

# DEFINITIONS:

## WHAT IS 'PREJUDICE?'

A preconceived, unfair,  
and unreasonable opinion, usually  
formed without knowledge, that  
often leads to violent or hateful  
behaviors.

## WHAT IS 'RACISM?'

Any prejudice held or discrimination  
committed against a racial group that  
is reinforced by systems of power.  
Based on these definitions, prejudice  
within itself does not equal racism.

**ACTIVITY:** In this activity you will use the definitions and examples provided to determine whether the following discriminatory acts are considered to be racist or prejudice. Please find the worksheet attached.

**PROMPT 1:** What is the difference between racism and prejudice? Who holds the power to be racist within the United States?

**PROMPT 2:** How have I intentionally or unintentionally contributed to systems of oppression?

# DEFINITIONS:

## WHAT IS 'INTERSECTIONALITY?'

The overlapping of each individuals' multitude of identities, which can create interdependent systems of oppression.

(In this context, we focus on race, gender identity, gender expression, sexual orientation, socio-economic status and ability status within the US).

**ACTIVITY:** In this activity you are provided with a blank iceberg, similar to the iceberg model used during "*White Folks (Pt 1): We Have to Talk About Race.*" Use this iceberg to model your own intersectional identities, ordered by the most oppressed identity (if applicable) under water and most privileged identity (above water). This model can also be used to observe other folks' intersectional identities. Please find the worksheet attached.

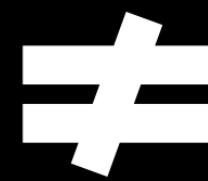
### PROMPT 1:

When interacting with other folks in your network, do you regularly consider the complexity of their identities?

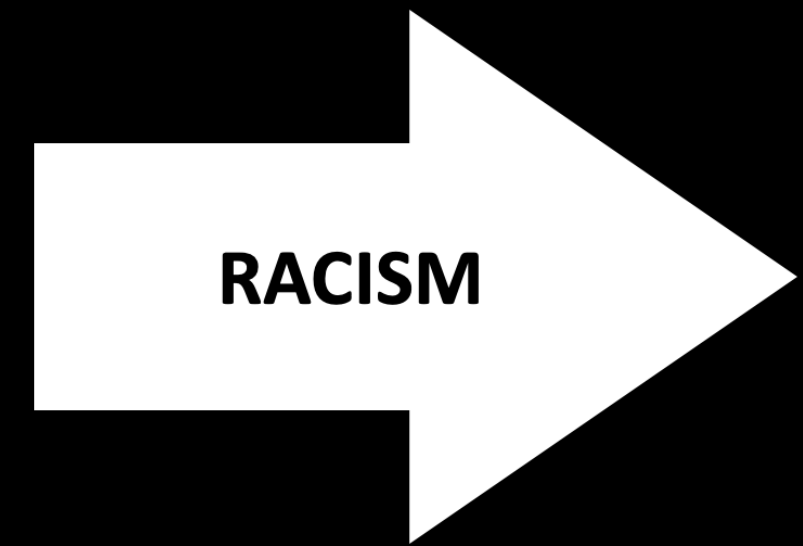
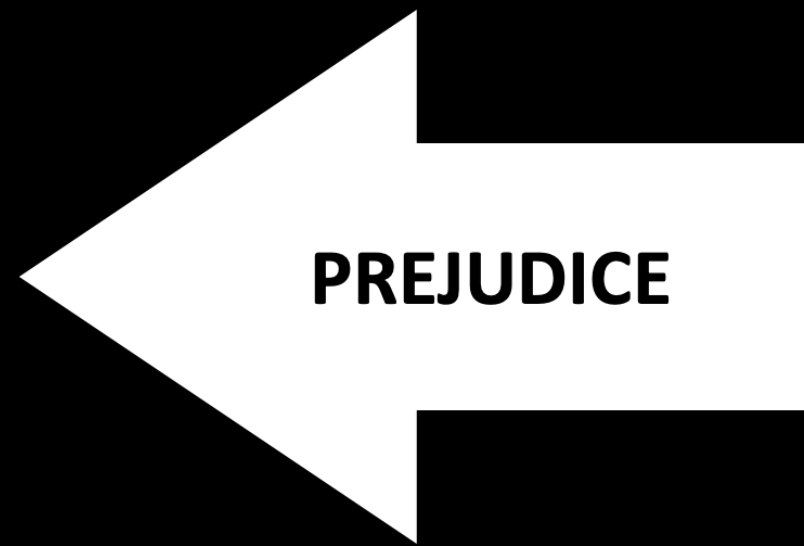
### PROMPT 2:

How has my identity afforded me privileges that other folks may not have?

**PREJUDICE**



**RACISM**



Following a Black person  
around in a store.



Pulling a Black person over  
while driving.



