

Advancing Racial Justice

Racial Justice = Diversity (Diversity = Variety)

Racial Justice = Equality (Equality = Sameness)

Racial Justice = Equity (Equity= Fairness, Justice)

Racial Justice as Key Values and Ideas for the ELCA

- Equity
- Inclusion
- Unity
- Dignity
- Love

Definition: *Racial Justice* is the creation and proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, opportunities, treatment and outcomes for all.

Indicators: Fair treatment and equitable outcomes across race are the evidence of racial justice.

Racial Justice as a Strategy for Change

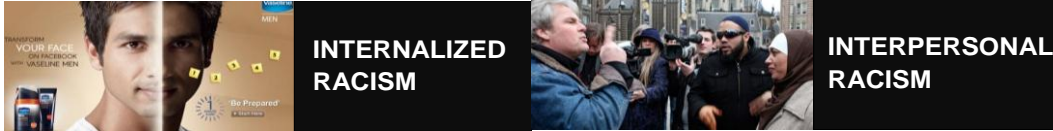
- Focuses on changing systems, institutional practices, policies & outcomes—we cannot simply focus on changing individuals.
- Proposes equitable solutions and proactive strategies- we cannot just be reactive (racial justice goes beyond anti-racism).
- Requires ongoing consciousness and strategic action. “When we are not consciously part of the *solution*, we’re often part of the *problem*.”

Different levels of RACSIM

Micro Level => Internalized and Interpersonal

Macro Level => Institutional and Structural

(All Information on handout provided by the Applied Research Center)



Internalized racism lies *within individuals*. These are private manifestations of racism that reside inside our minds.

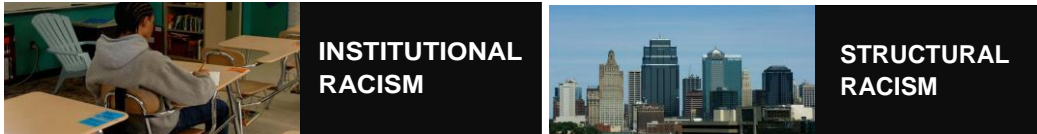
Examples: prejudice, xenophobia, internalized oppression and privilege, and beliefs about race influenced by the dominant culture.

Applied Research Center

Interpersonal racism occurs *between individuals*. Once we bring our private beliefs into our interaction with others, racism is now in the interpersonal realm.

Examples: public expressions of racial prejudice, hate, bias and bigotry between individuals.

Applied Research Center



Institutional racism occurs *within institutions*. Institutional racism is discriminatory treatment, unfair policies and practices, and inequitable opportunities and impacts, based on race.

Example: A school system that concentrates people of color in the most overcrowded, under-funded schools with the least qualified teachers.

Applied Research Center

Structural racism is racial bias *across institutions and society*. It's the cumulative and compounded effects of an array of factors that systematically privilege white people and disadvantage people of color.

Example: The "racial wealth divide" (where whites have many times the wealth of people of color) results from generations of discrimination and racial inequality.

Applied Research Center

STRATEGIES FOR ADDRESSING RACISM AT DIFFERENT LEVELS

Internalized Racism

- support groups, racial healing
- mentoring, counseling and education

Interpersonal Racism

- diversity trainings
- cross-cultural dialogues, dinners

Institutional Racism

- changing policy and practices
- creating new institutions

Structural Racism

- highlighting history, root causes
- challenging racist myths, ideologies
- challenging multiple institutions or addressing their intersection

Applied Research Center