

An aerial photograph of a university courtyard. The courtyard features a brick building on the left, a paved walkway, and several circular tables with chairs where people are sitting. There are trees and greenery throughout the space. The text "Fostering an Inclusive Community: Racism Learning Byte" is overlaid in the center.

Fostering an Inclusive Community: Racism Learning Byte

Naropa
UNIVERSITY

Transform Yourself, Transform the World



What is Racism?

There are two commonly cited, but not entirely congruent definitions of racism.

A system of advantage based on race.

Source: Steinberg, S. (2009). Diversity and multiculturalism: A reader. New York: Peter Lang.

Or

Racial prejudice supported by institutions and laws.

Source: [University of Kansas Community Toolbox](#) (Section 4. Strategies and Activities for Reducing Racial Prejudice and Racism)




What is Prejudice?

“Prejudice is a preconceived judgment or opinion, usually based on limited information.”

“We all have prejudices, not because we want them, but simply because we are so continually exposed to misinformation about others.”

Source: Tatum, B. D. (1997). "Why are all the Black kids sitting together in the cafeteria?" and other conversations about race. New York: BasicBooks.



Questions to Contemplate

- If I believe in equality, can I still be racist?
- Can only white individuals be racist?
- How do cultural, educational, and societal forces create a 'norm' by which we function?

For two viewpoints on these and other questions:

- [Beverly Daniel Tatum](#)
- [Tim Wise](#)

What Can I Do?

- Review suggestions on how to constructively deal with racism in the [University of Kansas Community Toolbox](#).
- Understand subtle forms of racism (including microaggressions) and educate others about topic.
 - Read [“But You Speak So Well”: How Latinos Experience Subtle Racism](#)



Want More Information?

Steinberg, S. (2009). Diversity and multiculturalism: A reader. New York: Peter Lang.

Tatum, B. D. (1997). "Why are all the Black kids sitting together in the cafeteria?" and other conversations about race. New York: BasicBooks.

