

## Anti-racist training tools for the PPSC community

The intention behind this document is to promote conversation among the PPSC community.

The topics covered here can be difficult to discuss for many reasons.

The document was developed by PPSC Director of Development Jane Derderian and exists to support learning and understanding.



Jane S. Derderian, PPSC Director of Development

### Definitions and Examples

---

These are not all entirely dictionary definitions, rather, a collective understanding of what these words and phrases mean to us, today.

#### **Racism**

Prejudice plus power. According to Merriam -Webster’s current definition (be on the lookout for a new one), racism is a belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race. Racism is a structure that is perpetuated by mainstream culture in the United States.

#### **Overt Racism**

Racism that is blatant, unconcealed, and intentionally harmful. A creation and product of white supremacy.

Examples include Blackface, lynching, the KKK, the “N” word.

#### **Covert Racism**

Racism that is subtle and often excused or accepted. Covert racism can be confused with mechanisms of exclusion and inclusion, ritual and ceremony, acceptance and rejection. Covert racism operates as a boundary keeping mechanism whose primary purpose is to maintain social distance between racial majorities and racial minorities. Such boundary mechanisms work best when they are assumed natural, legitimate, and normal. These boundary mechanisms are typically taught subconsciously or even unconsciously within social institutions and groups. Examples include race-related microaggressions (“do you need to use sunscreen?”) and unconscious bias (judging a job applicant by his name, if his name doesn’t sound white, like Jamal).

#### **Institutional Racism**

Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different marginalized racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color. An example of institutional racism is racial profiling by security guards or police.

#### **Antiracist**

Opposing (or a person in opposition to) racism *and promoting racial tolerance*.

*“To be antiracist is to think nothing is behaviorally wrong or right -- inferior or superior -- with any of the racial groups. Whenever the antiracist sees individuals behaving positively or negatively, the antiracist sees exactly that: individuals behaving positively or negatively, not representatives of whole races. To be antiracist is to deracialize behavior, to remove the tattooed stereotype from every racialized body. Behavior is something humans do, not races do.” Ibram X. Kendi*

#### **Systemic**

Of, relating to, or common to a system. A common example of systemic racism: all the pictures on the company’s website are pictures of white people, sending a clear message to any applicants that the company does not have any black or minority employees. Systemic racism is a system that has racism inherent in how it operates.

#### **Systematic**

Relating to or consisting of a system. An example of systematic racism: Black or Hispanic people get shorter interviews and never get called back for hiring. Systematic racism is a set of practices that discriminate on the basis of race.

#### **Racial Justice**

At PPSC, we stand with Black communities. We will not stay silent during the oppression of Black communities and we will advocate for Black people and communities of color.

Our programs support inclusive empowerment through community sailing for all identities.

Racism has no place here.

We stand against white supremacy and systemic racism. We operate intentionally to provide East Boston with a just, equitable, diverse, and inclusive safe space for recreation and education. At PPSC, we believe Black Lives Matter.

Policies, practices, beliefs, attitudes, and actions that promote equal opportunity and treatment for people of all races. A direct response to racial injustice.

### **Equality**

Being equal, especially in status, rights, and opportunities

### **Equity**

Being fair and impartial. In working toward equity we must balance disparities, which may mean dividing and sharing resources unequally in order for each person or group to have access to the same opportunity. We need to abide by the Platinum Rule rather than the Golden Rule: instead of treating others how you want to be treated, treat others how *they* want to be treated.

### **Cultural Appropriation**

Theft of cultural elements for one’s own use, commodification, or profit — including symbols, art, language, customs, etc. — often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture’s right to take other cultural elements. **The NFL's Washington Redskins have been accused of cultural appropriation with their use of a mascot of an American Indian wearing a headdress. Some Halloween costumes, such as a "gypsy," Rastafarian, or geisha are also considered cultural appropriation — each outfit plays into stereotypes that have led to the mistreatment or misunderstanding of a group of people.**

### **Person-first Language**

Language that puts the person before the description (or diagnosis, or disability). Humans first, commodities second. This practice can help restore identity and reverse institutional denials. **For example, referring to someone who lives on the street as “a person experiencing homelessness” instead of as a homeless person, or the homeless.** Nikole Hannah-Jones said, *“It was very important in the 1619 Project and whenever I write about this, to not use language that further dehumanizes people who every system and structure was designed to dehumanize. I think when we hear the word "slave," we think of slavery as being the essence of that person. But if you call someone an enslaved person, then it speaks to a condition. These people were not slaves. Someone chose to force them into the condition of slavery, and that language to me is very important, as is using the word "enslaver" over slave owner because these people didn't have a moral right to own another human being, even though the society allowed it, and I think it needs to be active, that this was an active system of people choosing to treat other human beings as property.”*

