

## RACISM MATRIX

<b>I N T E N T I O N A L</b>	<b>OVERT</b>	<b>COVERT</b>
	<ul style="list-style-type: none"> <li>• Slavery</li> <li>• Lynching</li> <li>• Sharecropping Debt</li> <li>• Homestead Act</li> <li>• Freedman’s Savings &amp; Trust Bank</li> <li>• Holocaust</li> <li>• Genocide</li> <li>• Jim Crow Laws</li> <li>• Caste System</li> <li>• Criminal Justice System</li> <li>• White Supremacy Demonstrations</li> <li>• Discriminatory Selling of Goods, Services, Business Practices</li> <li>• Vandalizing Buildings with racist graffiti</li> </ul>	<ul style="list-style-type: none"> <li>• Redlining</li> <li>• Gerrymandering</li> <li>• Housing Segregation</li> <li>• Law and Order Politics</li> <li>• GI Bill</li> <li>• Management of the Drug Epidemic</li> <li>• Confederate Statues and Symbols</li> <li>• Wealth Gap</li> <li>• Healthcare Disparities</li> <li>• Education Curricula and Disciplinary Practices</li> <li>• Employment Practices that Promote “Resume Whitening”</li> <li>• Immigration Policies Used as Deterrent Tactic</li> </ul>
<b>U N I N T E N T I O N A L</b>	<ul style="list-style-type: none"> <li>• Race-based Jokes</li> <li>• Culturally Appropriated Halloween Costumes</li> <li>• Segregated Leisure Activities</li> <li>• Neighborhoods Segregated by Choice</li> <li>• Establishments Supported by Choice</li> <li>• _____ while Black (driving, jogging, entering your own home, sleeping in college lounge, sitting in Starbucks, birdwatching...)</li> </ul>	<ul style="list-style-type: none"> <li>• Microaggressions</li> <li>• Implicit and Unconscious Bias</li> <li>• Hiring Practices</li> <li>• Mentoring Practices</li> <li>• Segregated Leisure activities</li> <li>• Neighborhoods Segregated by Choice</li> <li>• Establishments Supported by Choice</li> <li>• Passive Tolerance of Others who Espouse Discriminatory Beliefs and Practices</li> <li>• Believing and Promoting the Myth of Exceptionality</li> <li>• Policies, Practices Designed to Keep Power in the Hands of the Status Quo</li> <li>• Multiple Choice Explanations for Denying ”isms”</li> </ul>

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