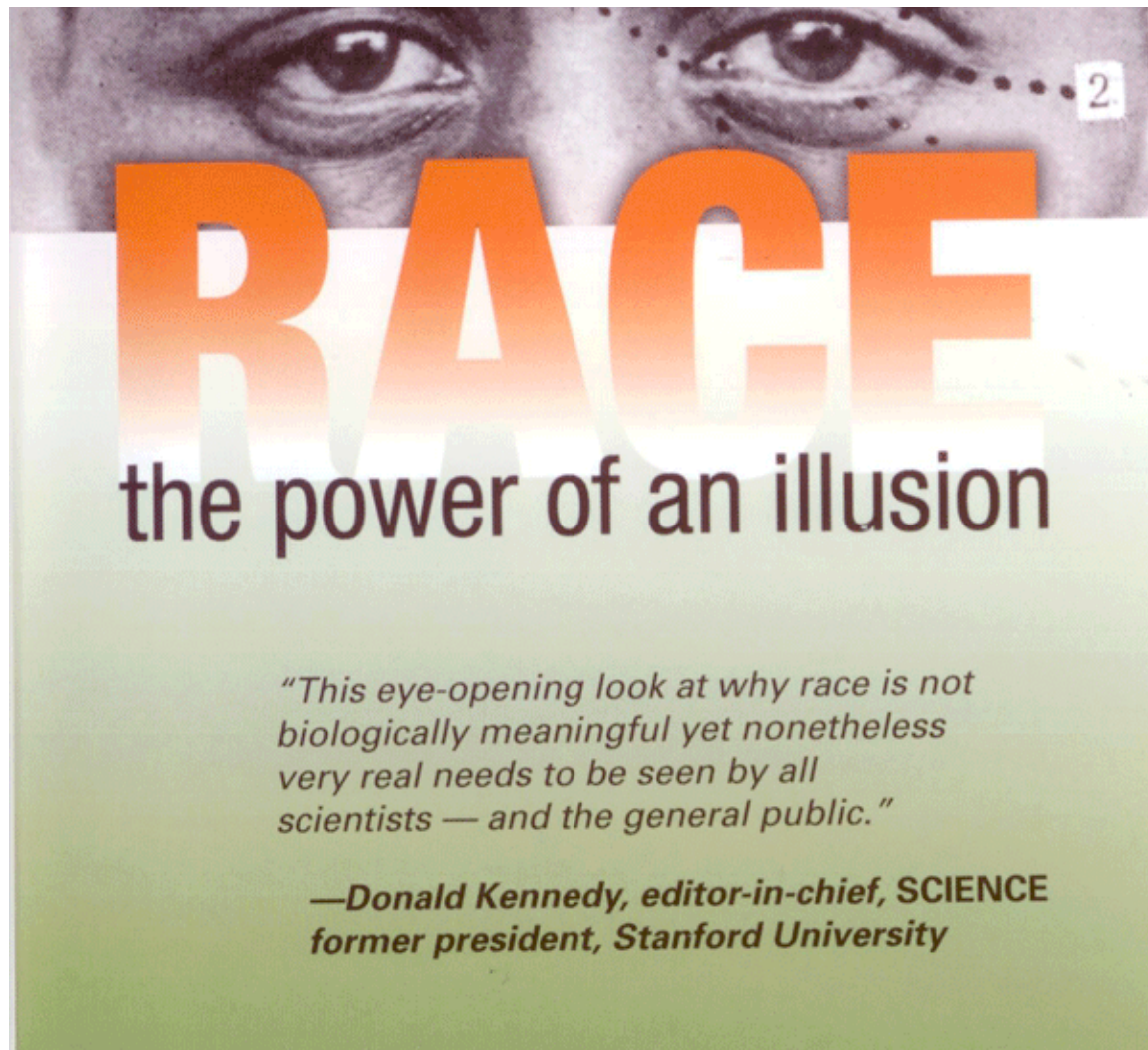


RACIAL INJUSTICE AND THE ACADEMY

JUDY TZU-CHUN WU
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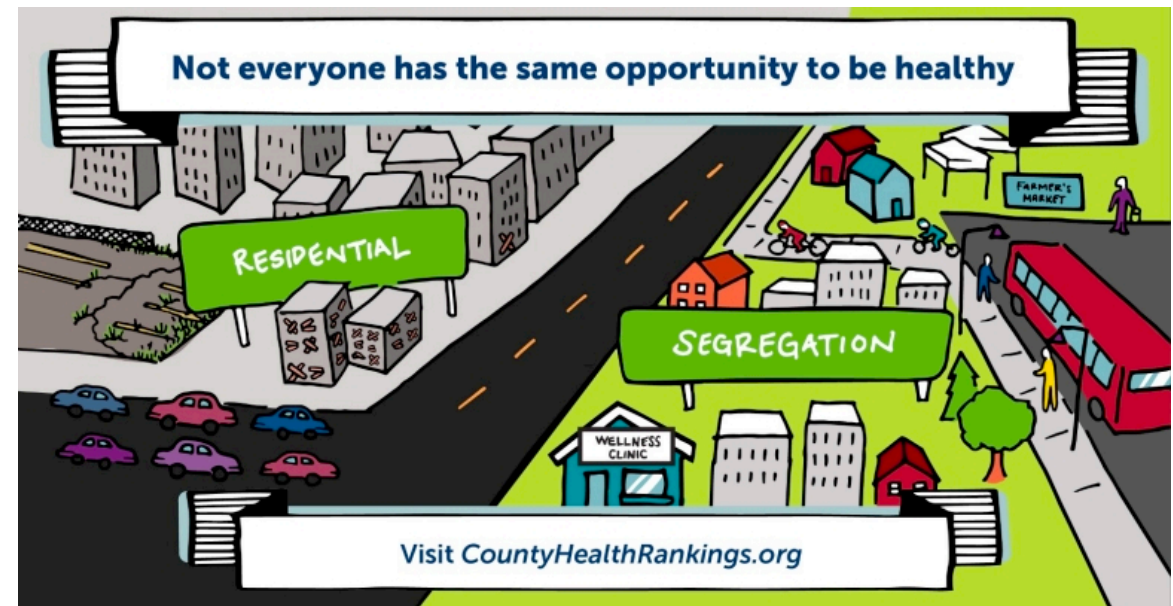
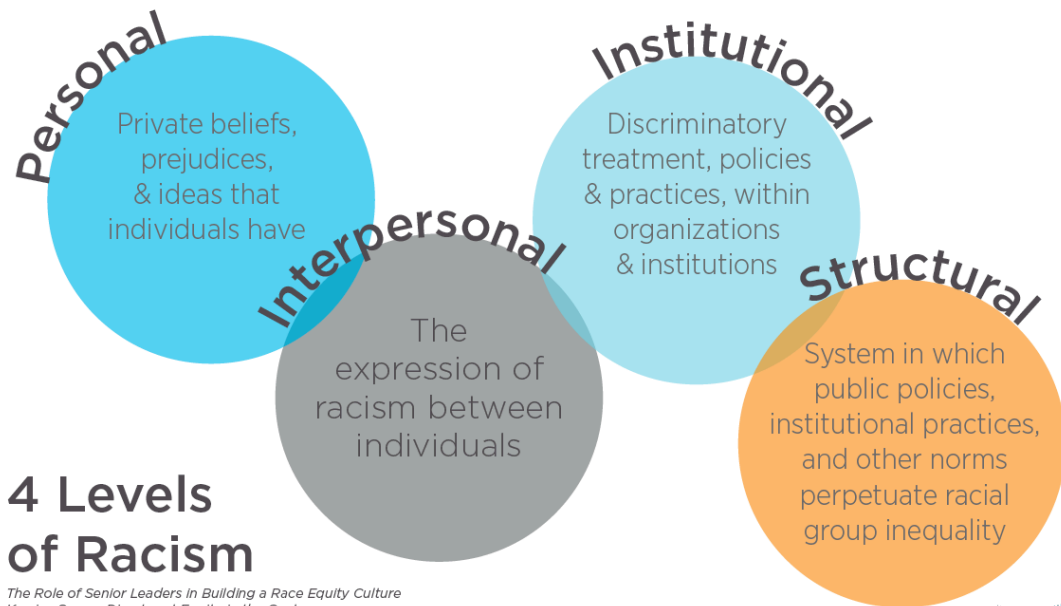


SOME FOUNDATIONAL IDEAS

- Race as a social and historical construction
 - “One is not born, but rather becomes, a woman”
 - Simone de Beauvoir
 - “They had been forged in trauma. They had been made Black by those who believe themselves to be white. And where they were headed, black equals slave.”
 - 1619 Project, New York Times

INSTITUTIONAL AND STRUCTURAL RACISM

- Baking Race into the U.S.
 - Founding ideas do not apply to all
- Structural racism is defined as the macrolevel systems, social forces, institutions, ideologies, and processes that interact with one another to generate and reinforce inequities among racial and ethnic groups
 - Gilbert C. Gee and Chandra L. Ford (2015)
- The metaphor of an iceberg is useful for describing the levels at which racism operates (Gee et al., 2009). The tip of the iceberg represents acts of racism, such as cross-burnings, that are easily seen and individually mediated. The portion of the iceberg that lies below the water represents structural racism; it is more dangerous and harder to eliminate. Policies and interventions that change the iceberg's tip may do little to change its base, resulting in structural inequalities that remain intact, though less detectable.





“What’s the matter?
It’s the same distance!”

WHAT DOES HISTORY HAVE TO DO WITH THE PRESENT?

- The era of slavery was when white Americans determined that black Americans needed only the bare necessities, not enough to keep them optimally safe and healthy. It set in motion black people’s diminished access to healthy foods, safe working conditions, medical treatment and a host of other social inequities that negatively impact health.
 - Sabrina Strings, “**It’s Not Obesity. It’s Slavery.** We know why Covid-19 is killing so many black people.”
- Elisabeth Hoole, “How the Coronavirus is Exposing Structural Racism in America”
 - <http://rostraeconomica.nl/how-the-coronavirus-is-exposing-structural-racism-in-america/>



HOW DOES STRUCTURAL RACISM OPERATE WITHIN THE ACADEMY?

AND, WHAT DO WE DO
ABOUT IT?

Photo Credit: "Anti-Blackness in the
Latinx community"
High School Insider: Los Angeles Times
11 February 2018