



# GROUNDWORK

Structural Racism  
&  
Intersectionality

# Sexism

**Sexism** maintains systemic gender inequality often through patriarchal social structures and reinforcement of historically prescribed gender roles.

Both men and women can endorse sexist beliefs about each other and themselves.

Power differentials between men and women in society often cause sexist beliefs and actions by men to cause great harm.

# Racism

**Racism** maintains systemic racial inequality often through structural advantage for whites and reinforcement of historically prescribed racial stations.

Whites and people of Indigenous, African, Latinx, Asian, and Pacific Island descent can endorse racist beliefs about each other & themselves.

Power differentials between people of color and white people in society often cause racist beliefs and actions by whites to cause great harm.

# Gender Inequality

## MANIFESTATIONS TODAY

- pay \$\$\$ inequity .79/\$1
- few in STEM, accounting, prof'l sports
- few partners in firms, sr. mngmnt., CEOs, congress
- never a President of U.S.
- high rates of sexual assault, sexual harassment in workplace

# Race Inequality

## MANIFESTATIONS TODAY

- pay \$\$\$ inequity .75 black/\$1 white
- few in STEM, accounting, sr. mngmnt.
- few partners in firms, CEOs, congress
- sentencing inequity
- high rates of death/violence by law enforcement

# Roots in European Christianity

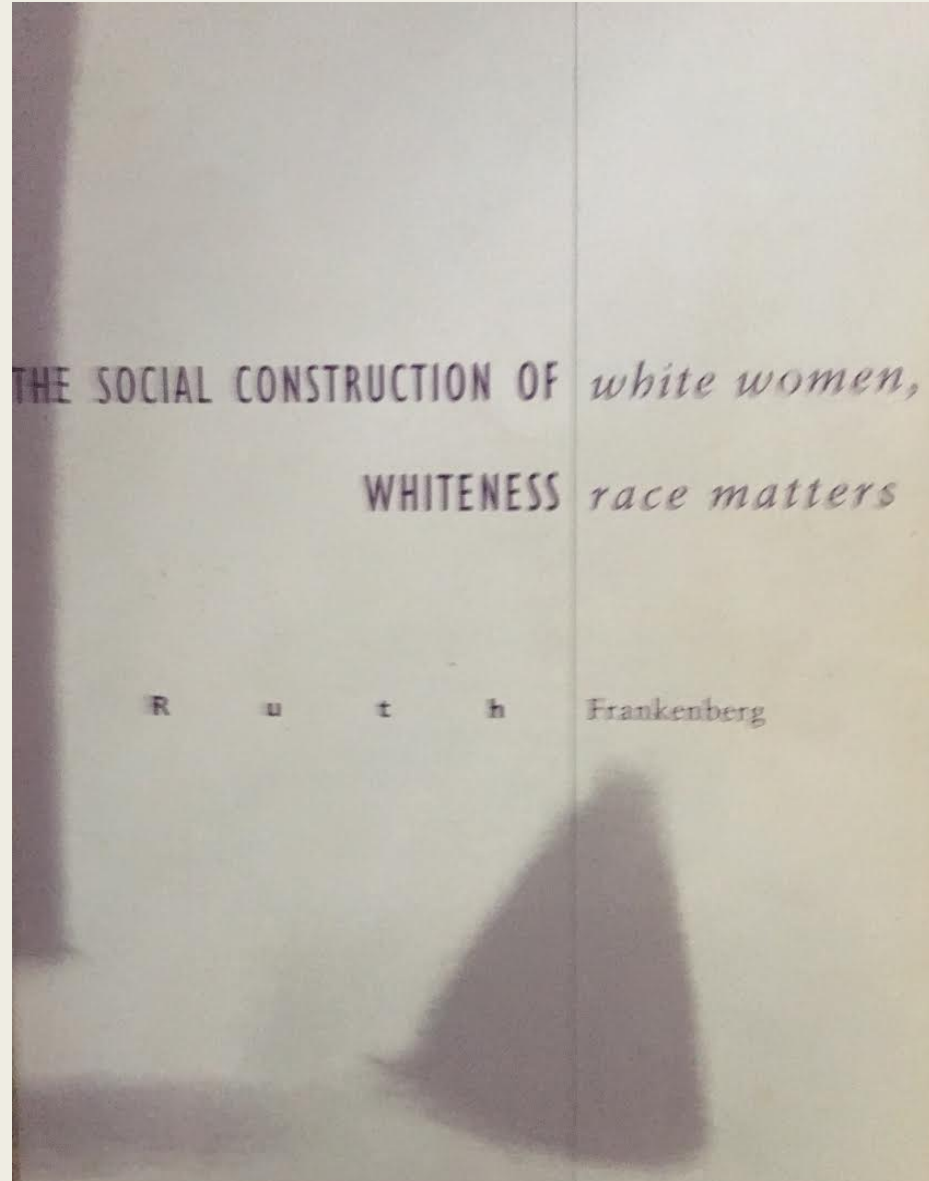
## SEXISM

- Law of Coverture
- Location of power
- Gender roles

## RACISM

- Whiteness laws
- Location of power
- Racial stations

# WHAT THE \*!•# IS WHITENESS?



I use the terminology Whiteness to reference dynamic processes and practices intrinsically linked to relations of domination that position whites above all others.

Sociologist, Ruth Frankenberg (1993) defines Whiteness as:

