Subject Index

Ableism, 137

Academic protocol:
about, 25–26, 64–66
empirical reality vs. experiential reality, 66–68
learning environment and, 65
objectivism vs. subjectivism, 70–73
reason vs. emotion, 68–70

Acculturation:
racial/ethnic minorities and, 89
themes of, 44
ultimate goal of, 81

Active racist behavior, walkway metaphor and, 186

Activist, being an, 224
Advocate, 117

Affirmative action:
anti-affirmative action legislation, 221–222
reverse racism claims, 137

Affirmative action program, 16
Africa, slavery and, 36
African American Professionals, 49
African Americans. See also Blacks
Asian Americans and, 178–180
civil rights movement and, 180
communication styles of, 69, 101, 116–118
enslavement of, 107, 226
kinesics and, 120
microaggressive behaviors and, 7
moving next door, 195
racial reality and, 49
racial stereotypes of, 84, 85, 125
traveling in unknown areas, 122
trust/mistrust and, 108

Ageism, 137

Alger, Horatio, 40

Ally, 224. See also Personal responsibility

America:
Black, 15
“colored,” 51
founding of, 105
as land of opportunity, 40
American Indians. See Native Americans
American presidency. See also Clinton, Bill; Obama, Barack
Black president, 36, 41

Americans. See also Native Americans
Asian (see Asian Americans)
Black (see Black Americans)
Japanese (see Japanese Americans)
“true Americans,” 45
<table>
<thead>
<tr>
<th>Subject Index</th>
<th>267</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>White</strong> (see White Americans)</td>
<td><strong>Native Americans and</strong>, 183</td>
</tr>
<tr>
<td>White Euro-* (see White Euro-Americans)</td>
<td><strong>people of color and</strong>, 178</td>
</tr>
<tr>
<td>Americas, colonization efforts toward, 88–89</td>
<td><strong>racial microaggressions and</strong>, 42</td>
</tr>
<tr>
<td>Ancestors, past injustices/inequities and, 44</td>
<td><strong>racial stereotypes of</strong>, 84, 171</td>
</tr>
<tr>
<td>Anger: emotional avoidance and, 140–141</td>
<td>stereotypes and, 28</td>
</tr>
<tr>
<td>seen as dysfunctional behavior, 69</td>
<td><strong>Asians. See also</strong> Asian Americans</td>
</tr>
<tr>
<td>Anglo, 200</td>
<td>contested legitimacy as “people of color,” 167–168</td>
</tr>
<tr>
<td>Anglo-Saxon background, 45</td>
<td>paralanguage and, 120–121</td>
</tr>
<tr>
<td>Anti-affirmative action legislation, 221–222</td>
<td><strong>Assimilation:</strong></td>
</tr>
<tr>
<td>Antiracism education, 225</td>
<td>as concept of power, 89</td>
</tr>
<tr>
<td>Antiracism training, 160</td>
<td>desirability of, 45</td>
</tr>
<tr>
<td>Antiracist actions:</td>
<td>themes of, 44</td>
</tr>
<tr>
<td>becoming antiracist, 189</td>
<td>ultimate goal of, 81</td>
</tr>
<tr>
<td>commitment to, 201–202, 204</td>
<td>“At Least You’re Not Black,” 169</td>
</tr>
<tr>
<td>estrangement and, 162</td>
<td>Australia, 36</td>
</tr>
<tr>
<td>personal responsibility and, 159</td>
<td>Authentic self, 59</td>
</tr>
<tr>
<td>Antiracist parent, 224</td>
<td>Automatic cognitive processing responses, 78</td>
</tr>
<tr>
<td>Antiracist racial identity, 189–202</td>
<td>Aversive racism, 31</td>
</tr>
<tr>
<td>Antiracist types, 162</td>
<td>Avoidance strategies:</td>
</tr>
<tr>
<td>Anxiety, emotional avoidance and, 139–140</td>
<td>about, 13–16</td>
</tr>
<tr>
<td>Appearances, managing, 61</td>
<td>examples of, 15</td>
</tr>
<tr>
<td>Appeasement, 232–233</td>
<td>of Whites, 23</td>
</tr>
<tr>
<td>Argumentative dialogue, 239</td>
<td><strong>Awakening, racial</strong>, 145</td>
</tr>
<tr>
<td>Asian Americans. See also Chinese Americans; Japanese Americans</td>
<td><strong>Back talk. See also</strong> Counter-narrative(s)</td>
</tr>
<tr>
<td>African Americans and, 178–180</td>
<td>accepting validity of, 47</td>
</tr>
<tr>
<td>communication styles of, 112–113, 115–116</td>
<td>color blindness and, 87</td>
</tr>
<tr>
<td>contested legitimacy as “people of color,” 167–168, 169</td>
<td>as counter-narrative, 23–24</td>
</tr>
<tr>
<td>cultural differences and, 81</td>
<td>hearing meaning of, 49–51</td>
</tr>
<tr>
<td>educational attainment, 179, 180</td>
<td>hidden transcript and, 37</td>
</tr>
<tr>
<td>hard work and, 36</td>
<td>legitimacy of, 49</td>
</tr>
<tr>
<td>Latinos/as/Hispanics and, 181</td>
<td>racism and, 41</td>
</tr>
<tr>
<td>as model minority, 170</td>
<td>silencing of, 138</td>
</tr>
<tr>
<td></td>
<td>tale of two stories and, 39–46</td>
</tr>
<tr>
<td></td>
<td>walkway metaphor and, 188</td>
</tr>
<tr>
<td></td>
<td>White talk versus, 238</td>
</tr>
<tr>
<td></td>
<td><strong>Barrios, 40</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Bearing witness, 26</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Behavioral avoidance, 142–144</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Behavioral level, microaggressions and, 126–127</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Being coopted, 184, 221</strong></td>
</tr>
</tbody>
</table>
Bias(es):
  admitting one’s, 236
  color blindness and, 80
  explicit/implicit associations of, 85
  hidden, 86, 104
  institutional racism and, 102
  interracial contact and, 16
  interracial/interethnic, 176–178
  mass media and, 192
  multiculturalism and, 80
  nonverbal communications and, 122–124
  oppression and, 111
  socialization process and, 104
  unconscious, 8
  vigilance of your, 221–223
Bigotry:
  eradication of, 20
  one-way street of, 188
Black America, 15
Black Americans:
  courage of, 180
  enslavement of, 97
  Latinos/as/Hispanics and, 182
  White America and, 181
Black men:
  angry Black man, 28, 241
  “dangerous Black male,” 7
  salesman, on Whiteness, 150–151, 155
Black movement, 180
Black professors, plight of, 124–125
Blacks. See also African Americans;
  Black Americans
  avoidant behavior and, 197
  communication styles of, 126
  labels and, 28
  men (see Black men)
  Native Americans and, 183
  roles as Negroes and, 109
Black woman, angry, 28, 241
Blame, externalization of, 184
Blame game, 240
Blaming the victim, 136

