

Feel free to share with your friends/people who may need the education :)

My experience in Dublin, CA; Princeton, NJ, and Dripping Springs and Dallas, TX

- Hate Speech: nigger, blackie, monkey, gorilla, chimp, baboon, savage, coon, afriquant (these are rare. The day to day things are below)
- Unconscious bias/"woke" racism: actions/comment "not-racist" people or "people who get it" don't think about doing/saying
 - Locking car doors 4-5 times as I walk by
 - Checking bills to see if they're real
 - Women clutch purse as I walk by
 - Parents clutching kids as I walk by
 - (high school) When the white kid sleeps in class, teacher's reaction: "I need to talk to your manager, they're making you work too hard" when I sleep in class, my chair is taken away and I'm forced to stand for the class (and the teacher knows I work at the local Sonic Drive-In)
 - (elementary and middle school) Being punished for doing the same mischief as a white student while the white student gets a warning
 - Resident roommate *staring* at me upon entering my new dorm instead of saying "hello" when we *talked* before I arrived. Avoided me for the *entire* semester; hiding, fleeing the same room in our apartment, minimizing any interaction. He has moved out recently.
 - Microaggressions/Ignorant questions and comments
 - "Woke" racism
 - <https://www.youtube.com/watch?v=DWynJkN5HbQ>
 - "You are the whitest black person I know"
 - "I'm surprised you aren't a stereotypical black person"
 - "You're like a coconut"
 - "I'm surprised you aren't a stereotypical black person"
 - "No, where are you really from?"
 - "I doubt you're American"
 - "Were you born in America?"
 - "I doubt you're American"
 - "What tribe is your name from?"
 - "Your name must come from an African tribe"
 - "What an exotic name"
 - (fetishizing)
 - "You talk so white"/"You're so articulate"
 - "I'm surprised you don't speak like a hood black guy"
 - "How are you black and don't listen to rap?"

- "You're not a *true* black man because you don't listen to rap"
- "You don't play *basketball*?"
 - "You're not a *true* black man because you don't play basketball"
- "Have you been to jail?"
 - "I think all black people have been to prison and I'm curious as to what that's like"
- "Your hair is like a carpet, can I touch it?"
 - (yes, I know my hair is different. This isn't a petting zoo)
- "You should get dreads"
 - "You should conform to the stereotype I believe in"
- "You should get cornrows"
 - "You should conform to the stereotype I believe in"
- "You should wear basketball shoes"
 - "You should conform to the stereotype I believe in"
- "What do you think about Obama?"
 - (what am I supposed to think about Obama?)
- "You better not be causing any trouble"
 - "I suspect you of causing trouble"
- "What are you doing here?"
 - "You don't belong here"
- black/racist jokes
 - There are literally tens upon tens upon tens. I've heard it all.
 - Coming up to me with hands waving saying "yo yo yo wassap my niggaaaaaa" because apparently that's funny

Why is Color-Blindness a problem?

- Ignores how races/cultures contribute to societal culture(s)
- Creates a narrative that celebrating diversity, appreciating culture, and noticing race in individuals is somehow racist
- Provides escape from acknowledging uncomfortable racial issues and having uncomfortable conversations about race
- Creates the illusion that there cannot be race-based discrimination since everyone is equal.
- Falsely links equality with equal treatment
 - The reality is that yes, we are all equal, but many do not treat others equally (discrimination and racism)

White privilege

What white privilege is NOT:

- Wealth privilege (which is not race-dependent)
- "you are guaranteed wealth because you're white"
- "you are guaranteed happiness because you're white"
- "you are guaranteed to never be mistreated by police because you're white"
- "you are guaranteed success because you're white"

What white privilege is: your life can be easy or hard, but at least you (most likely) don't have to deal with unequal treatment because of the color of your skin

1. Double standards
 - a. Black drug users are junkies but white drug users need rehab
 - b. Black kids fighting are hoodlums but white kids fighting are "kids being kids"
 - c. Black shooters are gangsters and thugs and but white shooters are mentally unstable, made the wrong choice, or needed help
2. Wondering if you will join the ranks of dead black men and women when just LOOKING at police
3. Being called a racial slur out of nowhere
4. Continually IDed by the same police officers/security at school/work
5. Politely asked by store management if you have enough money to buy an item
6. EXPECTED to conform to a stereotype at work or at school
 - a. "You don't even talk like a black person"
 - b. "How are you Hispanic and don't speak Spanish?"
 - c. "You're Asian and you listen to rap?"
7. Followed in a store and watched like a hawk by the staff following you
8. Someone clutches their belonging or their kid as you walk by them
9. Employers say that your natural hair is unprofessional or damages the image of the company
10. You are called "exotic" because of your skin color



nifakaniga

lol it's less about the action but the way they look at you. It's not about the car locking. It's about locking the car, black guy walks by, they glare, and then proceed to relock the vehicle 3-4 more times. It's not about keeping their kids close but they eye contact and disgusted look they give you. Same thing with the purse. Same thing with the bills.

