

# Putting Racism on the Table

~Expanding the Table for Racial Equity~

## The 2018 Series

### Discussion Guide

We encourage you to watch the videos in the *Putting Racism on the Table: Expanding the Table for Racial Equity* series with your colleagues and to then use these discussion questions to facilitate conversation and action. While this discussion guide was developed for the philanthropic community, please adapt it for use with your community/sector.



**Topic: Structural Racism**

**Speaker: Dr. Ibram Kendi**

Author, *Stamped from the Beginning: The Definitive History of Racist Ideas in America*

- 1) Reflecting on your field(s), what are examples of policies that did not name race, but in execution resulted in unequal outcomes?
- 2) Dr. Kendi describes a racist idea as “any idea that finds one racial group superior to another.” Reflecting on the interventions you have supported, how might some of those interventions been informed by racist ideas?
- 3) Dr. Kendi states that racist ideas make it possible to have and sustain racist policies. What are examples of current racist ideas that influence your field(s)? How are these racist ideas impacting the issues you are trying to address?
- 4) Dr. Kendi puts forth three belief systems addressing racism against Black people: segregationist (Black people are inferior by nature); assimilationist (Black people are inferior by nurture); and anti-racist (there is nothing wrong with Black people as a people, but rather the anti-Black racism Black people experience is the problem). Many social programs are developed from an assimilationist stance. What and how might interventions change if they were informed by an anti-racist stance?
- 5) It is often said that people who express racist ideas are “ignorant and the source of racist ideas is ignorance.” Considering the examples of racist ideas that Dr. Kendi shares, what might have been other motives for racist ideas? What is the significance of the relationship between racist policies and racist ideas? How might understanding that relationship influence philanthropy’s approach to addressing structural racism?

Video & viewing guide available at [www.puttingracismonthetable.org](http://www.puttingracismonthetable.org).