



# ANTI- RACISM LEXICON

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<b>Audience:</b>	All MSF staff
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## Introduction

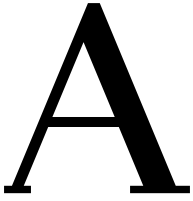
When discussing sensitive topics like racism and antiracism, choosing words carefully is crucial. Establishing agreed-upon definitions and interpretations helps create a common understanding of complex concepts.

The following selection of words covers some of the anti-racist vocabulary that tends to come up in conversations. However, this list is alive and evolving and by no means does this list consider itself to be a definite or complete selection.

It is also important to keep in mind that definitions are linked to certain contexts, cultures and settings, so certain nuances will be found among words in this lexicon. The definitions embodied in this document try to reflect a diversity of experiences and interpretations, nonetheless it is a guidance document open for change.

Finally, while it's important to know this language, you have to practice using it to make connections with the systemic racism in everyday life bearing in mind the most important is to **commit to mindful racial literacy rather than anti-racist memorization**.

For some concepts videos or further reading materials are listed in the appendix of the lexicon. Please note that external links, videos or pages might change or no longer be available for consultation.



**Accountability:** Being accountable involves visibility, transparency, and commitment. It can be externally imposed or internally driven, requiring urgency and becoming a true stakeholder. In racial equity work, accountability means holding oneself to goals, actions, and responsibilities towards values and communities.

**Active Racism:** Actions which have as their stated or explicit goal the maintenance of the system of racism and the oppression of those in targeted racial groups. People who participate in active racism advocate the continual subjugation of members of the targeted racial groups and protection of 'the rights' of members of the agent group. These goals are often supported by a belief in the inferiority of People of Color and the superiority of white people, culture and values.

**Adultification:** Conceptually, adultification means teachers, parents and law enforcement are less protective and more punitive with children of certain groups. In reality, it means racialized children, in particular, are punished more frequently and harshly from a very young age. This is because their bodies are perceived to be inherently more disruptive and/or threatening than the bodies of other children.

Example: often, when Black adolescents show signs of excessive aggression, the repercussions are punitive. Whereas White counterparts who exhibit the same behavior are more likely to be assessed and/or treated for a mental health condition, such as Bipolar.

**Ally:**

1. Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.
2. An action, not an identity. Members of the advantaged group recognize their privilege and work in solidarity with oppressed groups to dismantle the systems of oppression(s) from which they derive power, privilege, and acceptance. Requires understanding that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways. It means taking intentional, overt, and consistent responsibility for the changes we know are needed in our society, and often ignore or leave for others to deal with; it does so in a way that facilitates the empowerment of persons targeted by oppression. This framework can imply that one does not feel directly implicated by oppression.

**Anti-Racism:** Defined as the work of actively opposing racism by advocating for changes in political, economic, and social life.

**Anti-racist:** A conscious decision to make frequent, consistent, equitable choices daily. These choices require ongoing self-awareness and self-reflection as we move through life. In the absence of making anti-racist choices, we

(un)consciously uphold aspects of white supremacy, white-dominant culture, and unequal institutions and society. Being racist or antiracist is not about who you are; it is about what you do.

### **Anti-Blackness:**

1. Anti-blackness is racism specifically directed at Black people; it includes dehumanization and indifference to suffering. It can be enacted by white people and by other communities of color. Examining anti-blackness is an important part of understanding the unique ways racism impacts Black people.
2. A two-part formation that both voids Blackness of value, while systematically marginalizing Black people and their issues. The first form of anti-Blackness is overt racism. Beneath this anti-Black racism is the covert structural and systemic racism which categorically predetermines the socioeconomic status of Black people. Anti-black policies, institutions, and ideologies hold the structure in place.

The second form of anti-blackness is the unethical disregard for anti-Black institutions and policies. This disregard is the product of class, race, and/or gender privilege certain individuals experience due to anti-black institutions and policies. This form of anti-Blackness is protected by the first form of overt racism.

**Assimilate:** The process where individuals or groups of differing ethnic heritage are absorbed into the dominant culture (Whiteness) of a society. Assimilating involves taking on the customs, mannerisms, and ideas of a dominant group in order to fit in to such a degree that the assimilating group becomes less socially distinguishable / “otherable”.

Example: A man called Tonatiuh changing his name to Tony- a white name- while starting a corporate job.

