

## Terms: Racial Identity

This is an evolving resource compiled by [John Bennett](#).

The list that follows is not intended to be all inclusive, and terms may have different meaning and context among various groups. Comments, suggestions, and/or additional terms are welcome.

| Term                   | Definition  |
|------------------------|---|
| <b>Antiracist</b>      | A person or group who acts against racial hatred, bias, systemic racism and the oppression of marginalized groups. It involves acknowledging personal privileges, confronting acts and systems of racial discrimination, and/or working to change personal racial biases. ( <a href="#">Kendi, 2019</a> )   |
| <b>Aversive Racism</b> | “... a manifestation of racism that well-intentioned people who see themselves as educated and progressive are more likely to exhibit <sup>6</sup> .” It exists under the surface of consciousness....” ( <a href="#">Diangelo, 2018, 43</a> )  |
| <b>BIPOC</b>           | Black, Indigenous, People of Color  |
| <b>Caucasian</b>       | An outdated term referring to peoples originating from Europe, certain parts of Western Asia, and certain parts of Northern Africa ( <a href="#">Caucasus region</a> ).   |
| <b>Color</b>           | The natural appearance of the skin; complexion of a particular people or ethnic group, especially when seen or identified as other than white.  |
| <b>Ethnicity</b>       | An ethnic-social group that shares a distinctive culture, values, religion, language and the like.  |
| <b>Race</b>            | A taxonomy of differentiated races within humanity was created in the mid-1700’s by the Swedish botanist <a href="#">Carolus Linnaeus</a> . A German anthropologist, <a href="#">Johann Blumenbach</a> , took Linnaeus’s taxonomy and turned it into a hierarchy, putting “Caucasian” at the top and “Negroid” at the bottom. Scientifically speaking, there is only one race: the human race. “Race” as currently understood is a social construction. |
| <b>Racism</b>          | The system of oppression based on the White Supremacist notion that People of Color are inferior to White People. Racism involves the systematic subjugation and exploitation of Peoples of Color by White People, as a group. Racism manifests at all levels of system, from the individual to the group, intergroup, and whole system levels.   |

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| <b>White Culture</b>       | A set of beliefs, assumptions, norms, and values about the right way to be and behave in the world that is rooted in white supremacy and white western philosophies, etc.  |
| <b>White Fragility</b>     | "...the predictability of the white response to having our racial positions challenged. <sup>2</sup> ... a state in which even a minimum amount of racial stress in the habitus becomes intolerable, triggering a range of defensive moves. These include outward display of emotions such as anger, fear, and guilt and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in term, reinstate white racial equilibrium. Racial stress results from an interruption to the racially familiar." ( <a href="#">Diangelo, 2018, 101, 103</a> ) |
| <b>White Privilege</b>     | "...a sociological concept referring to advantages that are taken for granted by white and that cannot be similarly enjoyed by people of color in the same context (government, workplace, schools, etc.) <sup>17</sup> " ( <a href="#">Diangelo, 2018, 24</a> ).  |
| <b>White Supremacy</b>     | A system of oppression created by white people, as a group, to subjugate people of color for purposes of creating wealth, comfort, and social standing for white people.   |
| <b>White Women's Tears</b> | "... all of the ways, both literally and metaphorically, that white fragility manifests itself through white people's laments over how hard racism is on us." ( <a href="#">Diangelo, 2018, 131</a> )  |

**Sources and Resources Include:**

Diangelo, R. (2018). [White fragility: Why it's so hard for white people to talk about racism](#). Boston, MA: Beacon Press.

Kendi, I. X. (2019). [How to be an antiracist](#). New York, NY: One World.

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