

PRESENTER



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National Campaign Against Racism

Name racism

Ask "How is racism operating here?"

Organize and strategize to act

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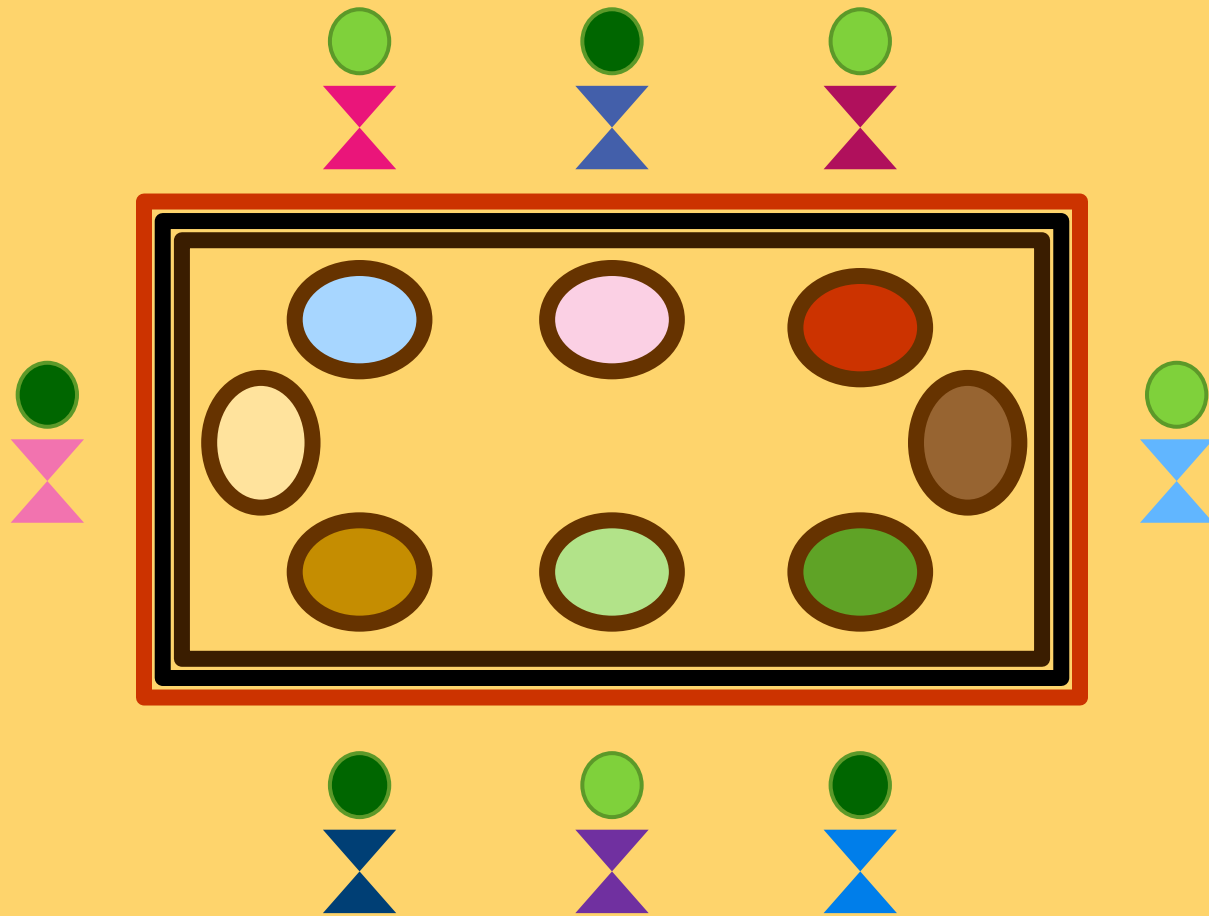
Name racism

Ask "How is racism operating here?"

Organize and strategize to act

Dual Reality: A restaurant saga





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I looked up and noticed a sign . . .

