



**Charlottesville's Catholic Worker Community**

911 Nassau Street, Charlottesville VA 22902

[cvillecw@gmail.com](mailto:cvillecw@gmail.com), 434-409-0804, [casa-alma.org](http://casa-alma.org)

**Racism and Our Catholic Response, Session 2**

**Reading**, Psalms 33:1-5, 20-21

Rejoice, you just, in the Lord;  
Praise from the upright is fitting.

**Give thanks to the Lord on the harp;  
On the ten-stringed lyre offer praise.**

Sing to God a new song;  
Skillfully play with joyful chant.

**For the Lord's word is true;  
All the Lord's works are trustworthy.**

The Lord loves justice and right  
And fills the earth with goodness.

**Our soul waits for the Lord;  
Who is our help and shield.**

For in God our hearts rejoice;  
In your holy name we trust.

**Moment of silence**

**Review** from last week:

- Set the tone; group agreements - rooted in our identity as God's beloved. (Full group agreements are found in the materials for Session 1)
- Explored characteristics of dialogue: the aim is to understand myself and another, not win a point or convince someone of something. Noted that it can be a spiritual practice, a means of recognizing the full humanity of another person who is also God's beloved. Tool to not just use in this space but in other spaces to open conversations about race.
- Definitions of prejudice, bias, bigotry, stereotyping, and scapegoating as obstacles to dialogue - obstacles to seeing the full humanity of another person.
- Watched TEDTalk with Verna Myers who gave us three calls to action on confronting our own biases: 1) recognize we have biases, 2) move toward young black men and others who are different than how we identify - go deeper with them, and 3) if we see something, say something.

**Tonight's Topics:** Consider a definition of racism. Explore types of racism and examples.

### **Journal Prompts<sup>1</sup>**

3. Growing up, what contact did you have with people whose racial and ethnic heritage was different from your own. What kind of guidance or models did you have for relationships with those people?
4. How did important adults in your life, such as parents, teachers, coaches, clergy, etc., help you to understand or interpret your experiences with different racial groups, and what was their main advice about these groups?

**Introductions:** something that concerns you or interests you about grappling with racism

### **Topic I: Defining racism**

**Handout** (see next page)

We'll use this working definition on racism, which we can apply to other "isms" as well. Whatever definition we use, we hope it will cover both individual and social dimensions.

A common question which arises when we're talking about racism is: can white people experience racism against them? Under the definition we'll be using, the answer is no. White people can experience prejudice, bias, bigotry, stereotyping or scapegoating, which can be negative and dehumanizing barriers which prevent our full humanity from being appreciated. However, in the place and time in which we live, those behaviors against white people do not occur within a system that confers power and privilege (across society) on people of color over whites. Therefore, the "ism" definition we are using does not apply. If this seems challenging, the suggestion is to grapple with it for a bit.

### **Topic II: Manifestations of racism**

**Handout** (see next page)

Review the table which describes a variety of ways in which racism is manifested. In groups of 2-3, come up with specific examples that you have seen or know of which characterize any of those types of racism.

**Explore at home:** <https://www.nationalgeographic.com/magazine/2018/04/> "The Race Issue"

**Time of silence**

**Closing prayer**

---

<sup>1,2</sup>Taken from [Seeing the Face of God in Each Other: Antiracism Training Manual](#) from the Episcopal Church: See Personal Inventory Questions, Guidelines for Dialogue vs. Debate, and Some Dialogue Definitions.

## Defining “-isms”

\_\_\_\_\_ism = prejudice, bias, bigotry, stereotyping, scapegoating (acts and attitudes of discrimination)

on the basis of \_\_\_\_\_ within a system of **power or privilege**

**Racism** = acts and attitudes of discrimination on the basis of race (perceived skin color and group) within a system that confers power and privilege based on whiteness.

### How is Racism manifested?

|                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Within Individuals - Internal</p> <ul style="list-style-type: none"><li>• Private beliefs and biases, learned from culture</li><li>• Internalized privilege &amp; superiority, or oppression &amp; inferiority</li><li>• Examples: Beliefs about who is more or less intelligent or beautiful because of their race</li></ul>                                                                      | <p>Between individuals - Interpersonal</p> <ul style="list-style-type: none"><li>• When private beliefs about race are expressed in public interactions with others or actions toward others</li><li>• Examples: demeaning jokes, racial slurs, hate speech, acts of violence</li></ul>                                               |
| <p>Within organizations, schools, churches, workplaces - Institutional</p> <ul style="list-style-type: none"><li>• Unfair policies and discriminatory practices that routinely produce inequitable outcomes for people of color and advantages for white people</li><li>• Example: disparities in access to capital for entrepreneurs and small business owners based upon race<sup>2</sup></li></ul> | <p>Among institutions, across society or nation - Systemic</p> <ul style="list-style-type: none"><li>• Cumulative and compounding effects of history, culture, media, ideology, policies, practices, and relationships</li><li>• Example: Criminalization of black men, dating from the post-Reconstruction era<sup>3</sup></li></ul> |

*Types of racism adapted from RaceForward.org - The Center for Racial Justice Innovation*

<sup>2</sup>

<https://www.mbda.gov/page/executive-summary-disparities-capital-access-between-minority-and-non-minority-businesses>  
U.S. Department of Commerce

<sup>3</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5004736/> National Institute of Health