



Am I an Anti-Racist?

"...to be effective in anti-racism work, you must have examined yourself and thought long and hard about where you are coming from." – Training for Racial Equity and Inclusion: A Guide to Selected Programs

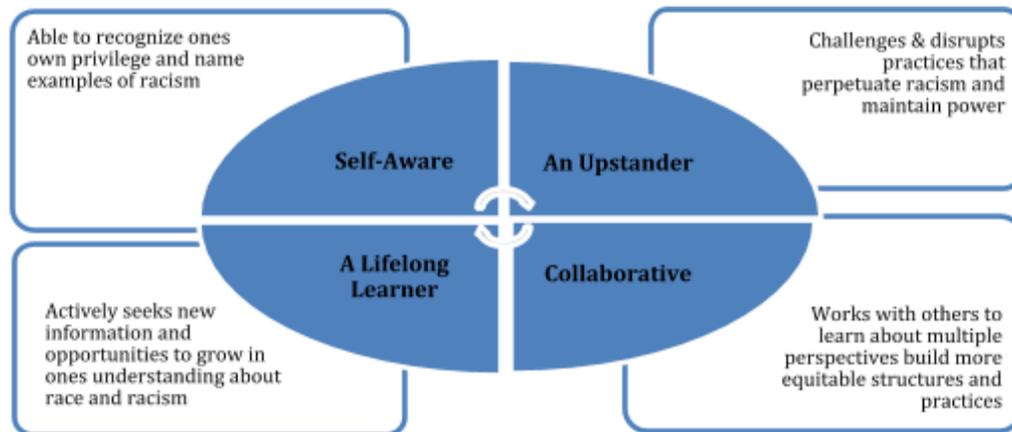
Background

In 2019, the School Board unanimously voted to adopt the ACPS [anti-racism policy](#). The policy was drafted by a group of student leaders and speaks to the steps that will be taken to eliminate racism in the division. As part of ACPS' commitment to establish and sustain an equitable community that achieves the division's equity mission to end the predictive value of race and ensure each individual student's and staff's success, we are committed to providing faculty and staff with the tools they need to understand and interrupt systemic racism. This document is one such tool.

What does it mean to be an Anti-Racist?

An Anti-Racist is someone who practices identifying, challenging, and changing the values, structures, and behaviors that perpetuate systemic racism (qtd from *The Government Alliance on Race and Equity*)

Characteristics/Roles of an Anti-Racist?



Common FAQs

1. What's the difference between culturally responsive teaching and anti-racism teaching?

In ACPS, we define culturally responsive teaching as validating the cultural lenses of all students while reflecting on our cultural lenses, teaching to and through culture, and building positive learning partnerships with students and families. Whereas, anti-racist teaching confronts prejudice through practices such as the discussion of past and present racism, stereotyping, and discrimination in society. It also teaches the economic, structural and historical roots of inequality (McGregor 1993, 2).¹

2. I don't believe I am a racist. Can I still perpetuate racist behavior?

Yes, while a person can strive to overcome bias and prejudice, actively working to recognize and help to dismantle structures and practices that intentionally and/or unintentionally disadvantage historically marginalized people is a much more complex goal. Our ACPS policy is designed to help us work towards this goal together.

3. Where can I access resources (i.e., self-assessment, book recommendations, trainings) on this topic?

¹ McGregor, J. "The Effect of Role Playing and Anti-Racist Teaching on Student Racial Prejudice: A Meta Analysis of Research." *Journal of Educational Research* 86, no. 4 (1993): 215-226.

Visit the [Anti-Racism Policy](#) page located on the ACPS website.

Anti-Racism Definitions from a Human Rights Framework

*This is merely a snapshot of terms, to view a more comprehensive list visit: <https://www.racialequitytools.org/resourcefiles/olcese.pdf> ²

1. **Ally** – A member of a dominant group who works to dismantle oppression from which s/he benefits.
2. **Anti-racism** – The act of interrupting racism.
3. **Anti-Semitism** – A belief that Jewish people are an inferior race.
4. **Assimilation** – Adopting the characteristics and values of the dominant group.
5. **Colonization**: The violent taking of land, wealth, labor of indigenous peoples through domination & conquest leading to their extermination & the Transatlantic slave trade which created a permanent underclass based on race and gender.
6. **Colorism** – Favoritism toward light-skinned people of color.
7. **Cultural Appropriation** – The taking of another group’s cultural knowledge, traditions or practices to use for self-benefit. Objectifies and commodifies while ignoring the group’s political struggles.
8. **Discrimination** – Denial of opportunities. Different treatment. Granting advantages to one group while denying opportunities to another.
 - **Individual Discrimination** – perpetuated by an individual.
 - **Structural Discrimination** – perpetuated by an institution through tradition or custom.
 - **Organizational Discrimination** – perpetuated by individuals but reinforced by established rules, policies and practices.
9. **Eurocentric** – A perspective centered on a Western worldview that has become intrinsic to the American cultural identity.
10. **Heterosexism** – A system of advantage based on sexual orientation.
11. **Homophobia** – Fear based on heterosexual values.
12. **Inequality** – Unequal power relationship.
 - **Temporary Inequality** – Temporary power-over relationship. Socially defined superior and inferior groups. Superior group has responsibility to “raise up” inferior group and to eventually end the relationship of inequity.
 - **Permanent Inequality** – Permanent power-over relationship. Superiors enforce inequity and do not help inferiors. No goal to end inequality.
13. **Institutional Racism** – A system of advantage based on race rooted in and reinforced by cultural, political, economic and educational foundations. Never accidental.
14. **Internalized Oppression** – Internalized belief of racial inferiority about own racial group.
15. **Internalized Sexism** – Internalized belief of gender inferiority based on gender.
16. **Intersectionality** – The intersection where multiple forms of oppression come together.
17. **Intra-racism**–Internalized racism played-out among different racial communities of color.
19. **Misogyny** – A hatred of women.
20. **Oppression** – A relationship that exists between groups where dominates benefit at the expense of subordinates reinforced by a system of social inequity.
21. **Patriarchy** – A belief that men are superior to women. Culture is male dominated, centered, and identified.
22. **Passing** – An attempt by non-whites with light-skinned privilege to skirt the discrimination barriers imposed by law and custom by attempting to “pass” for white.
23. **Prejudice** – A preconceived belief usually based on limited information.
24. **Race** – An ever evolving social, legal and political construct that has no basis in biological fact.
25. **Reverse Racism** – A disputed concept. Discrimination (a denial of opportunity) by subordinates against dominants.
26. **Sexism** – A system of advantage based on gender.
27. **Social Power** – Access to social, cultural, and economic resources and decision-making.

² ©Safehouse Progressive Alliance for Nonviolence (SPAN) –Anti-Racism Education 2005

28. **White Privilege** – An unacknowledged system of favoritism and advantage granted to white people as the beneficiaries of historical conquest. Benefits include preferential treatment, exemption from group oppression and immunity from perpetuating social inequity.

29. **White Supremacy** – A system of exploitation to maintain wealth, power and white privilege.