

Dealing with racism

concepts and strategies¹

It is often difficult to clarify how and when racism has taken place. (Arbes, 1997, p 2)

by John McCollow

be provided to identify the erroneous assumptions on which racist views are based

Dealing with racism is a difficult task. Part of the problem is that there are fundamental disagreements about such questions as the nature of racism, the extent to which it occurs and its seriousness as a problem. The recent episode in which some Australian soldiers posed in white hoods (a la the KKK) provides a case in point. Was it a manifestation of racism or just a harmless prank, a case of poor judgement and bad taste? Did it reveal anything about the Army as an institution? Was it a media beat-up? Did the apparent complicity of some of the alleged victims (seen to be smiling in the photo) excuse the behaviour to any extent? How should such an incident be dealt with? Those who have seen the media coverage and talked about the incident with acquaintances will know there are a variety of views on these questions.

As Rizvi (1999) notes, there are two principal ways in which racism has been understood, which have formed the basis for developing anti-racist policies and practices. Both provide some useful insights, but both are problematic and ultimately inadequate to the task.

The Psychological Model of Racism

The first and most common approach might be called the "psychological model" of racism. In this view racism is "a form of prejudice that an individual holds against another individual or ... group of individuals on the basis of some real or presumed physical or cultural difference" (Rizvi, 1999, p 43).

Racism is seen in the psychological model as "irrational, stupid or misguided" (Ang, 2002, p 16). The solutions are legislative and educational. Inappropriate behaviour must be identified and prohibited. Sanctions need to be put in place for engaging in such behaviours. Racists must be shown the error of their ways. Information needs to

and provide the facts which support a more balanced, non-racist view.

Conceptually, the psychological model suggests that, in contrast to the ("bad", "erroneous") racist world view, there exists a ("good", "correct") anti-racist world view that is perfectly coherent and rational. If this is true, then the desirability of the latter should be obvious to every thinking person. It follows in this approach that the answer to racism (or at least part of the answer) is cross-cultural training designed to promote an understanding of other cultures and the benefits of cultural diversity.

But it is not that easy. There are some significant problems with such an approach. As noted by Ang (2002, p 17) "... such anti-racist programs ... by pathologising the racist ... only make those targeted feel guilty, ashamed and bad about themselves and accusation will only push racist attitudes underground ... [Such] educational programs can produce profoundly counter productive effects".

This approach to combatting racism appeals to people's sense of justice and a fair go and assumes there is consensus about what this entails. However, as Gale and Densmore (2000) point out, there are competing models of social justice. A liberal democratic model, for example, takes as its chief criterion of fairness equal treatment (i.e. treating everyone the same). A social democratic model, on the other hand, countenances unequal treatment depending on need. People will have different answers to the questions "what is fair?", "what is just?".

Racism is a much more complex phenomenon than the psychological model allows. Rather than acting consistently in one of the two possible ways, racist or non-racist, most people hold contradictory views and act in contradictory ways. There really is no perfectly coherent non-racist world view with which racist views can be compared. Furthermore,

Part of the problem is that there are fundamental disagreements about ... the nature of racism

Dealing With Racism

**Reena Bhavnani, Heidi Safia
Mirza, Veena Meeto**



Dealing With Racism:

Jet, 2002-07-29 The weekly source of African American political and entertainment news Tackling the Roots of Racism Reena Bhavnani, Heidi Safia Mirza, Veena Meeto, 2005 Thirty years after the Race Relations Act racism remains endemic in British society How successful have policy measures been in addressing the causes of racism What lessons can we learn from countries outside Britain This important and timely book reviews the evidence and asks what really works

