

# Mathew 25 Initiative/Structural Racism

## Listen

The voices of the  
marginalized and  
oppressed

## Learn

Do the work necessary to  
educate and understand  
the different dimensions  
of racism: originated,  
effects, forms, privilege

## Act

Work to change  
internalized racism and  
interrupt racism when  
seen; practice and process

# Structural Racism

- ◆ Structural Racism in the U.S. is the normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color. It is a system of hierarchy and inequity, primarily characterized by white supremacy – the preferential treatment, privilege and power for white people at the expense of Black, Latino, Asian, Pacific Islander, Native American, Arab and other racially oppressed people.



# Structural Racism lies underneath, all around and across society.

## History

Underneath the surface, providing the foundation for white supremacy in this country.

## Culture

All around our everyday lives, providing the normalization and replication of racism.

## Interconnected Institutions and Policies

Across society providing key relationships and rules legitimizing and reinforcing the maintenance and perpetuation of racism.

# Structural Racism Examples

- Housing discrimination that limits where people of color can live and steers them to rental markets rather than home ownership.
- Laws and policies that deny people of color access to quality education, employment and adequate health care.
- Food apartheid — areas deliberately devoid of quality, affordable fresh food.
- Mass incarceration and criminal justice systems that disproportionately target people of color with lengthier sentences, “stop-and-frisk” laws, the over-policing of communities of color, the school-to-prison pipeline, etc.
- Environmental racism — the dumping of hazardous waste, inadequate infrastructure, and lack of access to clean water that results in a range of serious health problems in communities of color.





SHARE YOUR  
*thoughts*

# Two Questions?

- ◆ What opportunities and relationships does your congregation already have that could enhance your work to eradicate structural racism?
- ◆ How is the disaster of the pandemic revealing structural racism in and around your community?

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