If you're reading the list, are white, and most of those examples don't apply to you, that's your privilege. It has nothing to do with wealth, happiness, or success. You are not guilty of anything for having white privilege. It is out of your control that you are born white and with being born white, you won't have to deal with these specific race-related problems that minorities usually face.



'Posh turf war' teens spared jail because they wouldn't cope in prison

metro.co.uk

Kieran Clifton, 19, dragged the 17-year-old victim out of his car and attacked him while screaming "you're going to be unrecognisable after this" and "do you want me to stab you?"

Se Smith, 18, Daniel Clifford, 22, and 19-year-old Joshua Campbell, also took part in the vicious attack in the upmarket town of Watlington, in Oxfordshire, in March last year.

Oxford Crown Court heard the four had been drinking heavily in their local pub the Fat Fox, when they recognised their victim as one of the "Thame lot" after hearing he was coming to their town.

Why are there Ghettos and Black poverty in America?

I encourage you to research the topics you are unfamiliar with

- 1865-1869 (Democratic Rule) Andrew Johnson
 - Northern Improvements and Southern Counters
 - 13th Amen (ended slavery)
 - HOWEVER
 - Former slaves had no land
 - Black codes
 - Sharecropping
 - Segregation
 - 14th Amen (gave americans citizenship)
 - HOWEVER
 - Many blacks were denied
- 1869-1877 (Republican Rule) Ulysses S Grant
 - 15th Amen (black men could vote)
 - HOWEVER
 - Poll taxes
 - Grandfather clauses
 - Literary tests
 - 2000 black men in government
 - Rise of the KKK (Democrats)
 - Used to deter
 - Redeemers taking back govt from blacks
- 1877 Election
 - Dems were winning
 - Popular votes were close
 - Three states had disputes
 - Congress couldn't settle it
 - Super Committee Compromise lead to a Republican win
 - Republicans must remove troops in the south
 - \$ for transcontinental railroad
 - Southern Democratic autonomy
 - Jim Crow laws and black oppression
- 1920s
 - Death of Black Wallstreet
- 1930s
 - New Deal
 - Rise of public housing (projects) for middle class whites

- Redlining and de facto segregation for blacks
 - Welfare for white widows and single mothers
- 1950s
 - Suburbanization and suburban racism
 - Rise of Gentrification and black homelessness
 - Rise of black/brown moving into the projects which whites left
 - No bank loans
 - No real estate agents
- 1960s
 - Rise and fall of the Black panther party (research this!)
 - Housing authorities stop maintaining and policing projects and move money into suburbs where whites are living
- 1970s
 - Nixon's War on Drugs
 - Taxpayer money going to police to criminalize drug use and limit the supply of drugs, which creates an increase in demand.
 - Births urban gangs and Mexican cartels who seek to capitalize and the supply increases
 - Endless cycle
- 1980s
 - Govt started to neglect public housing since black/brown ppl live there and not well maintained
 - Crack cocaine 100:1 disparity
 - Mass incarceration
- 1990s
 - Welfare scandals. People are incentivised to stay home
 - Clinton's welfare reform had a good motivation but still no resources to get people **out** of poverty. People became independently in poverty.
- 2000s
 - 2008 Recession, states made it harder for people to get welfare
 - Lead to even greater poverty because there's no work

Institutional/systemic racism TODAY:

Multiple people's actions (conscious and subconscious) results in racial inequity. Very blatant in the past, but it's hard to make the argument that it exists now because many claim "x effect is not a race issue, it's a economic class issue" or "z effect is not a race issue, it's just a coincidence" and sure the effects minorities face can reasonably be passed off as class issues or coincidences, but the fact is that these effects always hit minorities harder than whites of the same social class.

Institutional/systemic racism in the present day

1. A criminal justice system that penalizes minorities more harshly than white people for committing the same crimes
2. Selective enforcement of criminal laws
3. Schools that prosecute misbehavior by students of color as aggressive and criminal but the same misbehavior by white students of whom it is often said "come from good families" is considered part of normal youth development
4. Voting restrictions enacted under the guise of electoral integrity but are intended to, and often do, reduce minority voting. (Minority voter purges)
5. Lending institutions that charge higher interest rates to black applicants even though they have the same credit scores as white applicants
6. Employers who won't interview job applicants with black-sounding names, even though they have identical qualifications as those applicants with white-sounding names
7. A society that treats minority drug use as a crime but treats drug use by white people as a health issue needing rehabilitation

https://www.youtube.com/watch?v=YrHIQIO_bdQ

^If you're still doubtful^

"What can I do?"

1. Educate yourself

- a. Listen to black voices and seek out the black experience
- b. Educate yourself on American History
- c. You're doing so reading this document

2. Don't give into white guilt/shame

- a. If you feel guilty or feel like you have to apologize, you won't make changes for the betterment of America. You end up helping to satisfy your guilt and make yourself feel good or prove to people that you are not racist. That doesn't help the people you say you want to help.