a location of structural advantage, of race privilege. Second, it is a 'standpoint,' a place from which White people look at ourselves, at others, and at society. Third, 'Whiteness' refers to a set of cultural practices that are usually unmarked and unnamed. (p.1)

# WHITENESS CHART

## Structural Advantage

## White Standpoint

## Cultural Practice

- 1681 First reference in law to a group of people called “white”

VT – view themselves

VO – view others

VW – view the world

(VT) a superior people

(VO) they are different

and inferior

Whites are a superior people

## U.S. History -----

- 1776 Declaration of Independence signed July 4

-

-

- 1787 U.S. Constitution ratified – protects practice of enslavement of people of African descent (Fugitive Slave Clause; 3/5ths Clause; Prohibition of abolishing slavery before 1808)

(VO) Black people are less than human

Blacks are not fully human

- 1790 The First Congress of the United States of America pass the *Naturalization Law of 1790* requiring that a person be white in order to naturalize a U.S. citizen conferring advantage upon immigrants seen as white for more than 150 years.

(VT) White men deserve

liberty & protection of their property

White property is valued above people

(VW) U.S. is for whites

White = American

Zero sum game

- See, Battalora, J. (2013). *Birth Of A White Nation: The invention of white people and its relevance today*. Houston, TX: Strategic Book Rights and Publishing.

# Making the Connections

If the expectations for white people, that your bundle of laws worked to create, dictated our schools today, what would the following areas look like?

- Curriculum
- Organization of school day
- Structure of school
- Pedagogies
- Subjects
- Testing
- Teachers
- Discipline/Punishment