“Bleeding heart liberal,” 25, 234
Bodily movements. See Kinesics
Britons, 120
Brown, Michael, 6, 10
Bundy, Cliven, 19, 41
Bush, George W., 32, 156
Chan, Priscilla, 170
Change agent:
  narrative, 209–210
  personal responsibility and, 214–225
Chicano-Filipino United Farm
  Workers movement, 181
Children/childhood:
  muting of race talk and, 77
  noticing differences, 209–210, 211
  racial awareness and, 83, 191–192
  in segregated system, 108–109
  stereotypes and, 83–84
  talking to, 213–214
  victimization of, 211
Chinese, kinesics and, 119
Chinese Americans. See also Asian
  Americans
  exclusionary laws against, 107
  harassment, early immigrants, 179
  invisibility of Whiteness and, 152
  stereotypes and, 4, 9, 12
  struggles in U.S. society, 216
Chinese Exclusion Act, 179
Churches, 219
Civil rights movement, 171, 180
A Class Divided (film), 242
Classism, 137
Classrooms, as political spaces, 68
Clinton, Bill, 16
Clinton, Hillary, 55, 58, 61
Cognitive avoidance. See Racism
denial(s)
Cognitive level, microaggressions
  and, 126
Color blindness:
  assertion of, 4
  assumptions of, 80
climate of, 80
color-evasion and, 78–80
defined, 77
minimizing differences/
pretending not to see them, 42–43
overlapping processes in, 77
philosophy, organizations and, 27
protocol, 26–27
publicly acknowledging race, 74–76
sameness, belief in, 80–82
strategic, 26, 78
White privilege and, 158–159
Color denial, 158
“Colored” America, 51
Color-evasion, 42–43, 78–82
Colorism, 180, 184
Color-mute concept, 74–91
color blindness and, 76, 87, 91
The Color of Fear (film), 242
Columbia University, 16, 17
Columbus, Christopher, 48
Commonalities, 43
Common enemy notion, 172
Communication(s). See also
Conversation; Difficult
dialogues; Racial dialogues
barriers to effective, 123
Black styles of, 69
content of (message), 234
nonverbal (see Nonverbal
communication(s))
sidetracking the conversation, 231–232
styles of (see Communication styles)
Communication styles:
about, 115
African American styles of, 116–118
Asian American, 112–113, 115–116
Blacks and, 126
differences in, 101, 241–242
microaggressions and, 126
misunderstanding and, 123
Whites, 117
Community forums, 221
Community organization, 218
Compartmentalization, 193, 202
Conditioning. See Social
conditioning
Conformity phase, White racial
identity development, 192–194, 202–203
Content of conflicts, 174
Conversation:
culture-bound conventions, 241
sidetracking, 231–232
Conveyor belt/walkway metaphor, 186, 187–188
Counter-narrative(s). See also Back
talk	narratives and, 37–38
in parable form, 48
Courage, 243
“Cream always rises to the top,” 157–158
“Credit to his race,” 222
Cross-cultural counseling, 74
Cross-racial interactions, 17
Cross-racial interactions,
opportunities and, 64
Cuban, Mark, 20, 159
Cultural baggage, 10
Cultural competence, 213
Cultural conditioning:
back talk and, 38–39
racial biases and, 236
societal forces and, 83
for White Americans, 40
Cultural genocide, 88
Cultural groups, communication
styles and, 123
Cultural guide, 220
Cultural heritage, 225
Cultural identity, understanding
one’s, 235
270 SUBJECT INDEX

