RACE
BEYOND THE BLACK/WHITE BINARY

The Black/White binary is important in understanding America’s history, but it excludes other histories from the discourse.

Racism will persist as long as the conversation is only focused on the Black/White binary of race.

This perpetuates anti-Blackness and ignores oppression faced by all other racial groups.

**STEM LABOR FORCE BY RACE**

- White: 67%
- Hispanic: 14%
- Black: 9%
- Asian: 10%

**OPPRESSION FACED BY ALL POC (PEOPLE OF COLOR)**

- "The Power of Othering": People of Color have historically been used as a scapegoat in conflicts.
- Harmful stereotypes exist for all racial groups & ethnicities

**JOURNALS**

- Shades of Race: How Phenotype and Observer Characteristics Shape Racial Classification
- The Black/White Binary Paradigm of Race: The “Normal Science” of American Racial Thought
- Latino/As, Asian Americans, and the Black-White Binary
- Exploring the mechanisms of racialization beyond the black-white binary
- Critical Philosophy of Race

**CRITICAL WHITENESS**

- "Whiteness signifies a comprehensive social position within capitalist, racialized, patriarchal societies and is part of a structural equipment to dominate, categorize and order the world"
- "White" is assumes to be the "racial norm", automatically making all other races "other"

- We Need to Talk About What It Means to Be ‘White-Adjacent’ in Tech
- What white people can do to move race conversations forward
- How White Supremacy Went Global
- How Communities of Color Perpetuate Anti-Blackness
- The Origins of ‘Acting White’