**A person living with a mental health condition ~ mentally ill**

**Enslaved ~ slave**

### **Diaspora**

The voluntary or forcible movement of peoples from their homelands into new regions...a common element in all forms of diaspora; these are people who live outside their natal (or imagined natal) territories and recognize that their traditional homelands are reflected deeply in the languages they speak, religions they adopt, and the cultures they produce.

### **Black vs. African American**

African Americans are people of African descent who are born in the United States. A lot of Black folks don’t feel comfortable claiming African heritage because they don’t know which country they are from, and thus prefer “Black.” Be aware of the history and origins of phrases like BIPOC and POC and how they can amalgamate populations.

### **White supremacy**

A historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power and privilege.

### **White Fragility**

Discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice. White fragility is not racism, but it may contribute to racism by dismissing white domination and racial conditioning.

### **Microaggression**

At PPSC, we stand with Black communities. We will not stay silent during the oppression of Black communities and we will advocate for Black people and communities of color.

Our programs support inclusive empowerment through community sailing for all identities.

Racism has no place here.

We stand against white supremacy and systemic racism. We operate intentionally to provide East Boston with a just, equitable, diverse, and inclusive safe space for recreation and education. At PPSC, we believe Black Lives Matter.

Indirect, subtle, or unintentional discrimination. Three forms of microaggressions can be identified: microassault, microinsult, and microinvalidation. **For example, failing to learn to pronounce, or continuing to mispronounce, the names of students after they have corrected you.**

### **Bias ~ Prejudice**

*Prejudice* is a pre-judgement, forming an opinion before becoming aware of the relevant facts. *Bias* is the inclination or prejudice for (or against) one person or group or concept, especially in a way considered to be unfair.

### **Implicit Bias**

Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to undermine individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. Thoughts about people you didn't know you had.

### **Privilege**

A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics. **For example, one can be Black and benefit from privilege (male privilege, straight privilege, etc.).**

### **White Privilege**

The unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.

### **Historical Trauma**

**Multigenerational trauma** experienced by a specific cultural, racial or ethnic group. It is related to major events that oppressed a particular group of people because of their status as oppressed, such as slavery, the Holocaust, forced migration, and the violent colonization of Native Americans. There may be effects of historical trauma experienced by Black sailors in connection to the maritime history of slavery.

### **Lived Experience**

A first-hand account. A person can speak to trauma because they have lived through it.

### **Reparations**

Making amends for a wrongdoing. **Repairing** a broken system. **For example, some universities in the U.S. that were constructed by enslaved people are working to repair that damage by renaming buildings, taking down monuments, and creating funds to financially aid the descendants of those workers.**

### **Intersectionality**

Coined in 1989 by Kimberlé Crenshaw, the term "intersectionality" was first used as a way to explain the oppression of African-American women. Thus, this is an approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive. Exposing [one's] multiple identities can help clarify the ways in which a person can simultaneously experience privilege and oppression. **For example, a Black woman in America does not experience gender inequalities in exactly the same way as a white woman, nor racial oppression identical to that experienced by a Black man.**

### **Redlining**

The systematic denial of various services by federal government agencies, local governments as well as the private sector either directly or through the selective raising of prices.

## **Literary Resources**

---

Links to sources and resources are embedded throughout this document.

### **Articles**

At PPSC, we stand with Black communities. We will not stay silent during the oppression of Black communities and we will advocate for Black people and communities of color.

Our programs support inclusive empowerment through community sailing for all identities.

Racism has no place here.

We stand against white supremacy and systemic racism. We operate intentionally to provide East Boston with a just, equitable, diverse, and inclusive safe space for recreation and education. At PPSC, we believe Black Lives Matter.