OPEN

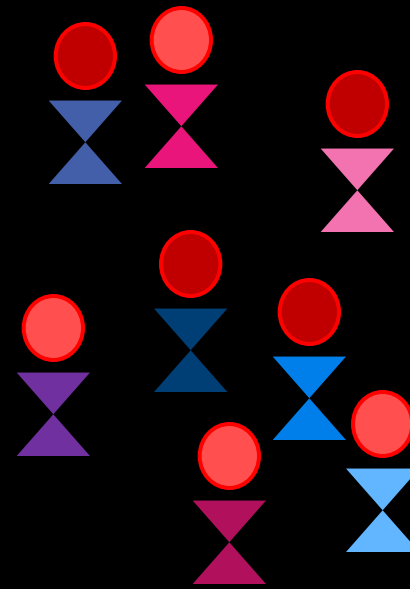
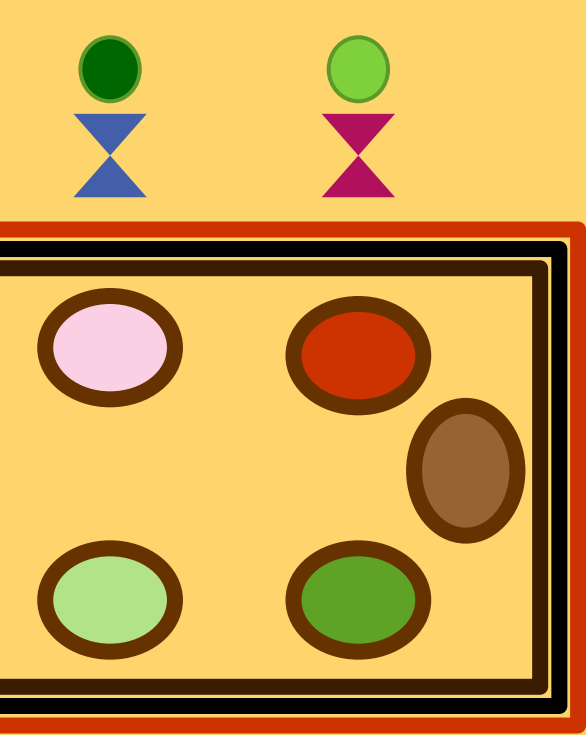