The Research Process in the Human Services Leslie B. Alexander, Phyllis L. Solomon, 2006 Understand the process of research on a daily basis with THE RESEARCH PROCESS IN HUMAN SERVICES BEHIND THE SCENES This human services text includes twenty original research articles that provide you with models for your own work Each article is accompanied by commentaries from the articles authors in which they describe how and why they came to do the research concerns in the design and conduct of the study their own views about the strengths and limitations of the research advice about future research in the area and human subjects issues including working with IRBs Through this presentation the text documents the lived experience of doing research including its challenges as well as its joys Addressing Racism Madonna G. Constantine, Derald Wing Sue, 2006-06-27 Learn to identify and combat unintentional and overt racism This provocative book identifies and addresses racism in mental health and educational settings providing proven strategies for overcoming this stubborn barrier to culturally competent practice While addressing overt forms of racism the book also explores and sensitizes practitioners to covert and unintentional forms of racism that may be equally detrimental in denying persons of color access to unbiased high quality education and mental health care Despite the dismantling of overt racist policies such as segregated schooling and the implementation of policies aimed at remedying racial inequities such as affirmative action racism continues to persist in American society Drs Madonna Constantine and Derald Wing Sue two of the leading researchers and advocates for multicultural competence have collected sixteen thought provoking and challenging chapters on the many ways that racism can affect a practitioner s interactions in mental health and school settings These contributions collectively bring to the forefront highly charged issues that need to be discussed but are too often hidden away The book is divided into four parts What Do We Know about Racism Racism in Mental Health Contexts Racism in Educational Settings Eradicating Racism Future Directions Faced with the responsibility of understanding multiple oppressions and the intersections of racism with sexism classism and heterosexism mental health practitioners and educators must be vigilant of their personal role in perpetuating racism This collected work will help you identify forms of racism both within yourself and the systems you work in and then implement strategies to eliminate them *"Is That Your Mom?"* Cyndy R. Snyder, 2017-05-04 This book explores the complexities of cross racial families centering the voices of Black individuals raised by White parents It highlights their experiences with racism parental efforts in racial socialization and coping strategies The book offers insight for educators and parents to support resilience in racially hostile environments

Critical Racial Consciousness Among Diverse Youth: Global Perspectives and Educational Possibilities Tina M.

Durand ,Sipho Dlamini,2026-02-11 Interdisciplinary scholarship on the salience of race and racism attests to the changeable yet pervasive underpinnings of hegemonic whiteness white supremacy and colonialism on global systems of oppression Christian 2019 Although the markers of racism vary across time and place an understanding of the dynamics of systemic oppression and racialized social systems Bonilla Silva 2021 is necessary for concomitant resistance advocacy and social change initiatives across international contexts This begs the important question of how educational institutions support such processes in its citizenry especially among young people Applied scientific and neurological evidence attests to the developmental significance of the adolescent and early adulthood periods characterized by contextually relevant gains in cognitive social and affective competencies Brazilian educator Paulo Freire cast young people as uniquely positioned to enact the kind of radical hope and courage that are necessary to achieve a more equitable and racially just world More specifically youth develop critical consciousness or conscientiza o by becoming co investigators in dialogue with mentors and each other through what Freire 1970 1993 called a problem posing pedagogy In this dynamic process students as they are increasingly posed with problems relating to themselves in the world and with the world will feel increasingly challenged and obliged to respond to that challenge Freire 1970 1993 p 62 As it relates to global racial inequity scholars have identified critical racial consciousness as a domain specific dimension of critical consciousness defined as one s beliefs perceptions emotional valence and activism associated with race Ba ales et al 2023 Indeed youth s ability to interrogate their lived experiences with racialized systems of dominance and inequality are tantamount to their sense of agency and civic engagement in their socio political worlds Dyrness 2023 Yet strategies to support affirm and inspire youth in this process are less well understood in global context In this research topic we seek to provide interdisciplinary and global insights on the exciting potential of young people to be agents of change in the struggle for racial justice with a particular focus on the construct of critical racial consciousness We invite empirical theoretical and applied investigations using varied methodological approaches that examine questions such as the following What does critical racial consciousness and racial advocacy among racial ethnically diverse adolescents and young adults look like in different global contexts What geographic and contextual factors influence their respective emergence and manifestation What roles do educational institutions teachers and mentors play in nurturing critical racial advocacy among youth Topics might address but are not limited to the following themes within racial ethnically diverse youth populations Racial Consciousness among Youth Youth Critical Consciousness Development Youth Anti Racism Action Experiences with Racial Stereotype Prejudice and Discrimination Among Youth Perceptions of Racial Messaging Among Youth Ethnic Racial Identity and Ethnic Racial Attitudes and Awareness Youth Participatory Action Research YPAR in School or Community Contexts Teacher Critical Multicultural Pedagogy Anti racist Curriculum or Curricular Practices Research Practice Partnerships RPP Around Race and Social Justice Global Youth Community Projects Intersection of Youth

