

# Reducing Racial Harm



MARCH 2025 PRESENTED BY ALHELI HERRERA



1.Re-introducing shared language glossary and concepts

2.Conversations about glossary

3.Waterbury and Fresno's stories

4.Closing



# Shared Language

In the spring of 2022, we had a training series called Community Engagement to Advance Racial Justice and the first thing we did in that series was to talk about shared language. We introduced a glossary:

Demystifying community racism  
Building shared language

Community Engagement to Advance Racial Justice

15 Building a Common Vocabulary

BIPOC  
Discrimination  
Prejudice  
Stereotype  
Racism  
Erasure or "Colorblind"  
Implicit Bias  
Microaggressions  
White Advantage (Privilege)  
White Supremacy  
White Fragility

Racist  
Racial Trauma  
Racist  
Antiracist  
Antiracism  
Allyship  
Accomplice  
Anti-Black  
Health Equity  
Oppression  
Power

Building a Common Vocabulary

15 / 25

118%

## TCI Shared Glossary

Concept	Debriefing Questions
<b>Discrimination:</b> The denial of justice and fair treatment by both individuals and institutions in many areas, including employment, education, housing, banking and political rights. Discrimination is an action that can follow prejudicial thinking. (Specific forms of discrimination: racism, sexism, classism, ageism, homophobia, transphobia, etc. People can discriminate because of prejudice, stereotypes, or both)	<ul style="list-style-type: none"><li>Have you ever been discriminated against? What happened?</li><li>Do you think people sometimes discriminate more based on their perception that individuals had a choice in their condition as opposed to something that was out of their control (e.g., genetics)?</li></ul>
<b>Prejudice:</b> Prejudging or making a decision about a person or group of people without sufficient knowledge. Prejudicial thinking is frequently based on stereotypes.	<ul style="list-style-type: none"><li>What are the main reasons why it is important to reduce prejudice?</li><li>What are the reasons for prejudice?</li><li>What are the effects of prejudice?</li></ul>
<b>Stereotype:</b> An oversimplified generalization about a person or group of people without regard for individual differences. Even seemingly positive stereotypes that link a person or group to a specific positive trait can have negative consequences.	<ul style="list-style-type: none"><li>What are some stereotypes you have learned about Black and other people of color?</li><li>How might you unlearn them?</li><li>How can the media (social media, television, movies) help to reduce or eliminate stereotyping?</li></ul>
<b>Racism:</b> Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices. Racism = race prejudice + social and institutional power. Racism = a system of advantage/oppression based on race.	<ul style="list-style-type: none"><li>What's one way in which racist power has hurt or benefited you?</li><li>Do you think that white nationalists are the worst perpetrators of racism in America? Why or why not?</li><li>How do these definitions compare with your personal understanding of racism?</li><li>How do you see racism playing out in current times? In society, at work, in school, etc.</li></ul>



## Questions to consider in small groups:

- Which definitions/terms call at you the most? And Why?
- Which definitions/terms do you have a hard time with? And Why?
- Do the accompanying questions help you in considering these terms and definitions further?





# Waterbury & Fresno: Their stories



# Thank you

