Racial Justice Glossary
Journey Toward Racial Justice
The North Texas Conference of the United Methodist Church

Advantage   A leg up, a gain, a benefit.[1]

Ally   Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression.[2]

Bias   Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.[3]

Bigotry   Intolerant prejudice that glorifies one's own group and denigrates members of other groups.[4]

Black/Blackness   A historically racialized category applied to those of African descent, but also to other groups throughout history (Jews, Irish, Southern Europeans, etc.). Also, a term which is positively taken-on by many of African ancestry as a way of identifying with the diversity of the Black Diaspora around the globe. At present, a description more often preferred by individuals than African-American, which commonly applies to those whose ancestors were enslaved Africans who were taken against their will to what is now the United States of America.[5]

BIPOC   Acronym for Black, Indigenous (American Indian), Person of Color communities.

Black Lives Matter   A political movement to address systemic and state violence against African Americans. Per the Black Lives Matter organizers: "In 2013, three radical Black organizers—Alicia Garza, Patrisse Cullors, and Opal Tometi—created a Black-centered political will and movement building project called #BlackLivesMatter. It was in response to the acquittal

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[1] DismantlingRacism.org
[2] OpenSource Leadership Strategies, "The Dynamic System of Power, Privilege and Oppressions." And, Center for Assessment and Policy Development.
[3] General Comission on Religion and Race, The United Methodist Church, 2008.
[4] National Conference for Community and Justice - St. Louis Region. Unpublished handout used in the Dismantling Racism Institute program.
[5] JTRJ Team

of Trayvon Martin's murderer, George Zimmerman. The project is now a member-led global network of more than 40 chapters. [Black Lives Matter] members organize and build local power to intervene in violence inflicted on Black communities by the state and vigilantes. Black Lives Matter is an ideological and political intervention in a world where Black lives are systematically and intentionally targeted for demise. It is an affirmation of Black folks' humanity, our contributions to this society, and our resilience in the face of deadly oppression."[6]

Cultural intelligence At its heart, cultural intelligence is the belief that every one of us has a primary cultural language that scripts our behavior and communication. But we can learn "new" languages. And the more languages we speak, the more effective our communication becomes.

Cultural Intelligence is about knowing the communication needs of the people we are in relationship with so that we can work together more authentically and effectively. To do this we have to be aware of our own invisible cultural scripts and know that our biases can blind us and prevent us from successfully engaging in cross-cultural relationships and ministry.[7]

Discrimination Treatment of a person or particular group of people differently, in a way that is worse than the way people are usually treated.[8]

Diversity Many different types of people being included in something; a range of different people.[9]

Equality (Racial) Racial equality is the belief that individuals, regardless of how they are racially categorized, are morally, politically, and legally equal and should be treated as such. Furthermore, it is the belief that different racial groups, as groups, are equal, with none being inherently superior or inferior in intelligence, virtue, or beauty.[10]

Equity (Racial) As an outcome, racial equity is achieved when race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live. As a process, racial equity is when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

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[6] Black Lives Matter, "Herstory."
[7] https://ntcumc.org/leadership-development/clergy/cultural-intelligence
[8] GCORR, 2008.
[9] GCORR, 2008
[10] Adapted from Encyclopedia.com Definition

When racial equity is achieved:

· People, including people of color, are owners, planners, and decision-makers in the systems that govern their lives.

· We acknowledge and account for past and current inequities, and provide all people, particularly those most impacted by racial inequities, the infrastructure needed to thrive.

· Everyone benefits from a more just, equitable system.[11]

Explicit bias   Refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expressions arise as the direct result of a perceived threat.[12]

Fragility (White)   A state in which even small amounts of racial stress, like bringing up racism in conversation, become intolerable. This sets-off a range of defensive reactions. Reactions include the display of emotions "such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium."[13]

Implicit bias   The tendency to process information based on unconscious associations and feelings, even when these are contrary to one's conscious or declared beliefs.[14]

Inclusion   The act of being included and welcomed to fully participate in a group.[15]

Internalized Racism   The situation that occurs in a racist system when a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures and ideologies that undergird the dominating group's power. It involves four essential and interconnected elements:

· *Decision-making* - Due to racism, people of color do not have the ultimate decision-making power over the decisions that control our lives and resources. As a result, on a personal level, we may think white people know more about what needs to be done for us than we do. On an interpersonal level, we may not support each other's authority and power - especially if it is in opposition to the dominating racial group. Structurally,

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[11] Adapted from The Center for Social Inclusion

[12] Adapted and Edited from Training Manual for Cultural Intelligence Training, General Commission on Religion and Race. 6.19.2020.

[13] Adapted from Robin DiAngelo, web introduction to White Fragility: Why It's So Hard for White People to Talk about Racism (Boston: Beacon Press, 2018). https://robindiangelo.com/publications/

[14] Adapted and Edited from Training Manual for Cultural Intelligence Training, General Commission on Religion and Race. 6.19.2020.