3. Check yourself

- a. Nobody's perfect. Dig deep into your biases. Have self-awareness. Pay attention to what you're saying. Ask yourself why. Learn from yourself and grow, don't feel ashamed or guilty.
- b. See color. It's not racist to acknowledge people's color. Being color-blind is part of the problem because if you don't see race, you'll have a hard time believing that racism exists. Yes we are all humans, however right now there is a lot of racism (conscious and unconscious) that needs addressing
- c. Understand that just because YOU don't see racism happening that it still exists outside your life. It's not a "leftist media narrative created to garner black votes". It's not exclusive to America. Racism happens all over the world and it's been happening for a LONG time. Pick up a history book.
- d. ↓ READ THIS: **Performative Ally** vs **Authentic Ally** ↓
https://www.instagram.com/p/CBFKliVH06u/?utm_source=ig_web_copy_link

4. Check others while being empathetic

- a. It's also important to hold others accountable when they say something ignorant, microaggressive, passively racist, overtly racist, bigoted, etc
- b. It's ALWAYS uncomfortable to call people out when they say wrong (especially your friends and family) but if you don't make yourself uncomfortable, the behavior will continue. Embrace the discomfort
- c. The way you go about it is the difference between breeding more hate and breeding growth. If you yell at someone, get angry, accuse them

of being bigoted/racist they will match that energy, becoming defensive, stubborn, and they will protect their ego at all costs. We have to have conversations with those people and address it in a manner where they don't feel like they have to protect their egos.

- i. "Hey, why do you feel that way about immigrants?"
 - ii. "I know it was a joke, but do you really think we should talk like that?"
 - iii. "I know you didn't mean it like that, but when you say ["you talk so white"] you're really saying ["I'm surprised you don't conform to the stereotype of black speech"]
- d. And not only approaching the situation with a respectful tone but listening to what they have to say. Respect goes both ways.
- i. "I'll be honest, I don't agree with a lot of the stuff you're saying, but I see where you're coming from. [acknowledge their points so they know you understand] This is what I think"
- e. And maybe you can say something that will resonate with them. More on empathy on the next page

5. Use your vote (and don't forget about local elections)

- a. Do your research. Vote for candidates who represent your values
- b. Try to avoid voting for "the lesser of two evils" if that's the situation you find yourself in. Not-voting is a political statement but try and find an alternative/compromise.
- c. Mobilize people!
 - i. Offer rides to the polls
 - ii. Remind your friends to vote
 - iii. Make posts come election time

6. Donate if you WANT to. *You are not a bad person for not donating.*

- a. Bail funds for peaceful protestors being arrested
 - i. <https://bailfunds.github.io/>
- b. Campaign Zero (police reform)
 - i. <https://www.joincampaignzero.org/#vision>
- c. Fair Fight (black voter education)
 - i. <https://fairfight.com/>
- d. Other:
<https://nymag.com/strategist/article/where-to-donate-for-black-lives-matter.html>

Empathy

It all boils down to accountability and empathy. If we are not in physical danger, we have to call out any injustice if/when we see it, and do so in a way that doesn't criminalize the person doing it. When people are snapped at or chastised, it buries them deeper into whatever hole of ignorance they are already in. They get defensive and any chance for conversation is gone.

And it's hard and uncomfortable to empathize with people whose opinions and ideas we don't agree with, but letting them be heard and asking, "well why do you feel that way?" when most people (justly) admonish them, followed by truly listening to them, and finishing it up with "I may not agree with a lot of the stuff you're saying, but I definitely get where you're coming from. [Rephrase what they said so they know you were really listening] What I think is..." We'll get better results with empathy compared to telling them "wow you're an asshole. Shame on you for thinking that way!"

Empathy opens doors for the conversations you would usually never get. People are products of their environments and aren't expected to be perfect, and I don't think that should be held against them (if they are unaware of their ignorance) but people ARE expected to be accountable for themselves and work on themselves to be better. A lot of folks don't have self-consciousness, so we have to be gentle, patient, and have empathy. Our natural response is to get angry or annoyed because it's 2020 and those people should get it by now, that's understandable, but when people's opinions/views are being respected (regardless of how shitty those opinions/views are in our individual opinions), those same people open themselves up to respecting the other side's opinions and views. The respect you give is the respect you get (usually).

Again, you don't have to like it or agree with them, and you probably won't, but just telling them "I understand where you're coming from" instead of "you're wrong" goes a long way for many. And it's hard, it's uncomfortable, but many people can unlearn the ignorance taught to them. Some people are too far gone, but we shouldn't be turning people who are reachable into people who become too far gone because those are the folks who continue the cycle of generational bigotry, and then their kids are the ones who will make life unpleasant for ours. We can take advantage of empathy to educate people who are willing to listen to what we have to say (because we were respectful enough to listen to them), and we can ask them the hard questions which make them reconsider their views, and make them self-aware about their blind spots and biases without them feeling attacked.