# B

**BIPOC:** Black, Indigenous, People of Color, the term is used to highlight the unique relationship to whiteness that Indigenous, Black (African Americans) and People of Color have, which shapes the experiences of and relationship to white supremacy for all people of color within a U.S. context.

# C

### **Colonization:**

1. We can define colonization as some form of invasion, dispossession, and subjugation of people. The invasion need not be military; it can begin—or continue—as geographical intrusion in the form of agricultural, urban, or industrial encroachments. The result of such incursion is the dispossession of vast amounts of land from the original inhabitants. This is often legalized after the fact. The long-term result of such massive dispossession is institutionalized inequality. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized.
2. Ongoing and legacy colonialism impact power relations in most of the world today. For example, white supremacy as a philosophy was developed largely to justify European colonial exploitation of the Global South (including enslaving African peoples, extracting resources from much of Asia and Latin America, and enshrining cultural norms of whiteness as desirable both in colonizing and colonized nations).

## **Colorism:**

1. Also known as shadeism describes the discrimination based on skin tone, which exists amongst members of the same community, creating a ranking of a person's individual worth based on shade.
2. The universal preference for lighter coloured skin across the world, which creates interpersonal and cultural advantages (and disadvantages) based on a proximity to Whiteness. This results in prejudice and/or discrimination against individuals with darker skin tones, typically among (but also towards) people of the same ethnic or racial group.

**Collusion:** Thinking and acting in ways which supports the system of racism, perpetuating oppression or prevent others from working to eliminate oppression. Both Whites and People of Color can collude with racism through their attitudes, beliefs and actions.

**Covert racism:** It expresses or displays racist ideas, attitudes or beliefs in more subtle, hidden or secret forms. This sort of racism doesn't appear to be racist because it is indirect, and often goes unchallenged. Covert racism is the most common form of racism in our society today, as overt racism is against the law and considered "politically incorrect".

Examples: avoiding people on the street or not interacting with them publicly because of their race; for example, informal exclusion of people of certain cultural backgrounds from public places such as restaurants or hotels.

**Cultural Appropriation:** Theft of cultural elements for one's own use, commodification, or profit—including symbols, art, language, customs, etc.—often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e., white) culture's right to take other cultural elements.

**Cultural Racism:** Also known as Racism at the Cultural Level refers to those aspects of society that overtly and covertly attribute value and normality to white people and Whiteness, and devalue, stereotype, and label People of Color as "other," different, less than, or render them invisible. forms of expression. Cultural norms and values have explicitly or implicitly racialized ideals and assumptions.

Examples: What "nude" means as a color, which facial features and body types are considered beautiful, which child-rearing practices are considered appropriate.

# D

## **Decolonization:**

1. The process of deconstructing colonial ideologies of the superiority and privilege of Western thought and approaches. Decolonization involves dismantling structures that perpetuate the status quo and addressing unbalanced power dynamics. Furthermore, decolonization involves valuing and revitalizing local, indigenous, and non-western sources/forms of knowledge and approaches and vetting out settler biases or assumptions that have affected local ways of being.
2. Decolonization may be defined as the active resistance against colonial powers, and a shifting of power towards political, economic, educational, cultural, psychic independence and power that originate from a colonized nation's own indigenous culture and diasporic cultures. This process occurs politically and also applies to personal and societal psychic, cultural, political, agricultural, and educational deconstruction of colonial oppression.

**Discrimination:**

1. Favoring one group or individual over another in your thoughts and actions (both conscious and unconscious biases).
2. The unequal treatment of members of various groups or individuals based on race, gender, social class, sexual orientation, physical ability, religion and other categories.

**Diaspora:** The voluntary or forcible movement of peoples from their homelands into new regions. There is a common element in all forms of diaspora; these are people who live outside their natal (or imagined natal) territories and recognize that their traditional homelands are reflected deeply in the languages they speak, religions they adopt, and the cultures they produce.

**Diversity:** The range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

# E

**EDI:** Equity, Diversity, and Inclusion (also known as DEI)

- **Equity:** A measure of fair treatment, opportunities, and outcomes across race, gender, class, and other dynamics.
- **Diversity:** The range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.
- **Inclusion:** Refers to the intentional, ongoing effort to ensure that diverse individuals fully take part in all aspects of organizational work, including decision-making processes. It also refers to the ways that diverse participants are valued as respected members of an organization and/or community.

