

RACISM MATRIX

INTENTIONAL

UNINTENTIONAL

	OVERT	COVERT
INTENTIONAL	<ul style="list-style-type: none"> • Slavery • Lynching • Sharecropping Debt • Homestead Act • Freedman’s Savings & Trust Bank • Holocaust • Genocide • Jim Crow Laws • Caste System • Criminal Justice System • White Supremacy Demonstrations • Discriminatory Selling of Goods, Services, Business Practices • Vandalizing Buildings with racist graffiti 	<ul style="list-style-type: none"> • Redlining • Gerrymandering • Housing Segregation • Law and Order Politics • GI Bill • Management of the Drug Epidemic • Confederate Statues and Symbols • Wealth Gap • Healthcare Disparities • Education Curricula and Disciplinary Practices • Employment Practices that Promote “Resume Whitening” • Immigration Policies Used as Deterrent Tactic
UNINTENTIONAL	<ul style="list-style-type: none"> • Race-based Jokes • Culturally Appropriated • Halloween Costumes • Segregated Leisure Activities • Neighborhoods Segregated by Choice • Establishments Supported by Choice • _____while Black (driving, jogging, entering your own home, sleeping in college lounge, sitting in Starbucks, birdwatching...) 	<ul style="list-style-type: none"> • Microaggressions • Implicit and Unconscious Bias • Hiring Practices • Mentoring Practices • Segregated Leisure activities • Neighborhoods Segregated by Choice • Establishments Supported by Choice • Passive Tolerance of Others who Espouse Discriminatory Beliefs and Practices • Believing and Promoting the Myth of Exceptionality • Policies, Practices Designed to Keep Power in the Hands of the Status Quo • Multiple Choice Explanations for Denying “isms”

Note: Any of the unintentional actions can be intentional. The covert unintentional box is often referred to as **modern racism**.