RACISM

Is a system used to support the ideologies of:

Individualism
Capitalism
Democracy
Consumerism 1
Meritocracy

Our Current Reality of Thoughts and Actions	Our Resistance to Meaningful Change

Our Current Reality of Thoughts and Actions

Internalized Inferiority (Self-Hate)
Internalized Superiority (Entitlement)

Thoughts
Feelings
Stereotypes
Attitudes
Generalizations   2,3

PREJUDICE

Oppression
Ignoring
Exclusion
Threats
Ridicule
Slander
Violence (Emotional Intensifier)   4,5

DISCRIMINATION

Special Provisions
Oblivious to dominate cultural norms
Individual
Worth Validated
Economics
Power: Spiritual, Status, Physical, Appearance
Can avoid and live well with racism   6

PRIVILEGE

Immigration
Criminal Justice
Education
Civil Rights
Healthcare
Financial
Organizations

POLICIES

Our Resistance to Meaningful Change

White Supremacy Cultural Practices
(as normative) to defend and maintain
one's moral reputation & legitimization
of entitlement to resources*

Perfectionism

Sense of Urgency

Quantity over Quality

Worship of the Written Word

Only One Right Way

Paternalism

Either or Thinking

Power Hoarding

Fear of Open Conflict

Individualism

I'm the Only One

Progress Is Bigger & More

Objectivity

Right to Comfort

White Solidarity   7,8

Resistance Tactics:
Denial
Minimization
Blame
Lack of Intent
It's Over Now
Competing Victimization   9

Resistance Behaviors:
Demanding the oppressed be present for the dominant group to understand themselves.
Minimization of the 'isms' - saying 'others' are important
Talk about the problem without taking action
Instant solution that makes good sense—focused on what could be and not on how things are.
Target others for inappropriate comments and ideas.
Asking oppressed group to answer questions.
Claiming that the real problem is in another region.   10

Distancing Behaviors:
Realizing our identity and relation to power.
Our discomfort with the content and perspective.
Our discomfort with the process.
Our fear about losing.
Our fear of critical thinking.   11

* Cocoon of

Centrality   Superiority   Entitlement
Racial Apathy   Obliviousness
Identity of being good people free of racism   12

Racial Comfort

1) Robin DiAngelo, White Fragility, 2018, p. 21

2) dRWorks. www.dismantlingracism.org

3) Robin DiAngelo, White Fragility, 2018, p. 19

4) dRWorks. www.dismantlingracism.org

5) Robin DiAngelo, White Fragility, 2018, p. 20

6) Peggy McIntosh, Robert Terry, dRWorks. www.dismantlingracism.org

7) Tema Okun, dRWorks. www.dismantlingracism.org

8) Robin DiAngelo, White Fragility, 2018, pp. 57-58

9) Paul Kivel's *Uprooting Racism*, 1996, pp. 40-46, dRWorks. www.dismantlingracism.org

10) From Edler's unpublished paper *Distancing behaviors among white groups dealing with racism.* dRWorks. www.dismantlingracism.org

11) From Arnold, Burke, James, Martin, and Thomas' *Educating for a Change*, 1991, p. 134, dRWorks. www.dismantlingracism.org

12) Robin DiAngelo, White Fragility, 2018, p. 112