**Equality:** measure of sameness (being treated in the same way)

**Equity:** A measure of fair treatment, opportunities, and outcomes across race, gender, class, and other dynamics.

The distinction between equity and equality is crucial. We are told that to be fair we must treat everyone the same (equal). However, when we recognize the legacy of institutionalized and structural racism, we understand that differing people and communities need different resources (equity) to achieve true equality. In order to be equitable, we provide specific, unique resources that will support people and communities in reaching their full potential. Sameness is not always fairness if the marginalized groups remain disadvantaged.

Example: affirmative action is founded on the idea of achieving fairness (which is true equality) through a process of equity rather than sameness.

**Ethnicity:**

1. An ethnicity is a named social category of people who identify with each other based on shared attributes that distinguish them from other groups such as a common set of traditions, ancestry, language, history, society, culture, nation, religion, or social treatment within their residing area.

2. A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base.

**Empowered Person of Color:** An empowered person of color has an understanding of racism and its impact on one's life without responding to the events and circumstances as a victim. Rather, being empowered means the capacity to engage individuals and institutions with an expectation of being treated well.

# H

**Horizontal Prejudice:** "The result of people of targeted racial groups believing, acting on, or enforcing the dominant (White) system of racial discrimination and oppression. Horizontal racism can occur between members of the same racial group...or between members of different targeted racial groups."

# I

**Individual Racism:** "The beliefs, attitudes, and actions of individual that support or perpetuate racism. Individual racism can occur at both an unconscious and conscious level, and can be both active and passive. Examples include telling a racist joke, using a racial epithet, or believing in the inherent superiority of Whites." Refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can be deliberate, or the individual may act to perpetuate or support racism without knowing that is what he or she is doing.

Examples: telling a racist joke, using a racial epithet, or believing in the inherent superiority of whites over other groups. Crossing the street to avoid a group of Latino/a young people.

**Intersectionality:**

1. A concept for understanding the way multiple forms of discrimination or oppression affect groups of people or individuals. And at the same time how proximity to power offers certain privileges. For example, the discrimination of women based on sex and gender is inextricably linked with oppression and marginalization based on other discriminatory systems such as those based on race, ethnicity, religion or belief, health, status, age, class, caste, sexual orientation, and gender identity.
2. A theoretical framework to see the interactive effects of various forms of discrimination and disempowerment. It looks at how racism, many times, interacts with patriarchy, heterosexism, classism, xenophobia—seeing that the

overlapping vulnerabilities created by these systems create specific kinds of challenges.

**Institutional Racism:** “The network of institutional structures, policies, and practices that create advantages and benefits for Whites, and discrimination, oppression, and disadvantage for people from targeted racial groups. The advantages created for Whites are often invisible to them. Or are considered “rights’ available to everyone as opposed to “privileges” awarded to only some individuals and groups.”

**Internalized domination:** “When members of the agent group (Whites) accept their group’s socially superior status as normal and deserved.”

**Internalized racism:** “The result of people of targeted racial groups believing, acting on, or enforcing the dominant system of beliefs about themselves and members of their own racial group

# M

**Marginalization:** A social process by which individuals or groups are (intentionally or unintentionally) distanced from access to power and resources and constructed as insignificant, peripheral, or less valuable/privileged to a community or “mainstream” society. This term describes a social process, so as not to imply a lack of agency. Marginalized groups or people are those excluded from mainstream social, economic, cultural, or political life. Examples of marginalized groups include, but are not limited to, groups excluded due to race, religion, political or cultural group, age, gender, or financial status. To what extent such populations are marginalized, however, is context specific and reliant on the cultural organization of the social site in question.

**Microaggression:** Common exchanges or blatant daily verbal behavior, or environmental indignities, whether intentional or unintentional, that can communicate hostility, disrespect, or similar negative messages about an identity. Microaggressions can be hard to recognize because they are often subtle, but it carries great harm.

**Minority group:** A term commonly used to describe any group of people who are disadvantaged, underprivileged, excluded, discriminated against or exploited. Examples: People of color, women, queer people, differently-abled people.

