

I too Am America...Understanding the foundation of hate and how it intersects with race and gender.

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## RESOURCES

**Project Implicit** came about when research from a team of scientist produced new ways of understanding stereotypes, attitudes, and other hidden biases that influence our perception, judgment, and actions. Below are some links to test that you can take, free of charge

**PROJECT IMPLICIT TESTS:** <https://implicit.harvard.edu/implicit/selectatest.html>

**PROJECT IMPLICIT BLINDSPOT/RACE TEST:**  
<https://implicit.harvard.edu/implicit/user/agg/blindspot/indexrk.htm>

**PROJECT IMPLICIT HEALTH PHYSICAL AND MENTAL:**  
<https://implicit.harvard.edu/implicit/user/pih/pih/index.jsp>

**KIRWAN INSTITUTE FOR THE STUDY OF RACE AND ETHNICITY: IMPLICIT BIAS MODULE SERIES:** You can do these modules at your own pace and can receive a certificate of completion at the end. This is free of charge:

<https://kirwaninstitute.osu.edu/implicit-bias-training>

**THE BIPOC PROJECT:**

<https://www.thebipocproject.org/>

### **Racial Equity Tools Glossary of Terms**

<https://www.racialequitytools.org/glossary>

This link takes you to the sitemap for the **Racial Equity Tools** page. It breaks down information that can be found under each title and by clicking on the different topics it will take you to a webpage about that topic. This is a useful tool to navigate the website:

[https://drive.google.com/file/d/1v6pl16YdDty4cJImXRekbUha0\\_yqxkaL/view](https://drive.google.com/file/d/1v6pl16YdDty4cJImXRekbUha0_yqxkaL/view)

### **500 YEARS OF THE RACIAL WEALTH GAP**

<https://express.adobe.com/page/cUtL2PKhbDwEt/?page-mode=present>

**National Institutes of Health: Office of Equity, Diversity and Inclusion; Sexual & Gender Minority**

<https://www.edi.nih.gov/people/sep/lgbti/safezone/terminology>

### **LGBTQ+ GLOSSARY**

<https://pflag.org/glossary/>

## GLOSSARY OF TERMS

### **Anti-Racism**

Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.

### **Anti-Racist**

An anti-racist is someone who is supporting an antiracist policy through their actions or expressing antiracist ideas. This includes the expression of ideas that racial groups are equals and do not need developing, and supporting policies that reduce racial inequity.

### **Equity**

To treat everyone fairly. An equity emphasis seeks to render justice by deeply considering structural factors that benefit some social groups/communities and harm other social groups/communities. Sometimes justice demands, for the purpose of equity, an unequal response.

### **Gender Identity**

A person's deeply held core sense of self in relation to gender. Gender identity does not always correspond to biological sex. People become aware of their gender identity at many different stages of life, from as early as 18 months and into adulthood. Gender identity is a separate concept from sexuality and gender expression.

### **Transgender**

Often shortened to trans, from the Latin prefix for "on a different side as." A term describing a person's gender identity that does not necessarily match their assigned sex at birth.

### **Cisgender**

A term (pronounced *sis-gender*) used to refer to an individual whose gender identity aligns with the sex assigned to them at birth. The prefix cis- comes from the Latin word for "on the same side as." People who are both cisgender and heterosexual are sometimes referred to as "cishet" (pronounced *sis-het*) individuals. The term cisgender is not a slur. People who are not trans should avoid calling themselves "normal" and instead refer to themselves as cisgender or cis.

### **Privilege**

Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.

### **Microaggression**

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 upon their marginalized group membership.

### **Internalized racism**

Internalized racism lies within individuals. This type of racism comprises our private beliefs and biases about race and racism, influenced by our culture. This can take many different forms including: prejudice towards others of a different race; internalized oppression—the negative beliefs about oneself by people of color; or internalized privilege—beliefs about superiority or entitlement by white people.

### **Interpersonal racism**

Interpersonal racism (personally mediated) occurs between individuals. This is the bias that occurs when individuals interact with others and their personal racial beliefs affect their public interactions.

### **Institutional racism**

Institutional racism occurs within institutions and systems of power. This refers to the unfair policies and discriminatory practices of particular institutions (schools, workplaces, etc.) that routinely produce racially inequitable outcomes for people of color and advantages for white people. Individuals within institutions take on the power of the institution when they reinforce racial inequities.

### **Structural racism**

Structural racism is racial bias among institutions and across society. This involves the cumulative and compounding effects of an array of societal factors, including the history, culture, ideology and interactions of institutions and policies that systematically privilege white people and disadvantage people of color.

### **White Fragility**

A state in which even a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves. These moves include the outward 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.

### **Xenophobia**

Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that immigrants are inferior to the dominant group of people. Xenophobia is reflected in interpersonal, institutional, and systemic levels oppression and is a function of White supremacy.

### **Antisemitism**

Prejudice against or hatred of Jews

### **Islamophobia**

An extreme fear of and hostility toward Islam and Muslims, and those perceived as Muslims, which often leads to hate speech, hate crimes, as well as social and political discrimination.

## Videos and websites

### Black Codes

<https://www.history.com/topics/black-history/black-codes>

### Virtual Jamestown: Laws on Slavery

<http://www.virtualjamestown.org/laws1.html>

**What is a microaggression? 15 things people think are fine to say at work — but are actually racist, sexist, or offensive.**

<https://www.businessinsider.com/microaggression-unconscious-bias-at-work-2018-6#youre-transgender-wow-you-dont-look-like-it-at-all-3>

<https://www.careercontessa.com/advice/microaggressions-at-work/#types>

**Antisemitism Explained — United States Holocaust Memorial Museum (ushmm.org)**

<https://www.ushmm.org/antisemitism/what-is-antisemitism/explained>

### What is Antisemitism?

<https://www.youtube.com/watch?v=qdvTtKCCZGo&t=2s>

**Countering and Dismantling Islamophobia: A Comprehensive Guide for Communities and Individuals**

<https://www.ispu.org/countering-islamophobia/>

### What is Islamophobia?

<https://www.youtube.com/watch?v=2pFJarUuI-k>

### Anti-Racism Resources

<https://diversity.unc.edu/anti-racism-resources/>

### 4 Levels of Racism

<https://www.cacgrants.org/assets/ce/Documents/2019/FourLevelsOfRacism.pdf>

### Japanese-American Internment

<https://www.trumanlibrary.gov/education/presidential-inquiries/japanese-american-internment>

**The Impact of Words and Tips for Using Appropriate Terminology: Am I Using the Right Word?  
NATIONAL MUSEUM OF THE AMERICAN INDIAN: SMITHSONIAN**

<https://americanindian.si.edu/nk360/informational/impact-words-tips>

**Videos of Black American Home Appraisals**

<https://www.indystar.com/story/money/2021/05/13/indianapolis-black-homeowner-home-appraisal-discrimination-fair-housing-center-central-indiana/4936571001/>

<https://youtu.be/wi3QdHBs-eM>

[\(174\) Homeowner's appraisal doubled after she hid Black identifiers - YouTube](#)

[\(174\) “Lowballed” documentary investigates alleged home appraisal bias | Nightline - YouTube](#)

[\(174\) Florida couple erases 'blackness' from home, appraisal jumps 40% - YouTube](#)

**How the GI Bill’s Promise Was Denied to a Million Black WWII Veterans**

<https://www.history.com/news/gi-bill-black-wwii-veterans-benefits>

