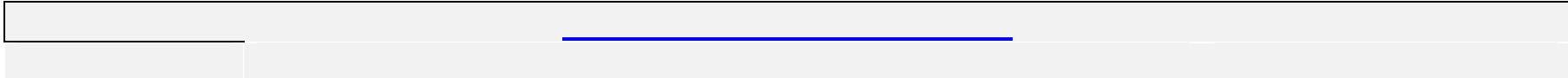| TERM	DEFINITION	SOURCE
ACCOUNTABILITY	In the context of racial equity work, accountability refers to the ways in which individuals and communities hold themselves to their goals and	

TERM	DEFINITION	SOURCE

TERM	DEFINITION	SOURCE
	avoid a group of Latino/a young people; locking their doors when they see African American families sitting on their doorsteps in a city neighborhood; or not hiring a person of } o } Œ µ• ^ P} u } š Zv]vš (o Œ]P Z • Accepting things as they are (a form of collusion).	
INSTITUTIONAL RACISM	Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomesavog0 G0.97 0.48004 52 Tf1 0 0 1 340.64 46	

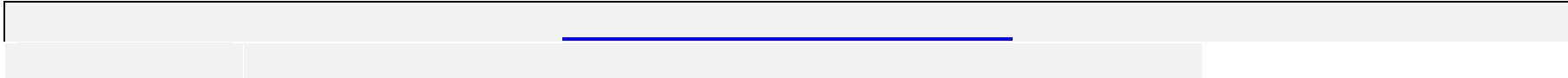| www.RacialEquityTools.org		
TERM	DEFINITION	SOURCE
	Resources Resources, broadly defined (e.g. money, time, etc.), are unequally in the hands and under the control of white people. Internalized racism is the system in place that makes it difficult for people of color to get access to resources for our own communities and to control the resources of our community. We learn to believe that serving and using resources for ourselves and our particular community is not serving "everybody." **Standards** With internalized racism, the standards for what is appropriate or "normal" that people of color accept are white people's or Eurocentric standards. We have difficulty naming, communicating and living up to our deepest standards and values, and holding ourselves and each other accountable to them. **Naming the problem** There is a system in place that misnames the problem of racism as a problem of or caused by people of color and blames the disease - emotional, economic, political, etc. - on people of color. With internalized racism, people of color might, for example, believe we are more violent than white people and not consider state-sanctioned political violence or the hidden or privatized violence of white people and the systems they put in place and support.	

INTERPERSONAL
RACISM MTO 161.33 2

www.RacialEquityTools.org		
TERM	DEFINITION	SOURCE

TERM	DEFINITION	SOURCE
	www.RacialEquityTools.org	
RACIAL EQUITY	Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.	Center for Assessment and Policy Development
RACIAL HEALING	To restore to health or soundness; to repair or set right; to restore to spiritual wholeness	Racial Equity Resource Guide, W. K. Kellogg Foundation, Michael R. Wenger, 2012
RACIAL IDENTITY DEVELOPMENT THEORY	Racial Identity Development Theory discusses how people in various racial groups and with multiracial identities form their particular self-concept. It also describes some typical phases in remaking that identity based on learning and awareness of systems of privilege and structural racism, cultural and historical meanings attached to racial categories, and factors operating in the larger socio-historical level (e.g. globalization, technology, immigration, and increasing multiracial population).	*New Perspectives on Racial Identity Development: Integrating Emerging Frameworks,* Charmaine L. Wijeyesinghe and Bailey W. Jackson, editors. NYU Press, 2012.

