

COMMON RESPONSES

Colorblindness

- Treating all people equally despite their race & identities creates an equal society
- "I don't see skin color"; #AllLivesMatter
- Race-based programs & policies cause discrimination & inequality

Post-Racialism

- Racism no longer exists & successful people of color are proof
- All groups now have equal opportunities
- Disparate representation is due to choice or work ethic

Fragility

- "I am not racist", "Not everything is about race", "I also face adversities"
- Feelings of discomfort when presented with topics of racial injustice

Responses vs. Reality

REALITY

- Dismisses lived experiences of BIPOC individuals
 - Racial disparities, inequities, history of/current violence & trauma
- Ignores how racism is embedded in all systems and structures

- Blames racial conflicts on individual shortcomings instead of systemic racism
- BIPOC gains either also come with gains for white people, or are viewed as a loss
- Ignores how racial disparities exist in all systems
 - Socioeconomic, political, housing, education, criminal justice

- Intentionality does not prevent harmful impact
- "Not hating" BIPOC people does not prevent stereotyping, fear, blame, anxiety, discomfort
 - Especially subconsciously
- White supremacy exists despite individual attitudes