# Gender Inequality

## MANIFESTATIONS TODAY

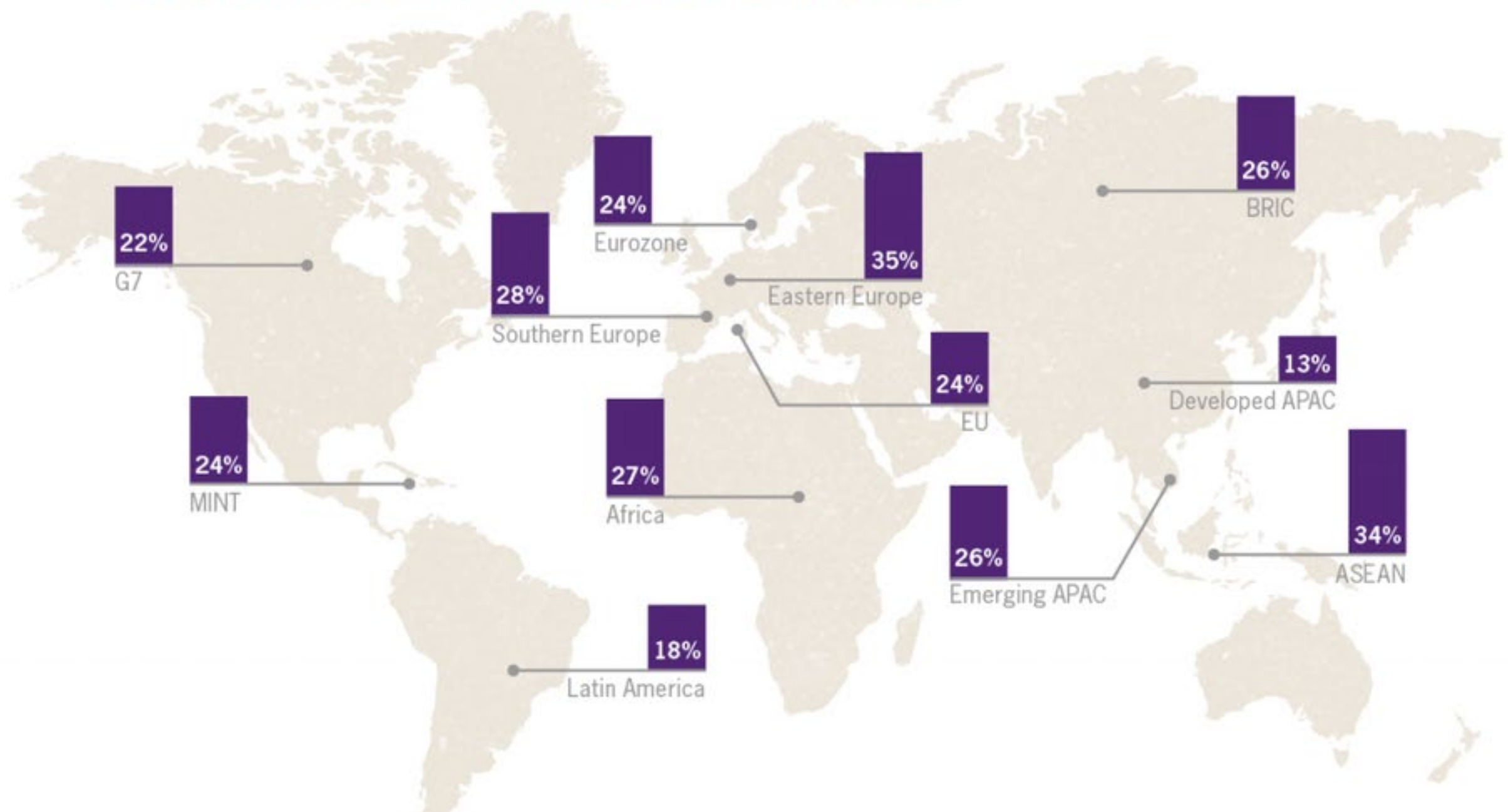
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# Race Inequality

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- Ten richest Americans: 100 percent white (seven of whom are among the ten richest in the world)
- US Congress: 90 percent white
- US governors: 96 percent white
- Top military advisers: 100 percent white
- President and vice president: 100 percent white
- US House Freedom Caucus: 99 percent white
- Current US presidential cabinet: 91 percent white
- People who decide which TV shows we see: 93 percent white
- People who decide which books we read: 90 percent white
- People who decide which news is covered: 85 percent white
- People who decide which music is produced: 95 percent white
- People who directed the one hundred top-grossing films of all time, worldwide: 95 percent white
- Teachers: 82 percent white
- Full-time college professors: 84 percent white
- Owners of men's professional football teams: 97 percent white<sup>26</sup>

U.S. population:  
**NonLatinx White 63.7%**

<https://www.census.gov/prod/cen2010/briefs/c2010br-05.pdf>

Global population:  
**White 8%**

[https://www.answers.com/Q/Percentage\\_of\\_white\\_people\\_in\\_the\\_world](https://www.answers.com/Q/Percentage_of_white_people_in_the_world)

*From White Fragility* by R. DiAngelo  
p. 31 (2016 data)

# WHITE and BLACK in the U.S.

- While median hourly wages vary by a few dollars (\$14.92 for black workers, \$19.79 for white workers);
- difference in median household income is *tens of thousands* of dollars (\$39,490 for black households, \$65,041 for white households); and
- the difference in median family net worth is *hundreds of thousands* of dollars (\$17,600 for black families, \$171,000 for white families).