RACIAL INEQUITY

TERM	DEFINITION	SOURCE
	šZ hv]š ^š š •U ^‰]v[• • ššo u vš• šZŒ}µPZ} Apartheid government established by White Europeans in South Africa. Per Dino Gillio-tZ]š l ŒU ^^oni•ias•mof Eay be•oaid to be a structure, not an historic event, whose endgame is always the elimination of the Natives in order to acquire their land, which it does in countless seen and unseen ways. These š Zv]‹µ• Œ Á}À v šZŒ}µPZ}jsšous šZat all 7e[els of š]}v society. Manifest Destiny v šZ š]•U šZ h^[ ]Àv oÇ •višt] like a computer program always operating unnoticeably in the background. In this program, genocide and land dispossession are continually both justified and v] X_	
STRUCTURAL RACIALIZATION	Structural racialization connotes the dynamic process that creates cumulative and durable inequalities based on race. Interactions between individuals are shaped by and reflect underlying and often hidden structures that shape biases and create disparate outcomes even in the absence of racist actors or racist intentions. The presence of structural racialization is evidenced by consistent differences in outcomes in education attainment, family wealth and even life span.	Systems Thinking and Race Workshop Summary. john a. powell, Connie Cagampang Heller, and Fayza Bundalli. The California Endowment, 2011.
STRUCTURAL RACISM	1) The normalization and legitimization of an array of dynamics t historical, cultural, institutional and interpersonal t that routinely advantage Whites while producing cumulative and chronic adverse outcomes for people of color. Structural racism encompasses the entire system of White domination, diffused and infused in all aspects of society including its history, culture, politics, economics and entire social fabric. Structural racism is more difficult to locate in a particular institution because it involves the reinforcing effects of multiple institutions and cultural norms, past and present, continually reproducing old and producing new forms of racism. Structural racism is the most profound and pervasive form of racism t all other forms of racism emerge from structural racism. 2) For example, we can see structural racism in the many institutional, cultural and structural factors that contribute to lower life expectancy for African	1) **Racial Justice Action Education Manual**Applied Research Center, 2003. 2) **Flipping the Script: White Privilege and Community Building** Maggie Potapchuk, Sally Leiderman, Donna Bivens and Barbara Major. 2005.

www.RacialEquityTools.org		
TERM	DEFINITION	SOURCE

American and Native American men, compared to white men. These include

TERM

www.RacialEquityTools.org		
TERM	DEFINITION	SOURCE
WHITE SUPREMACY CULTURE	1. White Supremacy Culture refers to the dominant, unquestioned standards of behavior and ways of functioning embodied by the vast majority of institutions in the United States. These standards may be seen as mainstream, dominant cultural practices; they have evolved from the United Stat •[Z]•š}ŒÇ supremacy. Because it is so normalized it can be hard to see, which only adds to its powerful hold. In many ways, it is indistinguishable from what we might call U.S. culture or norms t a focus on individuals over groups, for example, or an emphasis on the written word as a form of professional communication. But it operates in even more subtle ways, by actually defining what ^v}Œu t v o]l Á]• U ÁZ š ^‰Œ}(••]}v oU_ ^ ((š]À white culture also def]v • ÁZ š]• v}š P}} U ^ š Œ]•U_ White culture values some ways t ways that are more familiar and come more naturally to those from a white, western tradition t of thinking, behaving, deciding, and knowing, while devaluing or rendering invisible other ways. And it does this without ever having to explicitly say so…

2. White supremacy culture is an artificial, historically constructed culture which expresses, justifies and binds together the United States white supremacy system. It is the glue that binds together white-controlled institutions into systems and white-controlled systems into the global white supremacy system. | 1. [Paying Attention to White Culture and Privilege: A Missing Link to Advancing Racial Equity](#) by Gita Gulati-Partee and Maggie Potapchuk, **The Foundation Review,** Vol. 6: Issue 1 (2014).
2. Challenging White Supremacy Workshop, Sharon Martinas Fourth Revision. 1995. |
| WHITENESS | 1. The term white, referring to people, was created by Virginia slave owners and colonial rules in the 17th century. It replaced terms like Christian and Englishman to distinguish European colonists from Africans and indigenous peoples. European colonial powers established whiteness as a legal }v ‰š (š Œ }v[• Z oo]}v]v íòóòU µŒ of European and African descent had united against the colonial elite. The legal distinction of white separated the servant class on the basis of skin color and continental origin. dZ Œ š]}v }(ZÁZ]š v ••[privileges to some, while denying them to others with the justification of biological and social inferiority. | 1. [Race: The Power of an Illusion, PBS](#)

2. White Fragility, R0 1 1Iagil |

www.RacialEquityTools.org		
TERM	DEFINITION	SOURCE
	2. Whiteness itself refers to the specific dimensions of racism that serve to elevate white people over people of color. This definition counters the dominant representation of racism in mainstream education as isolated in discrete behaviors that some individuals may or may not demonstrate, and goes beyond naming specific privileges (McIntosh, 1988). Whites are theorized as actively shaped, affected, defined, and elevated through their racialization and the individual and collective consciousness [formed with it (Whiteness is thus conceptualized as a constellation of processes and practices rather than as a discrete entity (i.e. skin color alone). Whiteness is dynamic, relational, and operating at all times and my myriad levels. These processes and practices include basic rights, values, beliefs, perspectives and experiences purported to be commonly shared by all, but which are actually only consistently afforded to white people.	