Climate Change Activism and Racial Consciousness *Jet*, 2002-07-29 The weekly source of African American political and entertainment news

SOVIET ACTIVE MEASURES HEARINGS BEFORE THE PERMANENT SELECT COMMITTEE ON INTELLIGENCE HOUSE OF REPRESENTATIVES NINETY-SEVENTH CONGRESS SECOND SESSION, 1982 Addressing Epistemic Injustice in Mental Health Karen Newbigging, Anthony Salla, Ulla-Karin Schön, Colin King, 2024-03-20 Epistemic injustice was conceptualized by Fricker as a form of social injustice which occurs when people's authority as a knower is ignored, dismissed or marginalized. It is attracting increasing interest in the mental health field because of the asymmetries of power between people using mental health services and mental health professionals. People experiencing mental health distress are particularly vulnerable to epistemic injustice as a consequence of deeply embedded social stigma, negative stereotyping and assumed irrationality. This is amplified by other forms of stereotyping or structural discrimination including racism, misogyny and homophobia. Consequently, individual testimonies may be discounted as both irrational and unreliable. Epistemic injustice also operates systemically, reflecting social and demographic characteristics such as race, gender, sexuality or disability or age.

Dictionary of Race and Ethnic Relations Ernest Cashmore, Ellis Cashmore, Michael Banton, 1994 Since the 1993 publication of the third edition of the Dictionary of Race and Ethnic Relations, events have continued to change the way in which race and ethnicity are viewed. The trial of O J Simpson, the publication of *The Bell Curve* and the continuing attacks on Affirmative Action have all affected the ways in which race and the surrounding issues of racism and identity have been reported in the media and studied in the classroom. The Dictionary of Race and Ethnic Relations covers a range of national and international topics which have been written by a distinguished group of experts on race and ethnicity. The reader will find new articles covering recent events, historical and theoretical perspectives and important figures. Over half of the book has been revised or rewritten and all of the articles include fully updated lists of further reading.

How to Succeed on a Majority Campus Marc Levey, W. Terrell Jones, 1998 The chapter authors are of different ethnic backgrounds ranging from Hispanic to Chinese to African American. The book focuses on the minority experience and how to not just cope but win at the academic game.

Transforming the City Marion Orr, 2007 A path breaking book the first to examine the evolution of community organizing in U S cities. While embracing mobilization, the contributors acknowledge the challenges inherent in globalization and the norms and values that shape contemporary American culture. Still they reaffirm that community organizing has an important role to play as part of a broader progressive movement.

The Young Women's Handbook Institute for Women's Policy Research, 1991

Jet, 1996-12-09 The weekly source of African American political and entertainment news

Tackling Controversial Issues in the Primary School Richard Woolley, 2010-06-24 Talking effectively about controversial issues with young children is a challenge facing every primary school teacher. *Tackling Controversial Issues* provides teachers with support and guidance as you engage with the more tricky questions and topics you and your pupils encounter.

In re Chmura (After Remand), 464 MICH 58 (2001), 2001 117565 **Campus Hate**

Speech on Trial Timothy C. Shiell, 2009 Ban it the initial arguments for campus speech codes Wayne dick s plea the critics fight back See you in court the campus hate speech cases Hostile environment takes a front seat The attack on hostile environment And the verdict is The debate 1998 2008 **Report of Annual Trades Union Congress** Trades Union Congress, 1993 **California. Court of Appeal (1st Appellate District). Records and Briefs** California (State)., **The Black Law Journal** , 1980

Adopting the Song of Phrase: An Psychological Symphony within **Dealing With Racism**

In a global eaten by screens and the ceaseless chatter of instantaneous connection, the melodic elegance and psychological symphony developed by the published word often fade in to the backdrop, eclipsed by the constant noise and distractions that permeate our lives. But, set within the pages of **Dealing With Racism** a marvelous literary treasure filled with raw feelings, lies an immersive symphony waiting to be embraced. Constructed by an elegant musician of language, that interesting masterpiece conducts readers on a psychological trip, skillfully unraveling the concealed songs and profound impact resonating within each cautiously constructed phrase. Within the depths of this emotional analysis, we will discover the book is main harmonies, analyze its enthralling publishing style, and surrender ourselves to the profound resonance that echoes in the depths of readers souls.

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