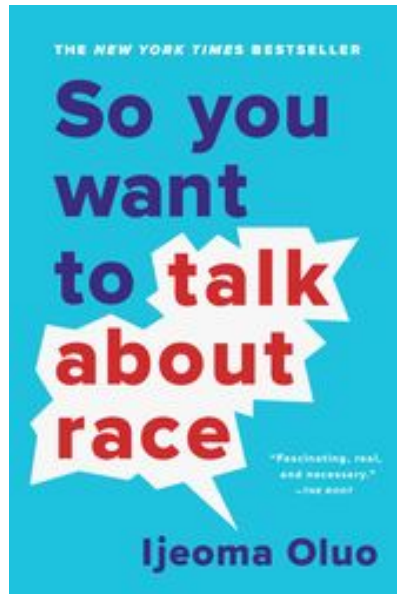


# Why talk about Racism?

I'm white – I don't know how it feels.  
It should not be the job of BIPOCs to explain racism.



# Definitions

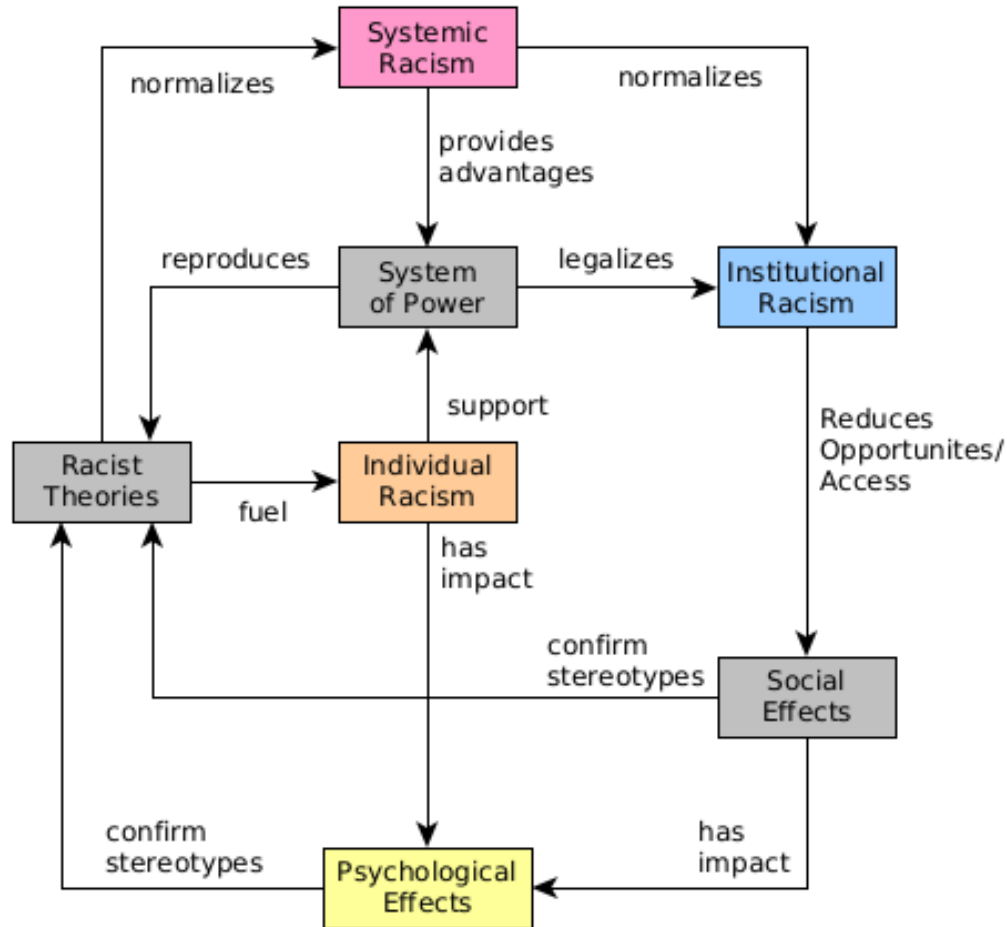
Race does not exist, but race matters

X is about race IF BIPOC think it's about race OR it affects BIPOC differently

Racism:=prejudice about race if that is reinforced by systems of power

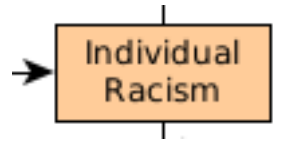
Racism is more than what Nazis do

# Racism – the big picture



This pattern also applies to other forms of oppression like

sexism,  
abelism,  
heterosexism,  
classism,  
ageism.



