

# Addressing Racism: A Road Map for Action

## Key Terms

### Anti-Racism

The act of opposing racism and white supremacy in all its forms—even the racism that exists within you and the forms you perpetuate with your behaviors.

### Anti-Racist

One who supports anti-racist policies or behaviors through their actions or by expressing ideas that oppose racism and white supremacy in all its forms.

### Bias

An inclination or tendency based on one's experiences or associations that results in judgment without question.

### Ethnicity

A category of people who identify with each other based on similarities such as common ancestry, language, culture, or nationality, e.g., Hispanic vs. Non-Hispanic

### Equity

Freedom from bias or favoritism; a state of fairness where no one is disadvantaged due to socially determined circumstances.

### Intersectionality

Intersections of race, gender, class, ability, sexual orientation, sexual identity, and other dimensions of diversity that affect individual experiences.

### Identity Privilege

The societal advantage that operates on personal, interpersonal, cultural, and institutional levels and gives advantages and benefits to members of dominant groups at the expense of members of target groups.

### Microaggressions

Painful remarks, questions, or actions that result from an individual's biases against members of a group that has been historically marginalized, discriminated against, or subject to stereotypes.

### Non-Racist

Passive rejection of, opposition to, and disassociation from behaviors, discourses, and ideologies that are considered racist.

### Race

The historical classification of humans into groups based on physical traits, ancestry, genetics, or social relations.

### Racism

Prejudice or discrimination against someone based on a preconceived notion of superiority.

### Social Determinants of Health

The conditions in which people are born, live, work, grow, and age that are shaped by the distribution of money, power, and resources at global, national, and local levels.

### Systemic Racism

The power of one group to carry out 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.

### Unconscious Bias

Mental associations without awareness, intent, or control that often conflict with our attitudes, behaviors, and intentions.

### White Fragility

Defensive moves that white people make when challenged racially, characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence.

### White Privilege

Societal advantage that comes with being seen as the norm in America, automatically conferred irrespective of wealth, gender, or other factors.

### White Supremacy

The ideology that white people and their beliefs, actions, and ideas are superior to those of Blacks and other people of color.

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### Sources

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