**Base Readings:** Primary materials we’ll reference during the Study Group.

**(1 of 2) Racialization and Forms of Racism**

(Excerpt below from [Race, Power, Policy Workbook: Dismantling Structural Racism](https://www.racialequitytools.org/resourcefiles/race_power_policy_workbook.pdf))

Racialization shapes an institution so that as part of its normal functioning, and without anyone having a consciously racist intention, it produces disparities in outcome by race. A prime example of this is the way in which our criminal justice system has evolved. In general, officials avoid saying or doing things that are overtly racist. As long as the system appears to be operating ‘normally,’ many people do not perceive racism in the system, and many will resist any arguments that point out racial bias in criminal justice practices. And yet, racial disparities abound, in policing, in sentencing, in attitudes about the criminality of youth of color, and in profiling.

**Different forms of racism**

• *Interpersonal:* This refers to prejudices and discriminatory behaviors where one group makes assumptions about the abilities, motives, and intents of other groups based on race. This set of prejudices leads to cruel intentional or unintentional actions towards other groups.

• *Internalized:* In a society in which all aspects of identity and experience are racialized, and one group is politically, socially and economically dominant, members of stigmatized groups, who are bombarded with negative messages about their own abilities and intrinsic worth, may internalize those negative messages. It holds people back from achieving their fullest potential. It also obscures the structural and systemic nature of racial oppression, and reinforces those systems.

• *Institutional:* Where assumptions about race are structured into the social and economic institutions in our society. Institutional racism occurs when organizations, businesses, or institutions like schools and police departments discriminate, either deliberately or indirectly, against certain groups of people to limit their rights. This type of racism reflects the cultural assumptions of the dominant group.

• *Structural:* This refers to the accumulation over centuries of the effects of a racialized society. Think again about the creation of the white middle class and what it means today to have been left out of that process of wealth-creation, home ownership, college education, etc.

The critical aspect of racism that we must address today is the accumulation and incorporation of long-standing racialized practices into all of our social and economic structures, or structural racism. Think again about that ‘post-racial society’ idea. If race no longer matters, how do we explain persistent disparities among groups, and disproportionate levels of poverty, incarceration, unemployment, etc. in communities of color. We can’t. Not without a structural racism analysis.

**(2 of 2)** [**Structural Racism and American Democracy (2001)**](http://www.unrisd.org/80256B3C005BCCF9/%28httpAuxPages%29/4DAC9FF0A00C10F680256B6D0057879C/%24file/dmarable.pdf)

Read:

* Page 3 through the end of the completed paragraph at the top of Page 4
* “[...] legal scholar Randall Kennedy [explained] “America’s paradigmatic racial pariah, the Negro . . . . Racist perceptions of blacks have given energy to policies and practices (such as racial exclusion in housing, impoverished schooling, and stingy social welfare programs) that have facilitated the growth of egregious, crime-spawning conditions that millions of Americans face in urban slums and rural backwaters across the nation.11” Thus it is not the objective reality of difference between “races” that produces disparities and social inequality between groups; it is structural racism that reproduces “races”.”
* Page 7 (Section II) through the top of Page 17 (end of Section IV)
	+ Section II: Pre-America through the 1950s (pg 7-11)
	+ Section III: 1960s through 2000 (pg 11-15)
	+ Section IV: Laissez-Faire Racism (pg 15-17)

**Optional Readings/ Videos:** If you have the time and/or interest, you can explore some or all of the materials below related to our monthly topic.

* In-Depth 2017 Report on Connection Between Structural Racism and Poverty in NJ: [The Uncomfortable Truth, Racism, Injustice and Poverty in New Jersey](http://www.antipovertynetwork.org/resources/Documents/The%20Uncomfortable%20Truth%20Final%20-%20web.pdf)

(Produced by the Anti-Poverty Network of NJ / Structural Racism and Poverty Working Group)

* + Suggestion: This is a (long!) 131-page report but you can easily pinpoint areas of interest from the Table of Contents.
	+ Of particular interest may be:
		- Pg 1-2: Preface
		- Page 3-4: The Fundamental Link Between Racism and Poverty
		- Pg 5: Findings / Our Commitment for Action
		- Pg 6: Systemic Solutions / Priority Recommendations
		- Pg 7-11: New Jersey’s History of Persistent Poverty, and the Driving Role of Structural Racism
* Short Article; Interactive Component: [NYT: Whites Have Huge Wealth Edge Over Blacks (but Don’t Know It)](https://www.nytimes.com/interactive/2017/09/18/upshot/black-white-wealth-gap-perceptions.html)
* ~30 minute Vimeo focusing on housing discrimination: [RACE – THE POWER OF AN ILLUSION: How the Racial Wealth Gap Was Created](https://vimeo.com/133506632)
* ~6 minute video: [Adam Ruins Everything - The Disturbing History of the Suburbs](https://www.youtube.com/watch?v=ETR9qrVS17g)
* Short Article; 2 Videos: [Huffington Post: 10 Signs Of Institutionalized Racism And The Rhetoric Of ‘Greatness’](https://www.huffingtonpost.com/entry/10-signs-of-institutionalized-racism-and-the-rhetoric_us_593bff26e4b014ae8c69e0cc)
	+ 1st Video (Middle of the Page): ~1 hr video on “How Structural Racism Works”
	+ 2nd Video (Bottom of the Page): ~ 6 minute video on “Systemic Racism for Dummies”