

# Let's talk about RACE ?

"You care about making the world a more equitable and just place for all. You may just be starting to think about your role and ability to impact others, or, you may be further along on your journey. Wherever you are, what you do and say matters. Explore how to speak and engage constructively about race, so we can all grow together".

01

## What is race?

Science tells us we are similar biologically. The legacy of race holds deeply held assumptions and biases. Privileges some have granted while others are denied



02

## Where did it come from?

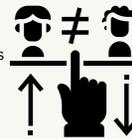
Race is a social construct human invented based on physical differences used for oppression and violence.



03

## What is structural racism?

Structural racism refers to wider political and social disadvantages within society, such as higher rates of poverty for Black and other groups of colour. In plain terms, structural racism shapes and affects the lives, wellbeing and life chances of people of colour.



04

## Let's talk about the U.S census

The # of racial categories the census used has increased from 3 to 16 showing ethnicity has more meaning than skin color. Here is what the U.S. Census states they use race for "... many Federal programs and is critical in making policy decisions, particularly for civil rights. States use these data to meet legislative redistricting principles. "



05

## What is prejudice?

Prejudice is usually learned early in life and affects behavior in a more subtle way. For example, a police officer with prejudice might assume that a person of color would be more likely to commit a crime.



06

## Why talk about Race?

Ignoring racism doesn't mean that it doesn't exist. It just means that you have shut down the possibility of moving forward by having a conversation about what could be done.



07

## What does it mean when you say, "I don't see color"?

With that statement, you are shutting down conversations about race or the fact that racism exists and is a systemic problem. This is especially true if you are white and are speaking to a person of color who is trying to explain their experiences to you. It's the same as someone saying "Black Lives Matter" and you respond with "All Lives Matter."

