**Responses vs. Reality**

**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

**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