

## WEEK 6

# Levels of Racism



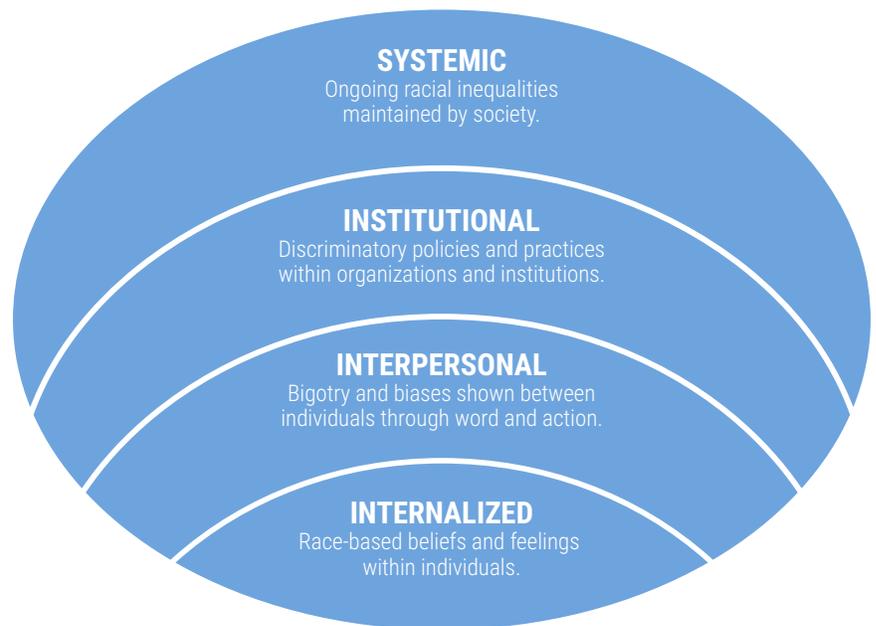
“Americans believe in the reality of ‘race’ as a defined, indubitable feature of the natural world. Racism—the need to ascribe bone-deep features to people and then humiliate, reduce, and destroy them—inevitably follows from this inalterable condition. In this way, racism is rendered as the innocent daughter of Mother Nature, and one is left to deplore the Middle Passage or Trail of Tears the way one deplores an earthquake, a tornado, or any other phenomenon that can be cast as beyond the handiwork of men. But race is the child of racism, not the father.”

TA-NEHISI COATES

As our first month comes to an end, we hope you have taken the opportunity to look inside yourself and expand your mind through the different challenges offered. As we move into week six, prepare to shift your focus from the personal reflection that we have been exploring to a broader view of racial equity and social justice.

Are you seeing and addressing how racism operates at different levels? [Dr. Camara Jones](#), Senior Fellow at the Morehouse School of Medicine, says that in order to address racism effectively, we have to understand how it operates at multiple levels. Often what people think of first and foremost is interpersonal racism. Only seeing this level means that we fail to see the full picture that keeps the system of racism in place. The graphic below illustrates all [the domains in which racism operates](#).

## LEVELS ON WHICH RACISM EXISTS



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# Week 6 Challenge

Please **choose one or two** of the below activities to engage with for 15 minutes this week, and if you have time, we encourage you to complete more.

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## ACTIVITY A

**Watch** Dr. Jones' TED talk on the "[Allegories on Race and Racism](#)" where she shares four short stories to help us understand privilege and racism.

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## ACTIVITY B

**Read** a [blog post by Cynthia Silva Parker](#), which gives an overview of four levels of racism and the need for a systemic approach to seeing and addressing oppression.

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## ACTIVITY C

**Check out** this [short video from Race Forward](#) about the levels and the importance of looking at systemic, not simply individual, racism.

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## ACTIVITY D

**Review** the [Talking About Race Toolkit](#) from the Center for Social Inclusion because how we talk about race matters and impacts our ability to work against systemic inequities.

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## ACTIVITY E

Have questions about the content you are engaging with during the Challenge? Want to connect with others and reflect on our shared experiences? Encourage your local community organizations to **lead the conversation**.

Share your reflections and any resources that helps further the discussion on today's topic on social media using the hashtag [#UWIEquityChallenge](#).

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