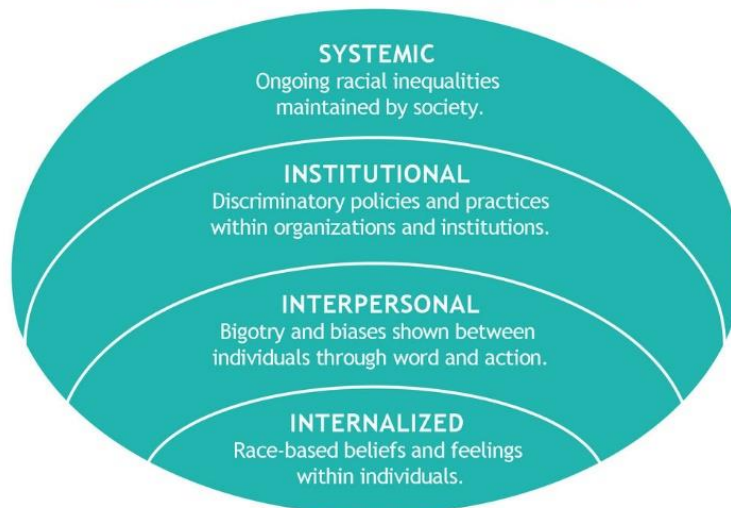


Day 5: Layers of Racism

“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, Author and Journalist

As our understanding of how racism alters our perception of people through prejudice, intersectionality and implicit bias, we now must seek to understand the different layers of racism. As we have learned through our reflection on intersectionality, we understand that there are different intersections in which identities discriminated against overlap with one another. Today we will look at the channels in which they manifest in society. Most people conceptualize racism only from an interpersonal standpoint—solely looking at individual people as racist. However, only seeing racism through that lens discredits the larger mechanics at play from a social, economic and political standpoint. There are four main categories in racism that exist: **systematic, institutional, interpersonal and internalized.**

LEVELS ON WHICH RACISM EXISTS



Today's Challenge:

OPTION 1: Watch Dr. Jones' TED talk, [“Allegories on Race and Racism”](#) where she shares four short stories to help us understand privilege and racism. (20 minutes)

OPTION 2: Check out this [short video from Race Forward](#) about the levels and the importance of looking at systemic, not simply individual, racism. (6 minutes)

As we seek to better understand inequity, our journey over the next couple weeks will span across mental and physical health, housing stability, discrimination and generational poverty, as well as education.