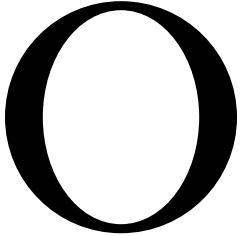
However, unless the group being referred to actually represents a minority in number or if you are referring to communities that have systematically been denied access to economic, political. and cultural participation. it is better to use other terms such as: **Historically marginalized group and later specify what group/community you are referring to.**

**Misogynoir:** Coined by the queer Black feminist Moya Bailey in 2010, the term is a blending of concepts that combines “misogyny” and the French word for black, “noir.” According to Ms. Bailey, misogynoir is the anti-Black racist misogyny that Black women experience.

In daily life, misogynoir comes in many forms:

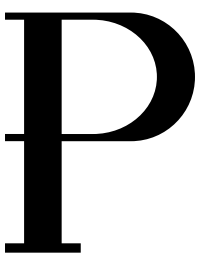
- Doctors perceive Black woman as having a higher pain threshold, and so they are treated differently.
- Black women are viewed as threatening or angry whenever they speak up for themselves.

- Maternal mortality rates for Black women are three times higher than for white women in the United States, with many attributing that to racial bias in the healthcare system.
- Because of the stereotype of the “strong Black women,” many Black women are feel that they are not allowed to show any emotion, pain or distress.
- Black women are viewed as overly sexual just for wearing clothes that fit their bodies — such as when the French Open banned Serena Williams from wearing a catsuit.
- Styles that are deemed unacceptable when worn by Black women are celebrated when worn by white women.



### **Oppression:**

1. Oppression is the systemic and systematic suppression of a group or groups. By a group of power, it is the underserved disadvantage. (Privilege is the opposite side of the coin—unearned advantage.) Sometimes oppression is accidental, and sometimes it’s intentional. It can be turned outward against other people, or inward against oneself (referred to as “internalized oppression”). Oppression is a form of injustice that may occur between people and as part of larger institutions and systems.
  2. The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group. Rita Hardiman and Bailey Jackson state that oppression exists when the following 4 conditions are found:
    - The oppressor group has the power to define reality for themselves and others,
    - The target groups take in and internalize the negative messages about them and end up cooperating with the oppressors (thinking and acting like them),
    - Genocide, harassment, and discrimination are systematic and institutionalized, so that individuals are not necessary to keep it going, and
    - Members of both the oppressor and target groups are socialized to play their roles as normal and correct.
- Oppression = power + prejudice



**Passive Racism:** “Beliefs, attitudes and actions that contribute to the maintenance of racism, without openly advocating violence or oppression. The conscious and unconscious maintenance of attitudes, beliefs and behaviors that support the system of racism, racial prejudice and racial dominance.”

**POC:** People of Color, often the preferred collective term for referring to non-white racial groups in western English-speaking contexts. Racial justice advocates have been using the term “people of color” (not to be confused with the pejorative “colored people”) since the late 1970s as an inclusive and unifying frame across different racial groups that are not white, to address racial inequities. While “people of color” can be a politically useful term, and describes people with



their own attributes (as opposed to what they are not, e.g.: “non-white”), it is also important whenever possible to identify people through their own racial/ethnic group, as each has its own distinct experience and meaning and may be more appropriate.

**Privilege:** Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we’re taught not to see it, but it puts them at an advantage over those who do not have it.

**Prejudice:** A pre-judgment or unjustifiable, and usually negative, attitude or feeling towards another person or group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics. Prejudice is distinct from racism because it is an attitude (or belief), rather than a system of oppression/inequality.

# R

## Race:

1. Race is a fluid concept used to group people according to various factors, including ancestral background and social identity. Race is also used to group people that share a set of visible characteristics, such as skin color and facial features. Race is not a biological determinant; the vast majority of genetic variation exists within racial groups and not between them.
2. Racial categorization schemes were invented by scientists to support worldviews that viewed some groups of people as superior and some as inferior and justify colonization. There are three important concepts linked to this fact:
  - Race is a made-up social construct, and not an actual biological fact. However, its consequences are very real and constitute a big part of people’s realities.
  - Race designations have changed over time. Some groups that are considered today “white” in a western context were considered “non-white” in previous eras (for example, Irish, Italian, and Jewish people).
  - The way in which racial categorizations are enforced has also changed over time.
3. There are four main, generally accepted myths that define and conceptually circumscribe racism. The first is the belief that human beings are fundamentally divided into “races” and that, consequently, the “race” factor is attributed to decisive anthropological importance. The second concerns the fact of assigning immutable characteristics to “races” and believing that the hereditary transmitted characters are not only physical traits but also certain psychological aptitudes and attitudes, which are what generate the cultural differences that can be appreciated. Thirdly, there is the belief in the existence of a hierarchy between “races”, and that one or some of them are superior to the others. Lastly, the persistence in understanding the mixture of “races” as a process of degeneration of the “superior races”,