### The Curb-Cut Effect

*The Difference Between First-Degree Racism and Third-Degree Racism* by John Rice— an article appearing in The Atlantic (June 2020)

*How to Talk to Children About Discrimination and Racism*

### Books

*Between the World and Me* by Ta-Nehisi Coates

*How to be an Antiracist* by Ibram X. Kendi

*Me and White Supremacy* by Layla F. Saad

*So You Want to Talk About Race* by Ijeoma Oluo

*Stamped From the Beginning* by Ibram X. Kendi

*White Fragility* by Robin Diangelo

### PDF's

*Black Sailors During the War of 1812* by Lauren McCormack, 2005, revised by Kate Monea and Carl Herzog, 2020 (please email Jane [jderderian@piersparksailing.org](mailto:jderderian@piersparksailing.org) or Alex [adefronzo@piersparksailing.org](mailto:adefronzo@piersparksailing.org) for a PDF copy)

*The Shape of the Struggle* by Ann Barnes, Cheryl Townsend Gilkes, Roger Rice, and Cindy Schuster, 1980 (please email Jane [jderderian@piersparksailing.org](mailto:jderderian@piersparksailing.org) or Alex [adefronzo@piersparksailing.org](mailto:adefronzo@piersparksailing.org) for a PDF copy)

### Auditory Resources

---

#### Ted Talks

*Five Things Art Taught Me About Activism* - Kyle “Guante” Tran Myhre (20 minutes)

*The Difference Between Being “Not Racist” and Anti-Racist* – Ibram X. Kendi (51 minutes)

#### Podcasts

*1619* A New York Times audio series hosted by Nikole Hannah-Jones on how slavery has transformed America, connecting past and present through the oldest form of storytelling.

*What’s Good, Man?* A podcast about healthy masculinity hosted by rappers and Hip-Hop artists including Kyle “Guante” Tran Myhre.

#### Other Auditory Resources

NPR interview with Nikole Hannah-Jones regarding her article, *A Call for Reparations* (42-minute listen)

### Social Media

---

- Center for Antiracist Research @antiracismctr – coming soon to Boston University, directed by Ibram X. Kendi
- Corina Newsome @hood\_naturalist – Black female scientist in STEM
- Ibram X. Kendi @ibramxk – author, professor, director of the new Center for Antiracist Research at BU
- Jose Gonzalez @josebilingue – artist and founder of Latino Outdoors
- Kyle “Guante” Tran Myhre @guantesolo – poet, educator, activist, and host of “What’s Good, Man?” a podcast about healthy masculinity.

At PPSC, we stand with Black communities. We will not stay silent during the oppression of Black communities and we will advocate for Black people and communities of color.

Our programs support inclusive empowerment through community sailing for all identities.

Racism has no place here.

We stand against white supremacy and systemic racism. We operate intentionally to provide East Boston with a just, equitable, diverse, and inclusive safe space for recreation and education. At PPSC, we believe Black Lives Matter.

“White supremacy is not a shark; it is the water.” Guante

- Latino Outdoors @latinooutdoors – a non-profit connecting culture and community with the outdoors.
- Museum of African American History (MAAH) @maahmuseum – MAAH in Boston and Nantucket
- The Conscious Kid @theconsciouskid – education through a critical race lens
- Women Offshore @womenoffshore – non-profit supporting the careers of female seafarers
- @soyouwanttotalkabout – dissecting progressive politics and social issues using graphics

## Visual Resources

---

*12 Years A Slave* (rated R) – available on Amazon Prime

*13<sup>th</sup>* (rated for mature audiences) – documentary available on Netflix

*American Son* (rated for mature audiences) – available on Netflix

*Dear White People* (rated R) – three-season show available on Netflix

*How to Explain White Supremacy to a White Supremacist* – a poem by Guante

*Gentefied* (rated for mature audiences) – one-season show available on Netflix

*Pose* (rated R) – two-season show available on Netflix

*Boston and Race* – webinar with Marty Walsh (one hour)

*Advancing Racial Equity through Organizational Change* – [webinar](#) and [slides](#) from The Boston Foundation

## Additional Resources

---

[Dogtown Books \(Gloucester, MA\)](#) – Look into the Rise Up Book Box

<https://guante.info>

[Racial Equity Tools](#)

[Resources from A DEI Lab Collective](#)

[Seven Videos That Help Explain Racism and How to be Anti-Racist](#)

[Tools from AORTA \(anti-oppression resource and training alliance\)](#)

At PPSC, we stand with Black communities. We will not stay silent during the oppression of Black communities and we will advocate for Black people and communities of color.

Our programs support inclusive empowerment through community sailing for all identities.

Racism has no place here.

We stand against white supremacy and systemic racism. We operate intentionally to provide East Boston with a just, equitable, diverse, and inclusive safe space for recreation and education. At PPSC, we believe Black Lives Matter.