CLOSED

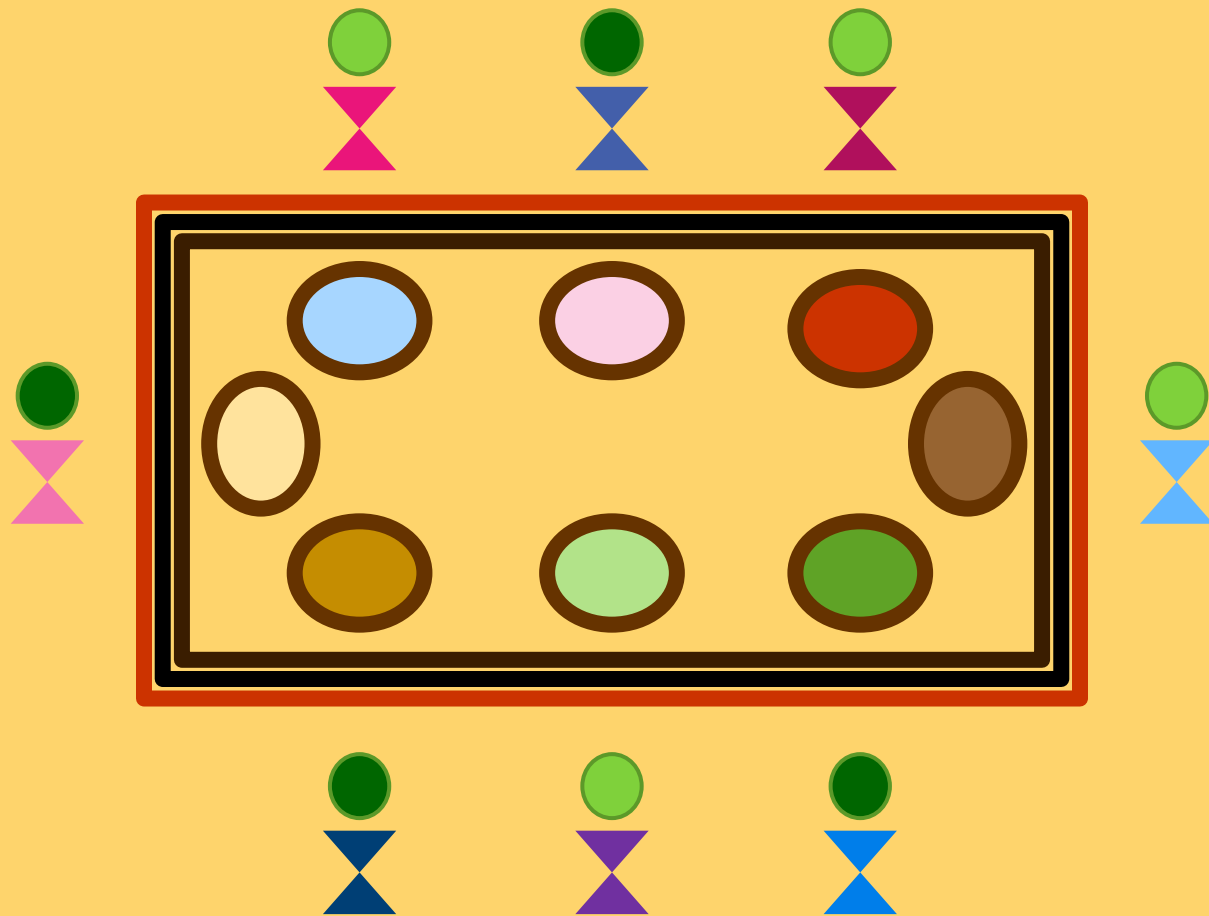


Racism structures “Open/Closed”
signs in our society.



It is difficult to recognize a system of inequity that privileges us.

Those on the outside are very aware of the two-sided nature of the sign.



Is there really a two-sided sign?

Hard to know, when only see “Open”.
A privilege not to HAVE to know.
Once DO know, can choose to act.

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A system

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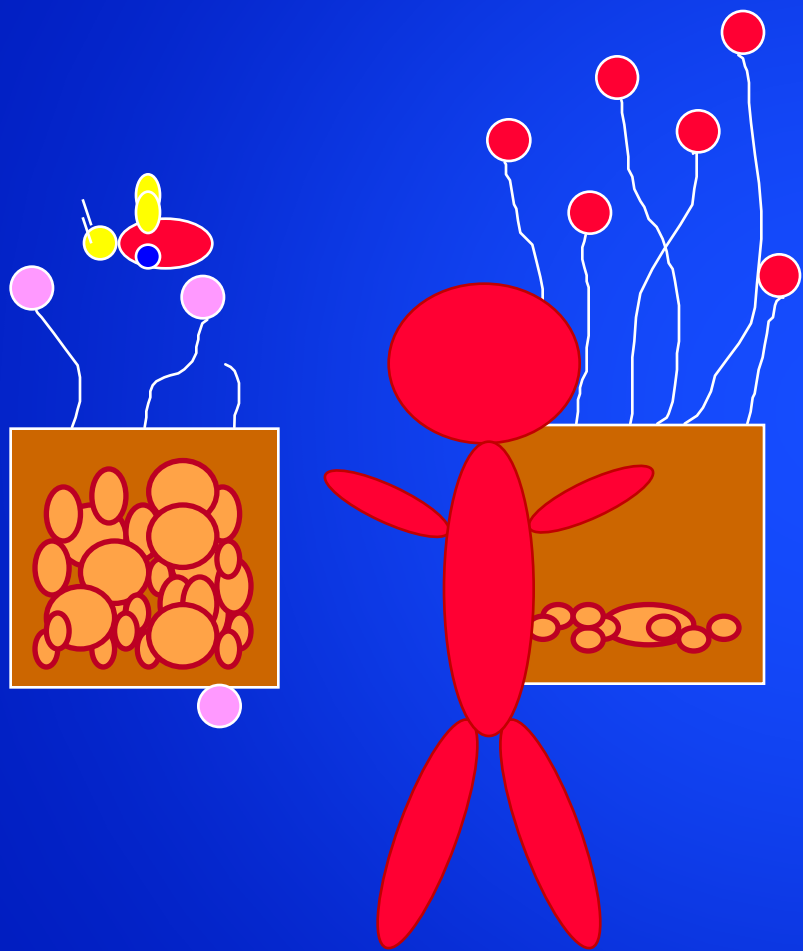
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What is racism?

A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that

- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
- Saps the strength of the whole society through the waste of human resources



**Levels of racism:
A theoretic framework and
A Gardener's Tale**

Jones CP

Am J Public Health
2000;90(8):1212-1215

<https://www.youtube.com/watch?v=1QFCcChCSMU>