

A photograph of two young men standing in front of a chain-link fence. The man on the left is Black and the man on the right is White. They are both looking at each other and appear to be in conversation. The image is slightly dimmed to allow the text to stand out.

White Privilege/ White Adjacency

Individuals who have similar experiences to White people in the U.S., due to racial privileges and advantages historically and perpetually associated with White power and privilege. This includes people who may not have been racially classified as White initially, but later became recognized within the race; as well as people who may “pass” for White daily, based upon skin color association. Some individuals may be represented from communities and groups historically referred to as model minorities - whose experiences align more so with White people than that of Black, Hispanic, Arab, Asian, and other minoritized communities; and may also be a part of multi-racial heritages/backgrounds.



Anti-Blackness

A sociological, psychological, and cultural condition developed through collective European (i.e. Portuguese, English, French, Dutch, Spanish, Irish, British) colonialist, imperialist ideas, beliefs, ideals, and ideologies that black and brown people of African descent (i.e. African, African-European, Afro-Latinx, African-Haitian, etc.) are inferior, animalistic and barbaric. In North America, particularly the United States, anti-Blackness is the underlying foundational principle of racism. It can be observed through explicit laws and policies created throughout the 17th, 18th, 19th, and 20th centuries that specifically targeted black and brown people of African descent based on skin color as “prima facie evidence”. (i.e. Rape Law of 1705, Act of 1723, Negro Act of 1740, Casual Killing Act of 1669, Anti-Literacy Laws 1829, Fugitive Slave Act 1850, Supreme Court Decisions 1883/1896/1926, etc.). The legal, cultural, sociopathic, psychopathic condition and reality was established to oppress, disenfranchise, demean, invalidate, surveil, diminish, minimize, degrade, kill and otherwise harm black and brown people of African descent mentally, emotionally, symbolically, physically, and spiritually; through political, economic, legal, educational, religious social, and all other institutional means (i.e. grading, language, etc.).”



Racial Reckoning

White people, (including people who are White adjacent, and/or have degrees of White power and privilege; can include Black people), coming to terms with the reality that they are no better than Black and Brown people (especially the most marginalized); and awakening to the reality that the oppression of Black and Brown people has been strategically manufactured, and is the root cause of their identity, success, and culture.



Racial Repair

Locating, learning, and developing strategies to deal with reinforced White superiority and anti-Blackness (i.e. historical record, knowledge, and perspective; soft skills including humility, giving-up power, empowerment and upliftment of Black and Brown people, etc.) to authentically equalize and stabilize structural, institutional, cultural, social, and interpersonal inequities and power imbalances between White people and non-White people; specifically Black people – to achieve authentic inclusive representation, contributions, voice, decisioning, and outcomes.

A brass scale of justice is positioned in the background, resting on a dark wooden surface. The scale is slightly tilted, with the right pan being lower than the left. The background is a soft, out-of-focus gradient of light to dark grey.

White Racial Negotiation

Deciding how much power and privilege is to be, can be, and/or will be rendered (sacrificed / negotiated) in order to provide opportunities, resources, inclusion, belonging, and upliftment – and all other privileges/opportunities to Black, Indigenous, Hispanic, Arab, Middle-Easterners, and peoples from other traditionally marginalized groups. This is a form of racial repair to confront and combat what scholars have referred to as “White Fragility” weaponized in the forms of “everyday White racial bullying” and daily “White racial control”.



Racial Equity

Equalizing and balancing more than 350 years of explicit social, political, economic, and legal affirmative actions for White people through local, state, and federal policies, statutes, and laws; as well as processes and practices which established the social, cultural, emotional, mental, physical, political, institutional and economic freedoms White people and People with White Privilege (PWP) enjoy in modern-day American society.