Understanding Racism

A Presentation for the Minority Student Achievement Advisory Committee (MSAAC)
Loudoun County Public Schools

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ally
antiracist
biracial
black
black lives matter
colonization
cultural appropriation
cultural competence
discrimination
disparities
diversity
equality
equality
ethnicity
explicit bias
implicit bias
inclusion
institutional racism

intersectionality
justice
marginalized
microaggression
multiracial
oppression
people of color
power
prejudice
privilege
racism
racist
stereotypes
systemic racism
structural racism
trigger
white fragility
whiteness
Developing an Antiracist Mindset  
October 27 or 29, 2020 | 4:30 PM via Zoom

Deconstructing Implicit Bias  
November 17 or 19, 2020 | 4:30 PM via Zoom

Deepening our Understanding of Systemic Racism  
December 15 or 17, 2020 | 4:30 PM via Zoom

Determining the Impact of Power and Privilege  
January 26 or 28, 2020 | 4:30 PM via Zoom

Dismantling Racial Disproportionality  
February 23 or 25, 2021 | 4:30 PM via Zoom

Designing Antiracist Student Supports  
March 23 or 25, 2021 | 4:30 PM via Zoom

Developing Sustainable Antiracist Environments  
April 27 or 29, 2021 | 4:30 PM via Zoom

Doing the Work: Allies, Accomplices, and Co-conspirators  
May 25 or 27, 2021 | 4:30 PM via Zoom
RACE
A grouping of humans based on shared physical or social characteristics.

RACISM
A system of advantages based on skin color; oppression that perpetuates inequities.
RACIST

A person who shows or feels discrimination or prejudice against people of other races; or who believes that a particular race is superior to another.

NOT RACIST

A person who does not show or feel discrimination or prejudice against people of other races; or who does not believe that a particular race is superior to another.
ANTIRACIST

One who **actively** engages in practices to dismantle systems that perpetuate inequities for students of color.
Racist

- Endorses the idea of racial **hierarchy**
- Believes problems are rooted in groups of **people**
- **Allows** racial inequalities to persevere

Antiracist

- Endorses the idea of racial **equality**
- Believes problems are rooted in **power and policies**
- **Confronts** racial inequalities
Antiracism in Action

ANALYZE  →  IDENTIFY  →  CHANGE

- Curriculum
- Discipline
- Access to academic programs
- Human Resource Practices
In a racist society it is not enough to be non-racist. We must be anti-racist.

—Angela Davis
Thanks!

Let’s stay connected.

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