

NEWSLETTER

Diversity, Equity & Inclusion



Today we are going to look at racism. Do you understand what race is versus what ethnicity is? Or what the difference is between race and racism? To understand racism, we have to have a firm understanding of what is identified as race, ethnicity and racism as we look to create understanding among coworkers, peers and neighbors.

Terri

Day Six - Levels of Racism

“Americans believe in the reality of ‘race’ as a defined, indubitable feature of the natural world. Racism—the need to ascribe bone-deep features to people and then humiliate, reduce, and destroy them—inevitably follows from this inalterable condition. In this way, racism is rendered as the innocent daughter of Mother Nature, and one is left to deplore the Middle Passage or Trail of Tears the way one deplores an earthquake, a tornado, or any other phenomenon that can be cast as beyond the handiwork of men. But race is the child of racism, not the father.” - [Ta-Nehisi Coates](#)

As our first week comes to an end, we hope you have taken the opportunity to look inside yourself and expand your mind through the different challenges offered. As we move into week two, prepare to shift your focus from the personal reflection that we have been exploring to a broader view of racial equity and social justice.

Are you seeing and addressing how racism operates at different levels? [Dr. Camara Jones](#), Senior Fellow at the Morehouse School of Medicine, says that in order to address racism effectively, we have to understand how it operates at multiple levels. Often what people think of first and foremost is interpersonal racism. Only seeing this level means that we fail to see the full picture that keeps the system of racism in place.

Today's Challenge

OPTION 1: Check out this [short video from Race Forward](#) (4:38 minutes) about the levels and the importance of looking at systemic, not simply individual, racism.

OPTION 2: Watch Dr. Jones' TED talk on the "[Allegories on Race and Racism](#)" (20:31 minutes) where she shares four short stories to help us understand privilege and racism.

OPTION 3: Read a [blog post by Cynthia Silva Parker](#) (5 minutes) which gives an overview of four levels of racism and the need for a systemic approach to seeing and addressing oppression.

UWMI Staff Pick

[Race & Ethnicity: Crash Course Sociology #34](#) (10:58 minutes) Warning: The woman in the video does speak very fast. However, it is very informative. We encourage you to take a listen.

Tomorrow's topic: Opportunity in Michigan

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