Indigenous supremacy. No institutions mass produce those realities. No systems enforce them. Exceptional events, such as the election of President Barack Obama, prove the rule; they don't negate it. Seen another way, if across the span of 240 years of Black presidents, only one was white, the election of the one would not render Black supremacy non-existent. Policies to bring about equity are often called 'reverse racism' by people who pretend there is a level playing field, not a steep incline.

### **ANTIRACISM**

Organized, intentional individual and collective practices directly challenging white supremacy. Antiracism among white people includes accountability to activists of color working to change the status quo.

For more, see *How to Be an Antiracist*, by Ibram X. Kendi:

<https://www.ibramxkendi.com/how-to-be-an-antiracist-1>

### **MISOGYNOIR** (pronounced *miss-odge-en-WAHR*)

Hatred and oppression of Black women. These combine white and male supremacist violence in ways experienced by Black men and women of color but also in particular ways not experienced by either group. The term was coined by Moya Bailey.

For more, see here: <https://en.wikipedia.org/wiki/Misogynoir>

**POC** = people of color

**WOC** = women of color

**BIPOC** = Black, Indigenous, and People of color

See also:

<https://www.racialequitytools.org/resourcefiles/Definitions-of%20Racism.pdf>