Racial Prejudice + Misuse of Power by Systems and Institutions = Racism

Racial Prejudice = assumptions made about a group of people that share a cultural heritage

Racial Prejudice ≠ Racism

Ibram X. Kendi, author of *How to Be An Antiracist*
Gives these definitions on page 13

Racist: *One who is supporting a racist policy through their actions or inaction or expressing a racist idea.*

Anti-Racist: *One who is supporting an antiracist policy through their actions or expressing an antiracist idea.*
Racism’s Three Misuses of Power
Power Over/For/From
You must go deep to see beyond the surface of Racism’s Power

- Power over people of color, the ability to hurt/oppress
- Power for privileges to European-descent people/structures
- Power from all of us by socializing into us false internalized inferiority/superiority self images which destroy us all.

Racism is deeply rooted in global and national assumptions of society and our sense of self.
Early work of becoming Anti-Racist means looking beyond what is visible and seeing a whole interconnected system.
- When learning about a culture other than the one in which you were raised, you can google the stuff at the top of the iceberg.
- You will need honest relationships with people within the culture to find understanding beyond what you can read.
- Comparing cultures and making one superior to the other blocks your ability to see either culture fully and keeps you in your “blind spot”.