[15] JTRJ Team

there is a system in place that rewards people of color who support white supremacy and power and coerces or punishes those who do not.

· *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.[16]

Intersectionality that individuals have individual identities that intersect in ways that impact how they are viewed, understood, and treated. Black women are both black and women, but because they are *black women*, they endure specific forms of discrimination that black men, or white women, might not.[17]

Justice (Racial) The proactive (and systematic) reinforcement of polices, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.[18]

Microaggressions The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely on their marginalized group membership.[19]

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[16] Internalized Racism: A Definition, Donna Bivens, Women's Theological Center. 1995

[17] "The Intersectionality Wars," *Vox*, May 28, 2019. https://www.vox.com/the-highlight/2019/5/20/18542843/intersectionality-conservatism-law-race-gender-discrimination

[18] Catalytic Change: Lessons Learned from the Racial Justice Grantmaking Assessment Report, Philanthropic Initiative for Racial Equity and Applied Research Center, 2009.

[19] GCORR, 2008.

Oppression The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group. Rita Hardiman and Bailey Jackson state that oppression exists when the following 4 conditions are found:

- the oppressor group has the power to define reality for themselves and others,
- the target groups take in and internalize the negative messages about them and end up cooperating with the oppressors (thinking and acting like them),
- genocide, harassment, and discrimination are systematic and institutionalized, so that individuals are not necessary to keep it going, and,
- members of both the oppressor and target groups are socialized to play their roles as normal and correct.
- Oppression = Power + Prejudice[20]

Persons of Color (POC) **"**Often the preferred collective term for referring to non-White racial groups. Racial justice advocates have been using the term "people of color" (not to be confused with the pejorative "colored people") since the late 1970s as an inclusive and unifying frame across different racial groups that are not White, to address racial inequities. While "people of color" can be a politically useful term, and describes people with their own attributes (as opposed to what they are not, e.g., "non-White"), it is also important whenever possible to identify people through their own racial/ethnic group, as each has its own distinct experience and meaning and may be more appropriate."[21]

Prejudice An attitude based on limited information, often on stereotypes. Prejudice is usually, but not always, negative. Positive and negative prejudices alike, especially when directed toward oppressed people, are damaging because they deny the individuality of the person. In some cases, the prejudices of oppressed people ("you can't trust the police") are necessary for survival. No one is free of prejudice. Negative Examples: Women are emotional. Asians are good at math.[22]

Police Brutality Pertaining to race, the disproportionate and unnecessary use of policing and police violence and weaponry to enforce laws.[23]

Privilege Special advantage or authority possessed by a particular person or group.[24]

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[20] DismantlingRacism.org
[21] Race Forward, "Race Reporting Guide"
[22] DismantlingRacism.org
[23] JTRJ Team
[24] GCORR, 2008.

Race

- Race is a social and political concept, not a scientific one.

- Even though this is true, race is a powerful political, social, and economic force. Race was and is constructed for social and political purposes, in large part to divide and conquer poor and working white people from poor and working People and Communities of Color..

- The term 'white' was constructed to unite certain European groups living in the U.S. who were fighting each other and at the same time were a numerical minority in comparison to the numbers of African slaves and Native peoples.

- In order to justify the idea of a white race, every institution in this country was and is used to prove that race exists and to promote the idea that the white race is at the top of the racial hierarchy and all other races are below, with the Black race on the bottom. All institutions were and are used to promote the idea of white supremacy.

- All European immigrants did not and do not become white at the same time (Irish, Italians, Jews). Becoming white involves giving up parts of your original culture in order to get the advantages and privileges of belonging to the white group.

- This process continues today.[25]

Racism
- Racism = race prejudice + social and institutional power
- Racism = a system of advantage based on race
- Racism = a system of oppression based on race
- Racism = a white supremacy system

Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.[26]

Reparations From root word for "repair." Governments have a legal duty to acknowledge and address widespread or systematic human rights violations, in cases where the state caused the violations or did not seriously try to prevent them. Reparations initiatives seek to address the harms caused by these violations, sometimes over generations. They can take the form of compensating for the losses suffered, which helps overcome some of the consequences of

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[25] DismantlingRacism.org
[26] DismantlingRacism.org

abuse. They can also be future oriented—providing rehabilitation and a better life to victims—and help to change the underlying causes of abuse. Reparations publicly affirm that victims are rights-holders entitled to redress. In this case, the decedents of those Black persons held captive in chattel slavery, and then systematically abused since the Redemption Era after Reconstruction.[27]

Reconstruction   The period after the Civil War, 1865 - 1877, was called the Reconstruction period. Reconstruction was Abraham Lincoln's plan for the reconstruction of the South during the Civil War as Union soldiers occupied huge areas of the South. He wanted to bring the Nation back together as quickly as possible and in December 1863 he offered his plan for Reconstruction which required that the States new constitutions prohibit slavery. This included the Thirteenth Amendment formally abolishing slavery.

