

Common Definitions Worksheet

White Supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power and privilege.

Privilege is an historically based, institutionally perpetuated system of: (1) Preferential prejudice for and treatment of white people based solely on their skin color and/or ancestral origin from Europe; and (2) Exemption from racial and/or national oppression based on skin color and/or ancestral origin from Africa, Asia the Americas and Arab world.

Racism encompasses economic, political, social and cultural structures, actions and beliefs that systematize and perpetuate an unequal distribution of privileges, resources and power between white people and people of color.

A **Racist** is one whose behavior and perceptions of people of color is rooted in the explicit belief of white supremacy and uses racism to maintain privilege and power.

Intersectionality describes the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism and classism) combine, overlap or intersect especially in the experiences of marginalized individuals or groups. (multiple marginalized identities)

Prejudice is a pre-judgment in favor of or against a person, a group, an event, an idea or a thing. An action based on pre-judgment is discrimination. A negative pre-judgment is often called a stereotype. An action based on a stereotype is called bigotry. (What distinguishes this group of terms from all the others is that there is no power relationship necessarily implied or expressed by "prejudice," "discrimination," "stereotype" or "bigotry.")

White Fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear and guilt and behaviors such as argumentation, silence and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.

Micro-aggressions are described as "...brief and commonplace daily verbal, behavioral and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory or negative racial slights and insults to the target person or group."

Implicit Bias are attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner.

Code Switching describes the process of altering your language or behaviors in order to better assimilate or blend into a culture different from your own.

Stereotype Threat is triggered when we fear our performance will be interpreted as confirming a stereotype versus our actual ability.