## Zoom in on Individual Racism

Open hate

Implicit bias:=unchecked believes

Microaggressions:="Am I too sensitive?"-level situations that accumulate to more, often unintentionally delivered

"Are you the first person in your family to graduate from college?"

"Wow, you speak English really well."

"Why do black people give their kids such funny names?"

"Where are you from? No ... I mean, where are your parents from? I mean ... where is your name from?"

"You're so exotic."

"That fiery Latin blood."

"Your accent is adorable."

It's the woman who grabs her purse as you walk by.

The store clerk following you around to see if you need "help."

The person speaking loudly and slowly to you because you probably don't understand English.

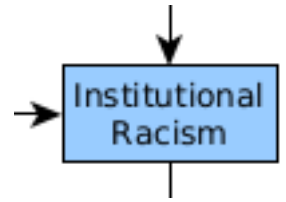
The fellow customers who assume you are an employee.

The cab that won't stop for you.

[Gender] Mansplaining and hepeating.

Remember: you can not fully understand how racism feels if you are white.

## Zoom in on institutional racism



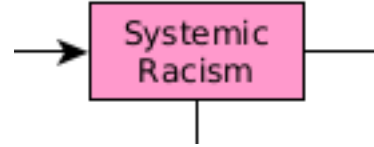
E.g. school:

- D: 1904-1908: Between 24,000 and 100,000 Hereros (80%) died in a genocide waged by the German Empire and that was not in my history book
- D: Waxmann study from 2017: kids from immigrated families needed to have better results to get a secondary school recommendation from the teachers
- US: 1/6 school kids are Black, 1/3 kids arrested at school are Black

E.g. asylum process in Germany

- refugees spend up to 2 years in camps with restricted freedom of movement
- 2018 44.000 refugees in those camps – some in the middle of the woods
- police enters rooms during the night to search for people to deport

## Zoom in on systemic racism



### Examples:

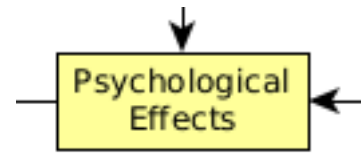
- US: White women get 82%, Black women 65% and Hispanic women 58% of what white men get
- D: positive reply on application with same qualifications: 25% African/Muslim name vs 60% with German name
- D: at-risk-of-poverty: 13% of those with German citizenship, 35% of those without

\$100 Race explains privileges

Intersectionality:=all dimensions of oppression matter

- being oppressed in multiple dimensions is different from the sum of the both
- is not about winning the “I’m worst off”-battle

## Zoom in on Psychological Effects



Internalized oppression  
Hypervigilance

Self doubts: Am I hired for diversity or skill?  
Identity crisis: Being yourself or trying to fit in?

Stereotype threat:=fear of confirming negative stereotypes that can lead to self-fulfilling prophecies

Excessive cognitive load

# Reflect your own privileges

Privileges := unearned advantages/avoided struggles.

- not having to think about injustice
- not being defined as deviation from the norm (Othering)
- belonging to a group of people that is considered superior to others
- being visible (Representation)
- not having to proof that stereotypes are wrong

## Categories:

- class: Didn't have to worry about housing, enough food, money, could study...
- status: documented citizen, access to public health care
- race: not stared at, no troubled by police
- able bodied: no chronic pain, part of normality
- body type: thin
- cis-gendered: passing as the gender I want to pass
- gender: X
- sexuality: X



That's huge - where do I start?

Visualize the unexpected. Normalize it.

Your life is not the default.

Don't panic if you offend/hurt someone.

Use your privilege to reduce discrimination.

