

This my personal list of antiracist terminology.

Many of the items on this list are inspired by or directly transcribed from the book

How to be an Anti-racist by Ibram X. Kendi

I maintain this list and carry it with me (mentally and physically) throughout the work I do.

I use this list with a few goals in mind:

- I want to protect myself again my own ignorance (past present and future).
- I make a commitment to engage in a lifelong struggle to liberate my mind.

Race	<ul style="list-style-type: none">• The socially constructed meaning attached to a variety of physical attributes including but not limited to skin and eye color, hair texture, and bone structure.• A socially constructed form of identity designed to impose a hierarchy between groups of people based on physical characteristics as a mechanism to maintain power
Nationality	<ul style="list-style-type: none">• What does it say on my passport?
Ethnicity	<ul style="list-style-type: none">• What is my culture? What language(s) do I speak? Where do I live? What foods do I eat? What traditions do I practice? etc.
Antiracist idea	<ul style="list-style-type: none">• Any idea that suggests the racial groups are equal in all their apparent differences and that there is nothing wrong or right with any racial group.• Argue that racist policies are the cause of racial inequities.• An idea founded on a belief in racial equality.• A belief that social problems are caused by policies and power
Racist idea	<ul style="list-style-type: none">• Any idea that suggests one racial group is inferior or superior to another racial group in any way.• A belief that social problems are caused by groups of people.• An idea founded on a belief in a racial hierarchy between racial groups.• Argue that the inferiorities or superiorities of racial groups explain racial inequities in society.
Racial inequity	<ul style="list-style-type: none">• When two or more racial groups are not standing on approximately equal footing <p>Example: In 2014, 71% white families lived in owner-occupied homes compared to 45% of latinx families and 41% of black families.</p>
Racial equity	<ul style="list-style-type: none">• When two or more racial groups are standing on approximately equal footing <p>Example: If there were relatively equitable percentages of white, latinx, and black families living in owner-occupied homes in the 1940s, 1970s, or 1990s.</p>

Policy	<ul style="list-style-type: none"> • Written or unwritten laws, rules, procedures, processes, regulations, and guidelines that govern people in all social systems (education, legal, justice, health care, governmental, etc) • There is no such thing as a nonracist or race neutral policy. • Every policy, in every institution, in every community, in every nation, is producing or sustaining either racial inequity or equity between racial groups.
Racist policy	<ul style="list-style-type: none"> • Any measure that produces or sustains racial inequity between racial groups. (Synonyms: institutional racism, structural racism, systemic racism)
Antiracist policy	<ul style="list-style-type: none"> • Any measure that produces or sustains racial equity between racial groups.
Antiracist	<ul style="list-style-type: none"> • One who is supporting an antiracist policy through their action(s). • One who is expressing an antiracist idea. • One who is expressing the antiracist idea that racial groups are equals and none needs developing and is supporting any antiracist policy that reduces racial inequity.
Racist	<ul style="list-style-type: none"> • One who is supporting a racist policy through their action(s). • One who is supporting a racist policy through their inaction. • One who is expressing a racist idea.
Racism	<ul style="list-style-type: none"> • A marriage of racist policies and racist ideas that produces and normalizes racial inequities. • Racism is a powerful collection of racist policies that lead to racial inequity and are substantiated by racist ideas.
Antiracism	<ul style="list-style-type: none"> • A powerful collection of antiracist policies that lead to racial equity and are substantiated by antiracist ideas.
Racist power	<ul style="list-style-type: none"> • Racist policy and racist policy makers

Racial discrimination

An immediate and visible manifestation of an underlying racial policy.

When someone discriminates against a person in a racial group, they are carrying out a policy or taking advantage of a lack of a protective policy.

We all have the power to discriminate.

Only an exclusive few have the power to make policy.

Focusing on racial discrimination takes our eyes off of the central agents of racism, racist policy and racist policy makers.

