



STUDY GUIDE

DON'T JUDGE BLACKS DIFFERENTLY

KEY TERMS: racism
discrimination

PC
condescending

patronizing

NOTE-TAKING COLUMN: Complete this section <u>during</u> the video. Include definitions and key terms.	CUE COLUMN: Complete this section <u>after</u> the video.
<p>What is the first reason that Miss Valdery gives for it being difficult to discuss discrimination openly and honestly?</p> <p>How does Miss Valery say that blacks are characterized by non-blacks who excuse black behavior just because they are black?</p> <p>Why would Miss Valdery prefer to deal with a white supremacist than a 'Condescender?'</p>	<p>What is it about the notion that black people were justified in their reaction to the Ferguson shooting that makes the notion racist?</p> <p>Why doesn't Miss Valdery want blacks to be judged differently for their behavior than anyone else?</p>

DISCUSSION & REVIEW QUESTIONS:

- Towards the beginning of the video Miss Valdery states that, “The debate about how much racism there is in America – and specifically the disparity between the races – is just as fierce as ever.” Do you think that black people getting any kind of special treatment constitutes racism? What about other races getting special treatment? What is racism? Isn’t using any language that categorizes based on skin color racism, by definition at least?
- Miss Valdery partially explains her position on why discussing racism openly and honestly is difficult is because, “...many people feel that they have to treat blacks with kid gloves.” Why do you think this is the case? Why do you think that people attempting to be ‘sensitive’ to not offend or to be racist don’t realize that they are being exactly that- racist- by judging how they should act based on skin color of the other?
- When asserting the position that to her the facts DO matter in any case of a cop shooting a person, no matter their skin colors, Miss Valdery states, “To suggest anything else is to perpetuate discrimination, the very thing that those who espouse social justice claim to want to end” What exactly does she mean by that? Do you agree with her assertion? Why or why not?
- Miss Valdery points out that, “Anyone, whether white or any other color, who excuses blacks for bad behavior just because they are black obviously doesn’t consider blacks their equal. Rather, they view blacks, in effect, as children who are unable to adhere to the standards to which every other group is held,” and asks, “How do I convince them [the non-black condescenders] that, as a black human being, I want to be – I must be –judged by the same standards as everybody else?” Is her point valid? Why or why not? How would you answer her question?
- Miss Valdery ends the video with the proclamation, “...if we really want racial harmony – not to mention an end to racism – that’s [not treating blacks differently] the only way to get there.” Do you agree? Why or why not?

EXTEND THE LEARNING:

CASE STUDY: White Privilege

INSTRUCTIONS: Read the article “‘White privilege’ is a racist, divisive term: Guest opinion,” then answer the questions that follow.

- Is promoting and/or supporting the idea of ‘white privilege’ racist? Why or why not? Do you think Miss Valderly would agree with the author’s main point? Why or why not?
- What do you think motivates people to use stereotypes and ‘race-based’ generalizations? Do you think that racism will ever end? Why or why not?
- Racism, like other discriminatory belief systems, often begins from narrowmindedness and being conditioned to place too much emphasis and value on superficial and static characteristics of a person instead of on meaningful ones. For example a person might think “I should help that old lady over there” instead of “I should help that person struggling over there” or might think “that black guy in the wheelchair is funny” instead of “that friend of Chloe’s is funny.” Then, these categorizations manifest in influencing how a person speaks and acts (such as a non-black person trying not to say anything ‘racist’ in front of a black person). But Dr. Martin Luther King, Jr. came along and challenged us to “...judge a person by the content of their character, not the color of their skin.” Do you think it is possible for people to work their way out of being so conditioned to view and judge by category so often, or is it too deeply rooted in our human nature to do it? Either way, what do you think people can do to mitigate the effects of their own categorizing, in terms of relating to others in a more equal way and not insulting a person of another race or nationality by treating them differently primarily because of that difference?



QUIZ

DON'T JUDGE BLACKS DIFFERENTLY

1. Did the election of a black President advance America to a new era of racial harmony?
 - a. Yes
 - b. No

2. When do facts matter?
 - a. Only when a black cop kills a white kid.
 - b. Only when a white cop kills a black kid.
 - c. Only when a white cop kills a white kid.
 - d. In all situations.

3. How can racial harmony be achieved?
 - a. Treat blacks with kid gloves.
 - b. Excuse black behavior.
 - c. Treat blacks equally.
 - d. Become white supremacists.

4. According to the presenter's classmate, when it comes to judging black behavior, all that matters is _____.
 - a. the facts
 - b. the skin color of the teenager and the skin color of the cop
 - c. what time of day their actions occur
 - d. their intentions

5. Why would the presenter take white supremacists over condescenders?
 - a. They are open and honest about their racism.
 - b. They have little power.
 - c. There are not many of them.
 - d. All of the above.



QUIZ - ANSWER KEY

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http://www.oregonlive.com/opinion/index.ssf/2014/11/white_privilege_is_a_racist_di.html

'White privilege' is a racist, divisive term:

Guest opinion



By [Guest Columnist](#)

on November 22, 2014 at 12:25 PM

By Kurt Miller

A friend of mine recently shared an article on "white privilege" from The New York Times. In it, columnist Charles M. Blow wrote, "When one (i.e., a white person) has the luxury of not being forced to compensate for societal oppression based on basic (racial) identity, one is in fact privileged in that society."

My friend shared this article with me because she knows that I am passionate about supporting diversity and inclusion. I've twice been our company's diversity committee chairperson. I wrote our business case for diversity, and I've stood alongside Marlee Matlin at the Oregon Convention Center in support of inclusive practices in our community and businesses.

While well-meaning, I take issue with the article and with the entire white privilege concept that has been gaining traction since its introduction in 1988, when Peggy McIntosh wrote her famous essay, "White Privilege and Male Privilege."

First of all, white privilege is a racist term. We know it is racist because in her essay in support of her white privilege conclusion, McIntosh writes, "we (whites) are justly seen as oppressive, even when we don't see ourselves that way."

If one is going to describe an entire race of people (i.e., whites) with a derogatory term (i.e., "oppressive"), by definition one has made a racist statement — a race-based negative generalization. White privilege further fits the definition of a racist term because it neglects all of the experiences that are part of who I am. It doesn't look at the individual but instead paints me with a broad racial brush and stereotypes my experience according to the color of my skin.

Second, using the term white privilege is highly divisive. Think of replacing "white" with "black," "Chinese" or "gay" privilege. The minute you throw around a racially polarizing term, you have created an atmosphere of divisiveness, which makes it very difficult for people to hear each other's concerns. Put another way: What white person would want to support a concept that describes her or him as a white-structural-racial-oppressor?

Third, you cannot use a wedge to bring two things together — even a well-meaning wedge. A wedge divides, always and by definition. From a practical perspective, a diversity mentor of mine once told me, "If you want the majority to come along, you have to show them what is in it for them. People don't like to be accused, but they do want to be a part of building something meaningful."

So, I urge us, instead of dividing, let's build something meaningful together. To do that, we need to rally around inclusive ideals. Let us help out our neighbor. Let us volunteer at our schools. Let us look for areas of need and lend a hand. Let us each contribute to a society where we treat each other as equals, not stereotype people according to groups. The first step is to leave harmful stereotyping behind, and that includes the stereotype of "white privilege."

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Kurt Miller, of Vancouver, is an organizational change manager for a local utility.