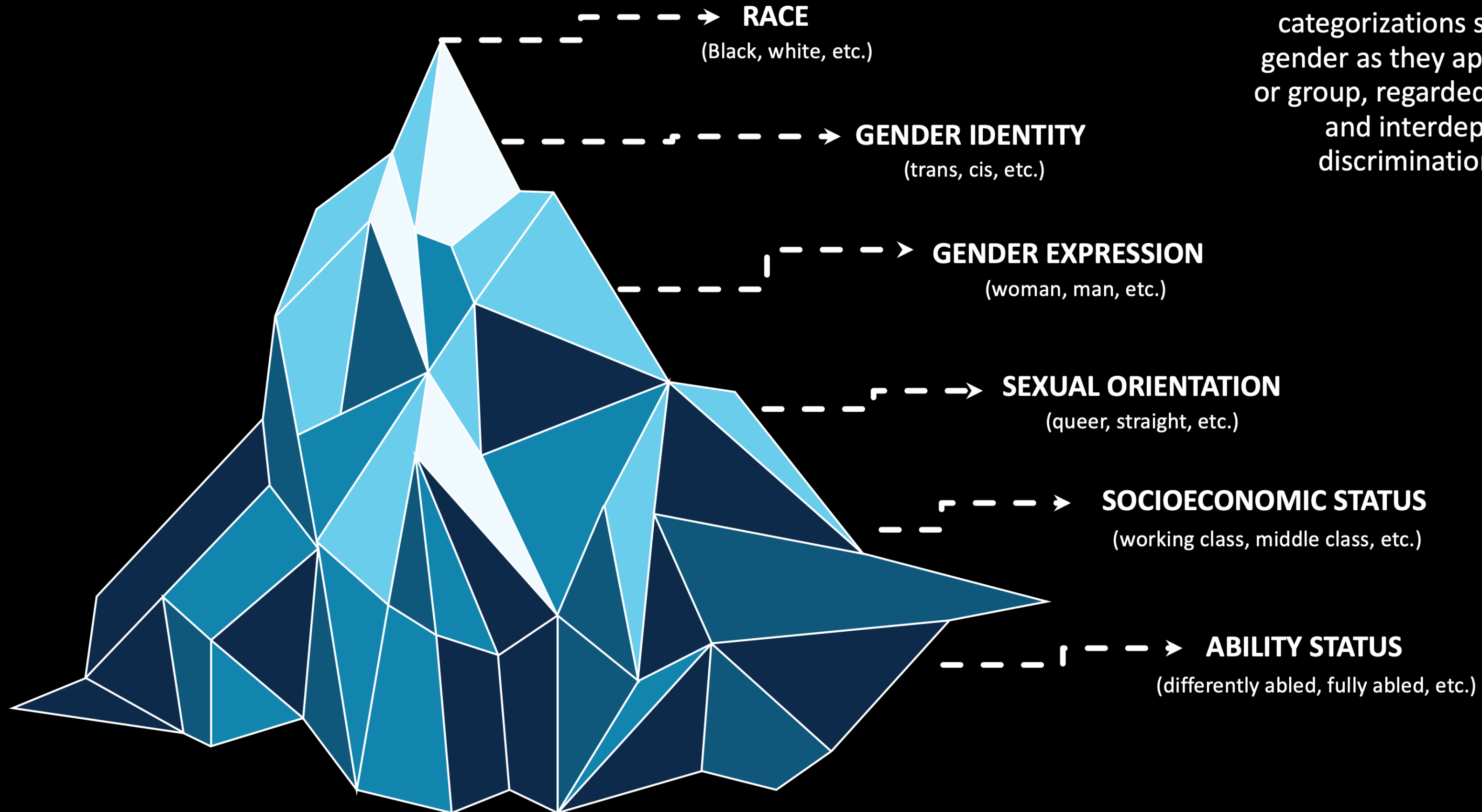
Black people are 5x more  
likely to be incarcerated for  
the same crime committed by  
their white counterparts.



Black people collectively face  
discrimination within systems  
of justice, education,  
healthcare, housing, and  
employment.

# INTERSECTIONALITY

“The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.”



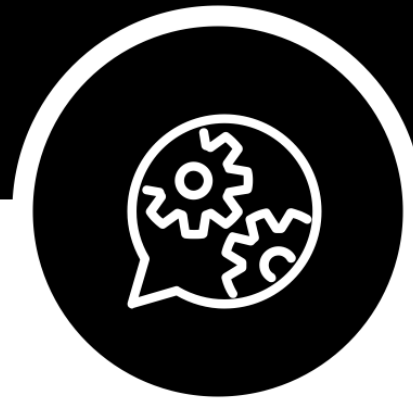
# 5 STRATEGIES FOR ENGAGEMENT

## RACIAL EQUITY CONVERSATIONS



### AWARENESS

Establish a common language.



### LISTEN

Listen to the experiences of others.



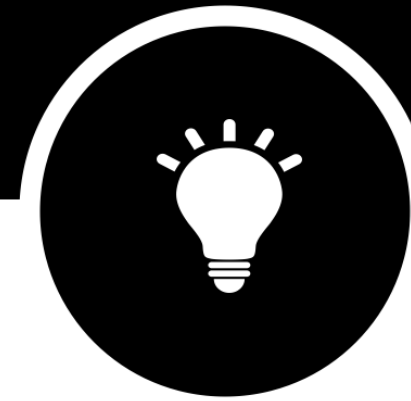
### CHALLENGE

Challenge internal perspectives and ideals.



### SHARE

Share commonalities and differences.



### REFLECT

Reflect on individual contributions to discourse.