Since the 1960s, racist power has commandeered the term racial discrimination transforming the act of discriminating on the basis of race into an inherently racist act.

treating, considering, or making a distinction in favor or against, an individual based on that person's race.

This is not inherently racist: the defining question is whether the discrimination is creating equity or inequity.

Antiracist discrimination

If discrimination is creating equity, then it is antiracist.

If discrimination is creating inequity, then it is racist.

Someone reproducing inequity through permanently assisting an overrepresented racial group into wealth and power is entirely different than someone challenging that inequity by temporarily assisting an underrepresented racial group into relative wealth and power until equity is reached

The only remedy to racist discrimination is antiracist discrimination.

The only remedy to past discrimination is present discrimination.

The only remedy to present discrimination is future discrimination.

“In order to get beyond racism, we must first take account of race. There is no other way. In order to treat some persons equally, we must treat them differently.”

—1978, Harry Blackmun, US Supreme Court Justice

Socialization

The process of being trained into our culture; learning norms, meanings and practices that enable us to make sense of the world and behave appropriately in a given culture.

If discrimination is creating inequity, then it is racist.

Activist	One who has a record of power or policy change.
Assimilationist	One who is expressing the racist idea that a racial group is culturally or behaviorally inferior and is supporting cultural or behavioral enrichment programs to develop that racial group
Segregationist	One who is expressing the racist idea that a permanently inferior racial group can never be developed and is supporting the racist policy that segregates away that racial group
Biological racist	One who is expressing the racist idea that the races are meaningfully different in their biology and that these differences create a hierarchy of value.
Biological antiracist	One who is expressing the antiracist idea that the races are meaningfully the same in their biology and that there are NO genetic racial differences.
Bodily racist	One who is perceiving certain racialized bodies as more animal-like and violent than others.
Bodily antiracist	One who is humanizing, deracializing, and individualizing nonviolent and violent behavior.
Cultural racist	One who is creating a cultural standard and imposing cultural hierarchy among racial groups.
Cultural antiracist	One who is rejecting cultural standards and equalizing cultural differences among racial groups.
Behavioral racist	One who is making individuals responsible for the perceived behavior of racial groups and making racial groups responsible for the behavior of individuals.
Behavioral antiracist	One who is making racial group behavior fictional and individual behavior real.
Colorism	A powerful collection of racist policies that lead to inequity between Light people and Dark people, supported by the racist ideas about Light and Dark people.
Color antiracism	A powerful collection of antiracist policies that lead to equity between Light people and Dark people, supported by antiracist ideas about Light and Dark people.
Antiwhite racist	One who is classifying light-skinned people of European descent as biologically, culturally, or behaviorally inferior or conflating the entire race of White people with racist power.
Powerless defense	The illusory, concealing, disempowering, and racist idea that Black people can't be racist because Black people don't have power.
Class racist	One who is racializing the classes, supporting policies of racial capitalism against those race-classes, and justifying them by racist ideas about those race-classes.
Antiracist anticapitalist	One who is opposing racial capitalism.
Ethnic antiracism	A powerful collection of antiracist policies that lead to equity between racialized ethnic groups and are substantiated by antiracist ideas about racialized ethnic groups.
Ethnic racism	A powerful collection of racist policies that lead to inequity between racialized ethnic groups and are substantiated by racist ideas about racialized ethnic groups.
Space antiracism	A powerful collection of antiracist policies that lead to racial equity between integrated and protected racialized spaces, which are substantiated by antiracist ideas about racialized spaces.

Space racism	A powerful collection of racist policies that lead to resource inequity between racialized spaces or the elimination of certain racialized spaces, which are substantiated by racist ideas about racialized spaces.
Gender antiracism	A powerful collection of antiracist policies that lead equity between race-gender groups and are substantiated by antiracist ideas about race-genders.
Gender racism	A powerful collection of racist policies that lead inequity between race-gender groups and are substantiated by racist ideas about race-genders.