**“Racism: The Power of Illusion”**

**White Privilege**/Racism

1. White privilege as invisible/a naturalized condition.
   1. White privilege as generating unconscious bias
      * This will be done to demonstrate/segue to how privilege/racism is perpetuated through involuntary actions (structural conditions) and is thereby unconscious.
   2. White privilege as a product of unearned advantage
      * This will be done to demonstrate ideological and material advantages that are acquired at the backdrop of structural racism.
   3. White privilege as a social pathology that recreates inequality.
      * This will be done to demonstrate privilege as the paradox of inequality. Please lay emphasis on how the perceived reality/impact of racism is mitigated, while privileges are invested in, reinforced and then inherited. (consider: white affirmative action, anti-affirmative action policy and other forms of color-blind racism).
2. The reality of racial inequality
   1. Racial inequality
      * This will be done to demonstrate existing contemporary inequalities and how they are informed by structural conditions. Please consider: income, wealth and political representation. Please demonstrate racial inequality as the outcome of white supremacy.
   2. Systemic racism (social structure)
      * This will be done to demonstrate how racism is systemic and how that system is socially constructed to reproduce racial disparity/stratified conditions. This will also be done to demonstrate the individual as a proxy for racism along with the **difference between racism and prejudice**. Please consider social policy, civil rights law, and affirmative action.
   3. Inferiority complex
      * This will be done to demonstrate the impact of racism on group consciousness (on the continuum of empowerment v. disempowerment). Please consider how this engenders varying forms agency: subversion, reformation, accommodation, etc...
3. Building alliances and empowerment
   1. Building an inclusive community
      * This will be done to suggest ways to empower communities and allies as agents of social change.
   2. Corrective agency in spite of reprisals
      * This will be done to inspire members of the audience to be change agents by preparing them to engage and minimize blowback. Please lay emphasis on preparation and climate.
   3. Inspiring objective oriented, and legacy generating leadership
      * This will be done to suggest methods and strategy for accomplishing social justice objectives. Please emphasize creating a continuity of action by training leaders and empowering allies.

Facilitator Questions and Themes Cheat Sheet

\***Facilitators, please attempt to connect these themes and direct your tables toward answering these questions. Not all questions are represented on the questionnaire, however the below represents the knowledge base we are attempting to develop.**

Questions and Themes Connected to Talking Points:

Themes:

1. The (In)Visibility of White Privilege-The Benefit of Whiteness
   1. Unconscious bias.
      1. **How is bias created and perpetuated?**
   2. Unearned advantage/Racial Oppression
      1. **How are unearned advantages both a form of oppression and used to oppress others?**
   3. Social pathology that recreates inequality
      1. **How are beliefs in equality undermined by the production of privilege?**
2. Racism as shaping lived experience
   1. Racial inequality (income, wealth, representation)
      1. **How can we see racial inequality in our day to day experiences?**
   2. Cultural appropriation and media representations.
      1. **How does the media perpetuate disparities?**
   3. Systemic racism (social structure)
      1. **How do institutions and ideologies work in concert to produce racial disparities?**
   4. Inferiority complex, violence, media/entertainment and the impact of disparate conditions
      1. **How is hope produced out of disparate conditions?**
3. intention vs. consequence - racial injustice in law
   1. Prosecutorial disparity in racial vs. other civil rights cases
      1. **How has colorblind law and social policy led to colorblind racism?**
4. Building Alliance and empowerment
   1. Building an inclusive community
      1. **How can we maintain safe spaces while at the same time empower allies?**
   2. Corrective agency in spite of reprisals
      1. **How can we effectively influence policies and practices in spite of a threatening climate?**
   3. Inspiring objective oriented, and legacy generating leadership
      1. **How we set agendas and create goals that will lead to lasting impact?**

Table Questions

1. **How can racism be unintentional?**
   * Purpose: to make sure that everyone understands the idea of institutional racism vs. prejudice based off of the keynote speakers’ presentation
2. **What kind of unearned advantages and disadvantages can we recognize in our daily lives?** 
   * **Facilitator talking points:** relate privilege to unearned advantages. Explain how everyone can have privilege in different situations. Facilitators must give an example of a certain privilege they have, give opportunity for everyone at table to give example of privilege
3. **Can you see racial disparities in your day to day experiences?**
   * **Facilitator talking points:** Begin talking about racial disparities in institutions such as:
     1. **Education:**
        1. No Child Left Behind
        2. Teaching Disparities
     2. **Legal Policy and Practices**
        1. The war on drugs
        2. welfare
        3. affirmative action
        4. racial profiling
           1. ex: new jersey turnpike searching disparities
        5. sentencing disparities: juvenile sentencing
        6. Justice system: indictment disparities, mass incarceration, privatization of prisons, public defenders vs. private lawyers
     3. **Media**
        1. perceptions, media disparities/what is shown on news
4. **How is the american dream realistically achieved?** 
   * **Facilitator talking points:** Consider that most jobs are obtained through social networks, education is most predicted by wealth
5. **Talking about racism can be uncomfortable. How can you feel more empowered to discuss controversial issues?** 
   * **Facilitator talking points:** This question engages the support of allies and the building of alliances. And engaging others like you.
6. **How can we effectively influence policies and practices in spite of an unwillingness to change?**
   * **Facilitator talking points:** 
     1. Can mention many people don't see racism for example as a problem
     2. If you personally don't have power, think about who does.
7. **As students, how can we set agendas and create goals that will lead to lasting impact?**
   * **Facilitator talking points:** consider collaborating with groups with aligned objectives.
8. **Do you feel you learned anything from this event? If so, what? If not, why?**