

Paying Attention to Race?

The following are very common intentions and impacts of strategies used to avoid race.

The INTENT	The IMPACT
<p>Seeing oneself as colorblind may be intended to...</p> <ol style="list-style-type: none"> 1. Tell people we are against racism 2. Tell people we plan to treat everyone equally 	<p>Seeing oneself as colorblind often has a negative impact because it can...</p> <ol style="list-style-type: none"> 1. Tell people that race shouldn't matter in their lives...when it usually does – so it denies people's lived experience 2. Tell people that we will likely ignore them if they tell us there is subtle racism present in what we say or do 3. Tell people we are inattentive to how racism and privilege play out in our society and institutions
<p>The idea that we transcend race may be intended to...</p> <ol style="list-style-type: none"> 1. Tell people we want to heal from our history of racism 2. Tell people we do not want to focus on the differences between people 	<p>The idea that we transcend race can have a negative impact because it can...</p> <ol style="list-style-type: none"> 1. Tell people that we are not going to see that we might carry lingering racism within us 2. Tell people that we don't see how race has shaped our attitudes and behaviors 3. Tell people that we see race conscious people as less evolved than those who believe they have moved beyond race 4. Tell people that we believe seeing racism is the problem in itself
<p>Seeing myself as without a race can be well intentioned when we mean for it to...</p> <ol style="list-style-type: none"> 1. Tell people we recognize that we are all part of one group – the human race 2. Tell people we do not want to focus on the differences between people 	<p>Seeing myself as without a race can have a negative impact because it can...</p> <ol style="list-style-type: none"> 1. Tell people we are not going to see that we might carry lingering racism within us 2. Tell people we don't want to see ourselves as part of our racial group and we don't want to see how our group's general tendencies might affect our attitudes and behaviors 3. Tell people we refuse to see ourselves as part of supporting societal racism since we don't see ourselves as part of a "race issue"