

ANTI-RACIST RESOURCE GUIDE

RACISM, DEFINED

Racism describes a system of power and oppression/advantage and disadvantage based on race. **Structural racism** is a system, or series of systems, in which institutional practices, laws, policies, social- cultural standards, and socio-political decisions establish and reinforce norms that perpetuate racial group inequities (Lawrence, Keleher, 2004).

According to this definition, two elements are required in order for racism to exist: racial prejudice, and social power to codify and enforce this prejudice into an entire society (Bidol, 1970).

Racism = Prejudice + Power

Within the context of the United State of America, and other nations, structural racism takes the form of **white supremacy**; the preferential treatment, privilege, power, access, networks, and access to opportunities available to white people, which often designate communities of color to chronic adverse outcomes (Lawrence, Keleher, 2004).

Individual racism refers to a person's racist assumptions, beliefs, or behaviors. Individual racism stems from conscious and unconscious bias and is reinforced by structural racism. Examples include prejudice, xenophobia, internalized oppression and privilege, and beliefs about race influenced by the dominant culture (Lawrence, Keleher, 2004).

“It is important to understand that the system of advantage is perpetuated when we do not acknowledge its existence.”

— Beverly Daniel Tatum



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The Anti-Racist Resource Guide was created for anyone looking to broaden their understanding of anti-racism and get involved to combat racism, specifically as it relates to anti-Blackness and police violence. Within this guide, please find a variety of resources to explore practical ways to understand, explain, and solve seemingly intractable problems of racial inequity, white supremacy, police violence, & systemic injustice.

This document is a free resource but does require a great deal of labor to create and update. Should you wish to compensate this document's contributor, Victoria Alexander, please find her on Venmo at victoriaalxndr, and on CashApp at \$victoriaalxndr Please share widely to your friends, family, students, & colleagues. Thank you for leaning into this work.

