Dealing With Racism

Popular views of how to solve racism: Color Blindness, Antiracism

Color Blindness says racism is something that is overt and only done from one individual to another individual.

Antiracism says racism is structural as well as individualistic and social institutions can perpetuate racism even when individuals do not intend to be racist.

Does Color Blindness work?

- No real decrease of racial discrimination in hiring over past 25 years (Quillian Pager, Hexel and Midboen, 1017)
- Statistics support the fear of "Driving while Black" (Harris 2010)
- Residential segregation still impacts educational outcomes for people of color (Quillian, 2014)
- Evidence of racism in the beliefs and practices of medical healthcare providers (Paradies, Truong and Priest, 2014)

Does Antiracism work?

- Diversity training has little long-term effect on prejudice (Lai et. al., 2016)
- Diversity training can generate a backlash against people of color (Legault et. al. 2011)
- Teaching about privilege creates less sympathy for whites but does not increase sympathy for blacks (Cooley et. al. 2019)
- Antiracism approaches can lead to declines in hiring of racial minority managers (Dobbins et. al. 2003)

The truth that both approaches lack: Human Depravity

Genesis 6:5: The LORD saw that the wickedness of man was great in the earth, and that every intention of the thoughts of his heart was only evil continually.

Romans 3:10–11: None is righteous, no, not one; no one understands; no one seeks for God.

Psalm 51:5: Behold, I was brought forth in iniquity, and in sin did my mother conceive me.

John 8:34: Jesus answered them, "Truly, truly, I say to you, everyone who commits sin is a slave to sin."

Does a Mutual Accountability Approach work?

- Under the right conditions interracial contact helps to alleviate bias (Pettigrew and Tropp, 2006; Yancey, 2007)
- Having a common group identity increases positive feelings (Gaertner, Dovidio and Bachman, 1996)
- Families with a collaborative orientation have more positive interactions and relations with each other. (Ellis and Fisher, 1994)
- Collaborative communication in an atmosphere of mutual support creates volitional compliance (Mohr, Fisher and Nevin, 1996)

Implications of the Mutual Accountability Approach

- No one has all the right answers. We will get better answers by listening to each other.
- Need intentional efforts at collaborative conversations
- Needs of everyone must be respected
- Skills of active listening and productive communication is valued
- Work is towards solutions that are win/win instead of win/lose

All scriptures referenced are from the New International Version (NIV) translation of the Bible unless otherwise indicated.