race — A social/political construct used to confer white privilege and social control, and which is not an actual genetic reality.

racism — A system of structuring opportunities and assigning value based on a social interpretation of how we look, i.e., our race.

racial equity — The condition that would be achieved if one’s racial identity no longer predicted, in a statistical sense, how one fares in society. Racial equity is more than the establishment of fair treatment, and fundamentally requires that past inequities be resolved so that the current conditions, and not just the treatment of people, cannot be predicted by race.

racial justice — The systematic fair treatment of people of all races through the proactive elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race.

social power — The ability to influence and shape the way people think about issues and themselves, and to inspire people to action.

structural racism — 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. 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. We see anti-Black structural racism as the foundational architecture for the strategies, tactics, tools and cultural worldviews that propagate and maintain racial oppression, repression and exclusion in the U.S. and the world.

white privilege — Having something of value that is denied to non-whites simply because of the group they belong to, rather than because of anything they’ve done or failed to do.

white superiority — The belief in the inherent racial superiority of the white “race.” White superiority is an ideology that helps achieve the goal of white supremacy.

white supremacy — 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.

Gratefully,
Kelly Kirby