·   Andrew Johnson, Lincoln's Vice President, briefly continued Lincoln's policies after Lincoln's assassination and in May 1865 announced his own plans for Reconstruction which included a vow of loyalty to the Nation and the abolition of slavery that Southern states were required to take before they could be readmitted to the Nation.

·   Black codes were adopted by midwestern states to regulate or inhibit the migration of free African-Americans to the midwest. Cruel and severe black code laws were adopted by southern states after the Civil War to control or reimpose the old social structure. Southern legislatures passed laws that restricted the civil rights of the emancipated former slaves. Mississippi was the first state to institute laws that abolished the full civil rights of African-Americans. "An Act to Confer Civil Rights on Freedmen, and for Other Purposes," a very misleading title, was passed in 1865. Other states quickly adopted their own versions of the codes, some of which were so restrictive that they resembled the old system of slavery such as forced labor for various offenses.

·   The Bureau of Refugees, Freedmen and Abandoned Lands (or the Freedmen's Bureau) was organized to provide relief and assistance to the former slaves, including health services, educational services, and abandoned land services.

·   In 1866, the Civil Rights Act was passed by Congress which outlined a number of civil liberties including the right to make contracts, own and sell property and receive equal treatment under

the law.

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[27] JTRJ Team

·   Congress passed the Fourteenth Amendment in 1867. The amendment was designed to provide citizenship and civil liberties to the recently freed slaves.

·   The first Reconstruction Act was passed by Congress on March 2, 1867. Five military districts each under the leadership of a prominent military general were carved out in the south and new elections were held which allowed the vote to black males. More than 100 black people held public office after the Civil War.[28]

Redemption & Jim Crow   The era from 1873 to 1977 in which Southern whites used violence by paramilitary organizations like the Ku Klux Klan and others, political intrigue and intimidation, as well as back room deals to end Reconstruction and re-establish white supremacy as Federal troops and oversight left the South. Jim Crow was a pejorative term for Black persons, and which came to mean sets of laws established by Southern whites to dismantle Reconstruction, suppress Black (and poor white) voting, erase Black (and multiracial) political and economic gains, and enforced strict segregation laws that affected nearly every facet of daily life. Jim Crow laws continued to be enforced until 1968, but new attempts to achieve their goals continued.[29]

Social & Institutional Power
- access to resources
- the ability to influence others
- access to decision-makers to get what you want done
- the ability to define reality for yourself and others[30]

System
- an interlocking set of parts that together make a whole
- an established way of doing something, such that things get done that way regularly and are assumed to be the 'normal' way things get done
- runs by itself; does not require planning or initiative by a person or group[31]

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[28] Adapted from compilation by Howard University Library, Paul Finkleman. "Black Codes," in *Encyclopedia of African-American Culture and History*. v.1. New York: Macmillan Library Reference, USA, 1996. Eric Foner, "Carpetbaggers," in *Encyclopedia of African-American Culture and History.* v.1. New York: Macmillan Library Reference USA, 1996 "Reconstruction," in *Encyclopedia of African American Culture and History.* v.4. New York: Macmillan Library Reference USA, 1996. http://www.howard.edu/library/reference/guides/reconstructionera/

[29] Adapted from The Equal Justice Initiative, https://eji.org/news/history-racial-injustice-jim-crow-laws/.

[30] DismantlingRacism.org

[31] DismantlingRacism.org

Stereotype An idea that is used to describe a particular type of person or thing, or a person thought to represent such an idea; a set idea that people have about what someone or something is like, especially an idea that is wrong.[32]

White/Whiteness A racial category commonly applied to persons of light skin and those of European ancestry, but which has also been selectively applied to those who conform to socio-economic standards of behavior and appearance. For instance, Irish, Jews, and Italians were at one time not considered white, but are for the most part today. Whiteness conveys power and opportunity in a racist/white supremacist system. The system may confer whiteness because of achievements (education, wealth, power, etc) or perception (dress, dialect, behavior, hair texture, skin tone, etc.) on "non-whites," thereby erasing or making inferior the value of difference and Blackness. This is sometimes referred to as "passing (as white)." [33]

White Supremacy The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions. While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worth less), immoral, bad, and inhuman and "undeserving." The term "white supremacy" also refers to a political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.[34]

Woke/Wokeness A now seldom used term that refers to a state of being awakened to and fighting against the realities of racism and white supremacy. With roots in African-American music and culture, the word was widely appropriated in the 2010's. The word term has in the late 2010's been dropped from use, due to its being co-opted by would-be white allies as a way to virtue signal without doing the work of untangling themselves from systemic racism. Opponents of racial justice now use the term pejoratively.[35]

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[32] GCORR, 2008.

[33] Fiser & Adapted from Ibram X. Kendi, *General Reading of Stamped from the Beginning: The Definitive History of Racist Ideas* (New York: Bold Type Books, 2016).

[34] DismantlingRacism.org

[35]Adapted from NPR's Sam Sanders, "It's Time to Put Woke to Sleep"