

Exploring Race & Ethnicity



Sarah E. Cribbs, Ph.D.

"It is not our difference that divides us. It is our inability to recognize, accept, and celebrate those differences"
-Audre Lorde

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Group Norms

- Use "I" statements
- Maintain confidentiality
- Ouch then educate
- Take responsibility for what you say and how you say it
- Share the air
- You are the expert of you

2



Reflection

- When and how did you learn about race?
- When and how did you learn about ethnicity?
- When and how did you learn about racism?

3



Brainstorm

- What is race?
- What is ethnicity?
- What is racism?

4

Race

"a group of people who share a set of perceived characteristics – typically but not always, physical ones "
-Dalton Conley, *You May Ask Yourself*

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Ethnicity

"categories of people who are distinctive on the basis of national origin or heritage, language, or cultural practices"
Rosenblum and Travis, *The Meaning of Difference*

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Racism

"a system of advantage based on race"
-Beverly Tatum, *Why Are All the Black Kids Sitting Together*

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Consequences

Black patients less likely to receive certain pain relief post-surgery, new research suggests

By [Jennifer Hirsch](#) and [Katie Hays](#) for NPR

Settlement reached in racial housing discrimination dispute over Virginia Beach condo sale

By [NPR](#)

Black kids face racism before they even start school. It's driving a major mental health crisis.

SHOTS - HEALTH NEWS

Black Americans still suffer worse health. Here's why there's so little progress

OCTOBER 24, 2024 - 11:57 AM ET
By [Fred Cassen-Kelly](#), [Remilia Rayasam](#)

FROM [KFF HealthNews](#)

Jury awards \$750,000 to families evicted over race at Smith Mountain Lake

The case marks the largest fair housing verdict in Virginia history, according to the Attorney General's office.

By [KFF HealthNews](#) - [NPR](#) - [ABC News](#) - [CBS](#) - [FOX](#) - [NBC](#) - [PBS](#) - [USA](#) - [CNN](#) - [MSNBC](#) - [HBO](#) - [Netflix](#) - [Amazon](#) - [Apple TV](#) - [YouTube](#) - [Twitter](#) - [Facebook](#) - [Instagram](#) - [LinkedIn](#) - [TikTok](#) - [Snapchat](#) - [WhatsApp](#) - [Telegram](#) - [Signal](#) - [Proton](#) - [Nextcloud](#) - [ownCloud](#) - [Synology](#) - [QNAP](#) - [Asustor](#) - [Oray](#) - [Molix](#) - [Netgear](#) - [Linksys](#) - [TP-Link](#) - [D-Link](#) - [NetScout](#) - [Ubiquiti](#) - [Mikrotik](#) - [Cisco](#) - [Hikvision](#) - [Dahua](#) - [Xiaomi](#) - [Huawei](#) - [Zte](#) - [Htc](#) - [Lenovo](#) - [Acer](#) - [Asus](#) - [Dell](#) - [Hp](#) - [Samsung](#) - [Apple](#) - [Microsoft](#) - [Google](#) - [Amazon](#) - [Facebook](#) - [Twitter](#) - [Instagram](#) - [LinkedIn](#) - [TikTok](#) - [Snapchat](#) - [WhatsApp](#) - [Telegram](#) - [Signal](#) - [Proton](#) - [Nextcloud](#) - [ownCloud](#) - [Synology](#) - [QNAP](#) - [Asustor](#) - [Oray](#) - [Molix](#) - [Netgear](#) - [Linksys](#) - [TP-Link](#) - [D-Link](#) - [NetScout](#) - [Ubiquiti](#) - [Mikrotik](#) - [Cisco](#) - [Hikvision](#) - [Dahua](#) - [Xiaomi](#) - [Huawei](#) - [Zte](#) - [Htc](#) - [Lenovo](#) - [Acer](#) - [Asus](#) - [Dell](#) - [Hp](#) - [Samsung](#) - [Apple](#) - [Microsoft](#) - [Google](#)

Daycare Worker Refuses to Feed or Change Black Toddler, Says "She Stinks Because She's Black"

The 10-month-old's family is demanding justice after disturbing reports of racist abuse at a North Carolina childcare center.

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Related Research

feel criticized for talking about race

are personally worried about race relations


view race relations as a major reason for our political divide

say racism is widespread

9

Talking about race at work		
BRAVE MODEL	WHAT CAN YOU DO?	WHAT CAN YOUR ORGANIZATION DO?
BUILD		
RESPECT		
ACKNOWLEDGE		
VALIDATE		
EMPHASIZE		

10



3-2-1

- 3 things you learned...
- 2 things you will do...
- 1 question you have...

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Questions

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www.inclusiveVA.org/PSD



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