## Racism:

1. We define racism as a specific form of marginalization, hierarchization and unequal treatment of people based on their external traits related to group classifications such as “skin color”, “ethnicity”, “nation”, “culture” or “religion”. Racism is a sign of privileges, behaviors, laws, organizational structures, images, and cultural concepts that

support this hierarchization and exclusion. This hierarchization and the established privileges that are reproduced are historically marked by European colonial history.

2. A belief that race is the primary determinant of human traits and capacities, and that racial differences produce an inherent superiority of a particular race. It can stem from individual racism and structural racism.
  - Racism = race prejudice + social and institutional power
  - Racism = a system of advantage based on race
  - Racism = a system of oppression based on race
  - Racism = a white supremacy system
3. Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.
4. Racism is often oversimplified to intentional discrimination against a person or group of people based on their race. However, racism can be passive and/or inadvertent.

Example: Whilst not all civilians participated directly in the Guatemalan genocide, their learned biases, privileges and safety from such treatment led many to commit one of the most powerful racist actions: silence.

**Racism at the cultural level:** view “Cultural Racism”

**Racism at the Institutional level:** view “Institutional Racism”

Also see: [Individual Racism](#), [Covert Racism](#), [Structural Racism](#).

**Racial Equity:** Racial equity refers to achieved results where advantages and disadvantages are not distributed on the basis of race and ethnicity. Strategies that produce equity must be targeted to address the unequal needs, conditions, and positions of people and communities that are created by institutional and structural barriers. Equity requires a set of informed policies and practices, intentionally designed to promote opportunity and rectify disparities, as well as informed people positioned to implement them effectively.

**Racial Justice:** The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures.

Operationalizing racial justice includes:

- Understanding the history of racism and the system of white supremacy and addressing past harms
- Implementing interventions that use intersectional analysis and that impact multiple systems
- Centering the voices of those who were historically discriminated
- Disruption and resistance to the status quo



**Shadeism:** view “Colorism”

**Stereotypes:** A thought that someone has about specific types of individuals that may or may not accurately reflect reality. Stereotypes can also be thought of as caricatures, which are pictures that exaggerate certain features while

oversimplifying others and end up distorting the essence of an individual. Many stereotypes are widely held but they are also overgeneralised images or ideas about a particular type of person. While a stereotype is a thought about a person or group of people, a prejudice relates to feelings and attitudes about that person or group of people.

Example: Any time we group individuals together and make a generalization or judgment about them without knowing them.

### **Structural Racism:**

1. A system in which policies, institutional practices, cultural representations, and other norms function in various ways, often reinforcing, to perpetuate the inequality of racial groups. Identifies the dimensions of our history and culture that have allowed the privileges associated with "whiteness" and the disadvantages associated with "color" to endure and adapt over time. Example: Stereotypes of people of color as criminals in mainstream movies and media.
2. The normalization and legitimization of an array of dynamics—historical, cultural, institutional, and interpersonal—that routinely advantage Whites while producing cumulative and chronic adverse outcomes for racial groups. Structural racism encompasses the entire system of White domination, diffused and infused in all aspects of society including its history, culture, politics, economics, and entire social fabric. Structural racism is more difficult to locate in a particular institution because it involves the reinforcing effects of multiple institutions and cultural norms, past and present, continually reproducing old and producing new forms of racism. Structural racism is the most profound and pervasive form of racism—all other forms of racism emerge from structural racism. Example: Indigenous patients with COVID-19 have a higher risk of hospitalisation and death than the white population.

# T

**Tokenism:** The practice of making only a symbolic effort to be inclusive to members of minority groups, especially by recruiting people from underrepresented groups to give an appearance of racial equality within an organisation. The effort of including a token employee is usually intended to create the impression of social inclusiveness and diversity (racial, religious, sexual, etc.) in order to diffuse (pacify) accusations of discrimination.

# U

**Unconscious Bias:** Also known as implicit or hidden bias, are negative associations that people unknowingly hold. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing. They are expressed automatically, without conscious awareness. Biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, these biases have been shown to trump individuals' stated commitments to equity, diversity, and inclusion (EDI).

