

Crafton Hills College Diversity, Equity, and Inclusion Definitions of Systemic Racism, White Supremacy, and White Privilege

The following definitions are intended to establish a common language for Crafton Hills College faculty, staff, and students. Reaching agreement on the following terms is expected to make conversations about diversity, equity, and inclusion easier to follow and more productive. The goal is to use these terms to help create a safe, inclusive, and anti-racist educational community.

Systemic Racism

Based on *The Conversation: An Independent Source of Analysis from Academic Researchers*, "systemic racism," or "institutional racism," refers to all economic, political, social, and educational systemic structures and processes that disadvantage non-Whites.

White Supremacy

White supremacy is the false belief that members of the White race are superior and dominant to non-Whites. According to David Gillborn, a critical race theory scholar, the term is used to describe an ideology that cultivates through the exclusion of non-White voices, the assumed superiority of White cultural, economic, genetic, political, and social dominance.

White Privilege

White privilege refers to the built-in advantages, in the current system, that are afforded to people based on assumed white cultural heritage and related physical features.