

## Examining Facets of Racialization

Instructions: Using your own experience, give one example of each of these types of racialization. Notice which examples are easier for you to think of and which ones are more hidden and harder to identify.

<b>INTERNALIZED - Beliefs within individuals</b>
<b>INTERPERSONAL - Prejudice between individuals</b>
<b>INSTITUTIONAL - Bias within an agency, school, etc</b>
<b>STRUCTURAL - Dynamic and cumulative among institutions</b>

Based on Keleher, T. (2008) *Racial Justice Leadership Handout*

## Women Experiencing Patterns of Racialization

Instructions: Using the collective knowledge of your small group, explore how redlining and suburbanization have impacted different groups of women in different ways. Write down as many examples as you can.

<b>Black Women</b>
<b>Asian Women</b>
<b>White Women</b>





## Aligning Our Values with Our Actions Brainstorm

**Assignment:** Your group has been hired to make recommendations to a network of funders who would like their organization to become known for its sophisticated use of race analysis. Your team brainstorms on each of the categories identified below to ensure you offer a comprehensive plan.

<p><b>Systems actions and activities</b> <b>Includes work the network could support that addresses the impacts of systemic racism.</b> Examples: pool funds to impact policies that produce disparate outcomes for people of color; support the development and use of new narratives that counter racial anxiety; or support grassroots power-building strategies.</p>	<p><b>Institutional actions and activities</b> <b>Includes work the network could do with or among other institutions.</b> Examples: encourage other networks to use an intersectional analysis (race &amp; gender) in their work; or conduct workshops that benefit multiple organizations, while enhancing the network's partnership with them.</p>
<p><b>Interpersonal actions and activities</b> <b>Includes work to move issues of race forwards between individual members of the network.</b> Examples: trainings on privilege and dismantling stereotypes; or starting a self-education group.</p>	<p><b>Institutional actions and activities</b> <b>Includes work the network's leadership or members might do to make changes within the institution.</b> Examples: establish practices to insure people of color are represented on conference panels, on the Board and Staff.</p>