The Implicit Association Test (IAT) is often used to measure unconscious biases with regard to race, gender, sexual orientation, age, religion, and other topics.

# W

## **Whiteness:**

1. Refers to the construction of the white race, white culture, and the system of privileges and advantages afforded to white people across the globe through government policies, media portrayal, decision-making power within our corporations, schools, judicial systems, etc. It does not simply refer to skin color, but an ideology based on beliefs, values, behaviors, habits, and attitudes, which results in the unequal distribution of power and privilege based on skin color. Whiteness represents a position of power where the power holder defines social categories and reality.
2. Rather than a person or identity, "Whiteness" refers to the ethos that privileges "White people" and asserts them as the standard, norm or dominant identity embedded in institutions. In such environments, Whiteness and Western practices are the norm, and those which do not comply with these are seen as outsiders or "the others". Whiteness as a racial discourse involves the denial of racism (especially structural and institutional racism).

Example: Whiteness dictates that English is a universal "first language".

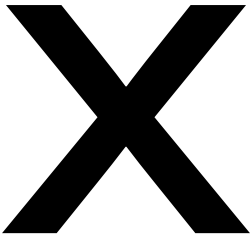
**White Fragility:** A state in which even a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium. The behaviours associated with White fragility tend to make it difficult for non-white individuals to honestly express their lived experiences of racism. Consequently, while White fragility may be unintentional, it functions to silence the oppressed, reinstate White privilege, and perpetuate the myth of a post-racial society (where racism is no longer a problem).

**(Systemic) White Privilege:** A system that creates, maintains and normalizes current racial advantages and disadvantages. The system includes powerful incentives for maintaining white privilege and its consequences, and powerful negative consequences for trying to interrupt it. The accumulated and interrelated advantages and disadvantages of white privilege are reflected in racial/ethnic inequities in life-expectancy and other health outcomes, income and wealth, and other outcomes, in part through different access to opportunities and resources. These differences are maintained in part by denying that these advantages and disadvantages exist at the structural, institutional, cultural, interpersonal, and individual levels and by refusing to redress them or eliminate the systems, policies, practices, cultural norms, and other behaviors and assumptions that maintain them.

**White saviorism:** Refers to White people who feel compelled to help people from racial minorities, but within a context that can be perceived as self-serving. This is rooted in racial superiority, where White people, (whether explicitly or implicitly), believe that they possess the skills to "save" them as they cannot do it themselves. This, for instance, was one of the key ideological justifications given for colonial rule.

Examples: Christian missionaries who furthered colonial agendas in Africa. Voluntourism and the growing trend of people travelling to do "some good" in other communities.

**White Supremacy:** A form of racism centered upon the belief that white people are superior to people of other racial backgrounds and that whites should politically, economically, and socially dominate non-whites. While often associated with violence perpetrated by the KKK and other white supremacist groups, it also describes a political ideology and systemic oppression that perpetuates and maintains social, political, historical, and/or industrial White domination.



**Xenophobia:** Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that immigrants or foreigners are inferior to the dominant group of people. Xenophobia is reflected in interpersonal, institutional, and systemic levels oppression and is a function of White supremacy.

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# Appendix

Adultification: Intersectionality. A look at Race, Gender and Class

<https://youtu.be/ppNG7fDxGfQ?si=DLTQy53E8K2gL076>

Ally

5 tips for being an ally.

[https://youtu.be/\\_dg86g-QIM0?si=DHrE5Sf4P6a0zfBq](https://youtu.be/_dg86g-QIM0?si=DHrE5Sf4P6a0zfBq)

Intersectionality

¿Qué es la interseccionalidad?

<https://youtu.be/NPgs3bLZvCs?si=nHME1PpTJ4QamU-l>

The urgency of intersectionality | Kimberlé Crenshaw | TED

<https://youtu.be/akOe5-UsQ2o?si=EL-T53YZ9VQ1mNa3>

Intersectionality - A look at race, gender & class

[https://youtu.be/ppNG7fDxGfQ?si=0Li5tNod9Sgy\\_CWz](https://youtu.be/ppNG7fDxGfQ?si=0Li5tNod9Sgy_CWz)

Microaggressions

How microaggressions are like mosquito bites

<https://youtu.be/hDd3bzA7450?si=YbjBa5XYHPoipBCN>

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