

## DAY 2: Interpersonal Racism

*“Worse than being less than you, is if you are perceived as a threat” - [John A. Powell](#)*



**Racism =  
Racial Prejudice + Power**

[We all have bias](#). Bias is a preference in favor of or against a person, group of people, idea or thing that affects our understanding, actions and decisions. But often, we are not aware of the biases that we subconsciously hold. In fact, our brains are biologically designed to make sense of the world using these quick judgments.

When we act on a race-based bias, it becomes prejudice. As the above graphic shows, when combined with power (derived from one's own race, class, position within an organization, etc.) it becomes racism.

Today, we're inviting you to delve deeper into exploring your own bias, and also understanding microaggressions, a form of interpersonal racism that takes place between people.

### Today's Challenge:

#### Listen:

- [Listen to this episode of the First Name Basis podcast](#), which breaks down the three components of racism: implicit bias, overt interpersonal racism, and systemic racism and teaches you how to spot each of these components in your everyday life
- Listen to this podcast to hear Kevin Nadal, a professor of psychology at John Jay College of Criminal Justice, [describe how to discuss microaggressions and when to walk away](#).
- Listen to this episode of Code Switch to better [understand how race and its evil play cousin, racism, affects our friendships](#).

#### Read:

- Read this article see [a list of 28 common racist attitudes and behaviors that indicate a detour or wrong turn into white guilt, denial or defensiveness](#). Each is followed by a statement that is a reality check and consequence for harboring such attitudes.
- Read this article to [learn about seven types of microaggressions that are common in the workplace](#) in order to make sure that you are correcting yourself and others going forward.

**Share your reflections** on today's topic on social media using the hashtag **#unitedforequity** or **#uwwcequitychallenge** and tag **@uwwashtenaw**.

## Watch:

- Watch [this TED talk by Mena Fombo entitled “No! You cannot touch my hair!”](#) where she explores the objectification of black women with both a political and creative lens.
- Watch [Syrian-American poet Amal Kassir on how to humanize those we consider different from ourselves.](#) The answer is simple– it starts with, “what’s your name?” (*Trigger warning– uses strong language including the n-word*)
- Watch [candid responses from Black parents and young adults as they give “the Talk” to their children,](#) with the goal of inspiring understanding and empathy from those who have never needed to have such a talk.

## Act:

- Take [Project Implicit's Hidden Bias tests,](#) created by psychologists at top universities, to uncover some of your own unconscious biases. Remember, having biases doesn't make you a bad person—it only makes you human. *TIP: Proceed as a guest to access their library of tests and find out your implicit associations about race, gender, sexual orientation, skin tone, and other topics.*
- Begin practicing these [nine de-biasing tactics to ensure your actions line up with your intentions,](#) brought to you by [ChangeWorks, LLC.](#)



**Discrimination?  
Injustice?  
Racial Inequities?**

**YES.**

**Click here to learn more  
and join the  
21-Day Equity  
Challenge: 2023 Edition**

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