

Undoing Racism™—Fall 2002

Definition of INTERNALIZED RACIAL SUPERIORITY—a multigenerational, dehumanizing development of entitlement and empowerment for Whites in the United States

Examples of the MULTIGENERATIONAL Dimension of IRS

- My ancestors came to this country to improve their lives, and they were able to do so within one or two generations.
- My ancestors came to this country at a time when immigration from Asia, South and Central America, and Africa was (much) more limited.
- My ancestors were able to become citizens of the United States, when citizenship was denied (much) more frequently to immigrants from Asia, South and Central America, and Africa.

- My ancestors were immigrants who took jobs in railroads, streetcars, house painting, tailoring, longshore work, bricklaying, construction, table waiting, dressmaking, health care or other trades or occupations where People of Color were excluded or driven out.
- I received job training in a program where there were few or no People of Color.
- Most people in significant decision-making roles at my work are White.

- My ancestors or parents received financial support, such as farm subsidies, G.I. Education Bill, housing loans, small business loans, and government contracts, to establish a improving standard of living.
- I have received financial support from my family or because of my family.

- Since my family members have become citizens of the United States, they have been able to vote for White candidates.
- People in government who make decisions that affect the lives of people who live in the United States at the local, state and federal levels are mostly White.

- My family and I have lived and live on land that formerly was inhabited by indigenous people who were removed from the land by Whites or as the result of actions of Whites.
- My family owned land/property within the first two generations of immigration.
- I have lived or live in a neighborhood that People of Color have been or are discouraged or discriminated from living in.

- My parents and/or I went to segregated schools with greater resources than nearby schools for Children of Color.
- My parents attended college.
- I was encouraged to go to college by teachers, parents, and other advisors.
- I attended a publicly funded or a heavily endowed private university or college, and/or I received student loans.

ANALYZING INDIVIDUAL W.P. BEHAVIOR

***Alexa Hauser, 'Internalized Racial Superiority'**

Written in Fall, 2002. Examples adapted from Uprooting Racism:

How White People Can Work for Racial Justice by Paul Kivel.

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Examples of DEVELOPMENT OF DEHUMANIZING Dimension of IRS

- ❑ We leave behind our ancestral languages and cultures. We feel cultureless.
- ❑ We have lost the connection to our ancestral spiritual traditions.
- ❑ We have a distorted view of history and politics.
- ❑ We operate as individuals and tend to be disconnected from community.
- ❑ We live in fear of People of Color; as a result, we deny or minimize the brutality of other Whites.
- ❑ We become cynical and pessimistic because racism makes a mockery of our national ideals of democracy, justice, and equality. These attitudes lead to apathy, blame, despair, and acts of violence, especially among our youth.
- ❑ We feel People of Color are exotic and exciting.
- ❑ We separate ourselves from others Whites who we think are not as clear about racism as we are.
- ❑ We see racism operating against people we know, and we do not say or do anything about it.
- ❑ We view People of Color's anger about racism as their "oversensitivity."

Examples of DEVELOPMENT OF ENTITLEMENT & EMPOWERMENT Dimension of IRS

- ❑ We feel we are more important and more valuable than People of Color.
- ❑ We feel we are more qualified to make decisions than People of Color, including decisions about things about which we know very little.
- ❑ We make decisions and take actions that affect the lives of People of Color without even considering their points of view or engaging with them in any way.
- ❑ We walk by or ignore receptionists, maintenance workers, and cleaning staff.
- ❑ We do not notice or appreciate the large numbers of People of Color who take care of our needs.
 - The house, office building, school, hotels and motels, and other buildings and grounds we use are generally cleaned and maintained by People of Color.
 - Many of the electronic goods we use, clothes we wear, and food we eat are made, grown, and prepared by People of Color.
 - People of Color generally care for us either at home or in medical and convalescent facilities.
- ❑ We feel okay about paying childcare workers, gardeners, in-home attendants, and other workers less than a living wage for full-time work.
- ❑ We become impatient when we don't receive the prompt service or the attention we feel entitled to and direct abusive comments at the staff who are dealing with us.
- ❑ We judge the motives and behavior of People of Color we don't know, and compare them to a romanticized view of our own group.
- ❑ We take up more time and attention than our fair share in conversations, classrooms, meetings, and at public events.
- ❑ We speak for and about others and use words like "we/them/that group" rather than "I think," "I feel," or "In my opinion."