<https://www.epi.org/publication/racial-inequalities-in-wages-income-and-wealth-show-that-mlks-work-remains-unfinished/>

# INTERSECTIONALITY

<https://www.youtube.com/watch?v=ak0e5-UsQ2o>

1:52 -> 11:34

**Kimberle Crenshaw**

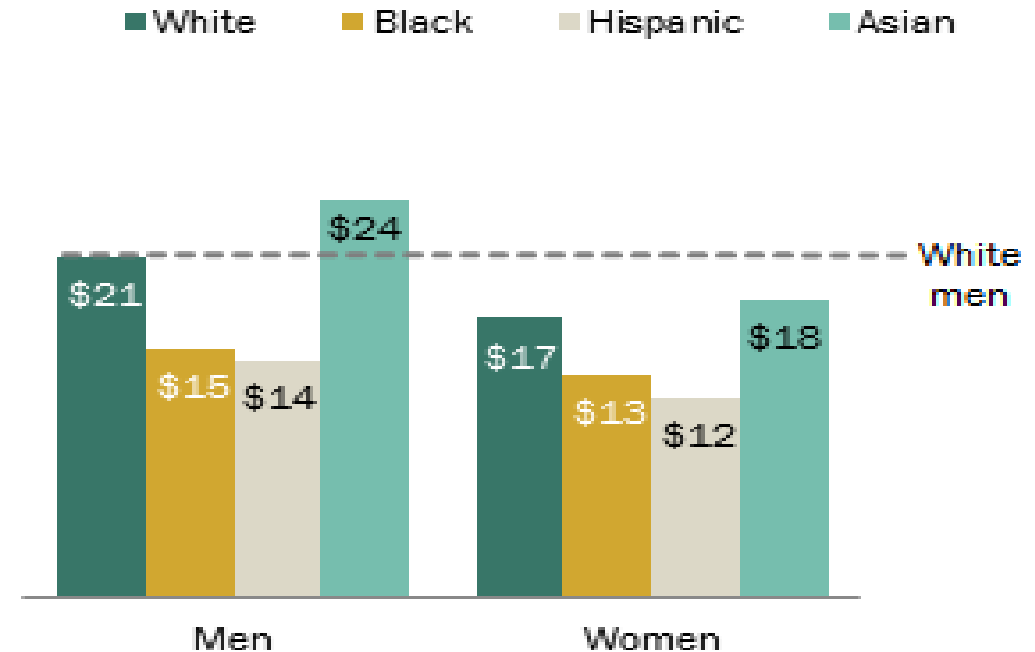


# WAGE EARNERS in the United States

1. Asian Men \$24/hr.
2. White Men \$21/hr.
3. Asian Women \$18/hr.
4. White Women \$17/hr.
5. Black Men \$15/hr.
6. Latinx Men \$14/hr.
7. Black Women \$13/hr.
8. Latinx Women \$12/hr.

## White men had higher hourly earnings than all except Asian men in 2015

*Median hourly earnings of men and women from each race/ethnicity*



Note: Figures are rounded to the nearest dollar. Based on civilian, non-institutionalized, full- or part-time workers with positive earnings. Self-employed workers are excluded. Hispanics are of any race. Whites, blacks and Asians include only non-Hispanics. Asians include Native Hawaiian and Pacific Islanders.

Source: Pew Research Center tabulations of 2015 Current Population Survey data.

**PEW RESEARCH CENTER**

**What** if black girls were our primary concern and focus? How would this change our schools? What would the following areas look like?

- Curriculum
- Organization of school day
- Structure of school  
(physical, organizational)
- Pedagogies
- Subjects
- Testing
- Teachers
- Discipline/Punishment

Ibram X. Kendi highlights intersectionality by speaking in terms of:

**Queer Racism / Queer Antiracism**

**Gender Racism / Gender Antiracism**

**Space Racism / Space Antiracism**

**Class Racism / Class Antiracism**