

Definitions

Race

Is a social construct. There is no biological basis for race, in fact there is more genetic variation (about 85%) within any given ethnic group than between ethnic groups. While it is not a biological reality, it has a very real and profound social reality and impact on the lives of people of color.

People of Color Peoples from the Americas, Africa, Asia, the Arab world and the Pacific Islands.

White People People of European descent.

Prejudice A preconceived belief, usually based on limited information. (*Safehouse Alliance*)

Institutional or Structural Racism

The unfair, biased policies, practices and procedures of institutions and systems that routinely produce racially inequitable outcomes for people of color and advantages for white people. According to this definition, racism is not just individual acts of hatred, bigotry, prejudice or stereotyping based on race. Instead, institutional racism occurs when these prejudices are supported and implemented by power.

➤ **Institutional Racism: Implicit Bias**

Unintentional policies that negatively affect a particular group.

➤ **Institutional Racism: Explicit Bias**

Policies which explicitly discriminate against a particular group.

Individual/Interpersonal Racism

Individual acts of discrimination, prejudice, stereotyping and hate.

➤ **Individual Racism: Implicit Bias:** Unconscious prejudice in one's attitudes, beliefs and behavior.

➤ **Individual Racism: Explicit Bias:** Deliberate prejudice in one's attitudes, beliefs and behavior.

White Privilege

“White privilege refers to any advantage, opportunity, benefit, head start, or general protection from negative societal mistreatment, which persons deemed white will typically enjoy, but which others will generally not enjoy. These benefits can be material, social, or psychological”- Tim Wise

Micro-Aggressions

The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target people based solely upon their marginalized group membership. These insults and dismissals are often unconscious and not meant to hurt. They are done with little conscious awareness of their meanings and effects. The everyday burden of micro-aggressions leaves people of color feeling ignored, unsafe and powerless. Over time, micro-aggressions can result in toxic stress responses in those they target.

Cultural Racism

Aspects of society that overtly and covertly attribute value and normality to white people and whiteness and devalue, stereotype, and label people of color as “other” different, less than, or render them invisible.

Intersectionality

Is a concept often used to describe the ways in which systems of oppression and privilege (racism, sexism, heterosexism, transphobia (cissexism), ableism, nationalism, imperialism, classism/capitalism, etc.) are interconnected and cannot be examined separately from one another. Even while we are centering racism, we understand this in the context of other forms of oppression. The idea that you cannot separate out people's identities. *“We are all of us all the time our race, our class, our gender, our sexuality, our national status, our documented status.”*
- M Adams, Freedom Inc

Food Justice “The right of communities everywhere to produce, process, distribute, access, and eat good food regardless of race, class, gender, ethnicity, citizenship, ability, religion, or community.” They emphasize that a commitment to food justice includes advancing a food system that is free from exploitation; ensures the rights of workers to fair labor practices; is based in the values of respect, empathy, pluralism, and valuing knowledge; is rooted in racial justice—the dismantling of racism and white privilege; and is committed to gender equity.

Food Sovereignty “is the right of people to define their own food, agriculture, livestock, and fisheries systems.” This includes commitments to environmental stewardship; recognition of indigenous rights to lands, territory, and resources that they possess by reasons of traditional ownership; and recognizes people’s rights to:

- sustainable livelihoods
- consume, barter, keep, donate, gift, process, distribute, grow, and sell food
- Retain local ownership of all aspects of the community food value chain