Culturally diverse groups, 214
Cultural norms. See Norms
Cultural racism, defined, 86
Cultural understanding/sensitivity, 221
Culture(s):
consolidation of, 87
of society, 81
White, 87
Culture-bound conversation
conventions, 241
Curriculum:
hidden, 38–39
racial groups and, 160
Dallas Mavericks, 20, 159
Death sentences, 10
Declaration of Independence, 105
Defensiveness:
emotional avoidance and, 140–141
facilitator and, 234
Deflection, denials through, 136–138
Dehumanization, 72
Delivery person. See Service
workers
Democracy/democratic ideals:
conscious beliefs in, 194
cultural conditioning and, 157
land of opportunity, 40
master narrative and, 39
virtues of, 192
Denial(s):
color, 158
compartmentalization and, 193
encapsulation and, 193
of group differences, 150
of individual racism, 45–46
mechanism of, 203
of power imbalance, 158
racial dialogues and, 34
of Whiteness, 149, 151
Deprivation, 107
Dialogues. See Difficult dialogues;
Racial dialogues
Difficult dialogues. See also Racial
dialogues
about, 229–230
appeasement and, 232–233
comfort level and, 236
communication styles and,
241–242
defensiveness and, 234
doing nothing and, 231
emotions and, 237–238
interventions and, 239–240
planning and, 242–243
process and, 238–239
racial biases and, 236
sidetracking conversation and,
231–232
silence and, 240–241
speakers, encouragement of,
243–244
termination of discussion and, 233
unmasking of, 239–240
Discrimination. See also Racial
discrimination
mistrust and, 111
overt acts of, 31
statistics on, 42
Discussion, termination of, 233
Disempowered groups, 45
Dissonance phase, White racial
identity development,
194–196, 203
Diversity:
educators and, 64
interracial contact and, 16
organizations and, 218, 223
Divide and conquer, fears of, 171–174
Dominance:
subordinate position and, 48
White privilege and, 154–155
Dominant group master narrative. See
Master narrative
Dreams, 238
Du, Soon Ja, 176
Dual navigation/dual dilemmas, 128
Subject Index 271

**Education.** See also Academic protocol; Curriculum; Faculty of color; White faculty educational policies, 158 hidden curriculum and, 38–39 institutional racism and, 90–91, 103 Naïveté phase and, 202 racial biases and, 192 road to knowledge/enlightenment, 66 Egalitarian norms, 161 Elephant in the room, 30, 222, 232 Embedded feelings, 138–139

**Emotion(s).** See also Feelings; specific emotion


**Ethnic groups:**

racial stereotypes and, 84 White European, 87 White people and, 149 Ethnic minority communities, 48 Ethnocentric monoculturalism, 99–105 inferiority of others, belief in, 101–102 institutions, manifestation in, 102–103 power to impose, 104–105 superiority, belief in, 100–101 Whites operating from, 105, 106 worldviews and, 103–104

Ethnocentrism, avoidance of topic, 4 Euro-Americans, paralanguage and, 120 Euro-American worldview: as basis of systems, 106 hallmarks of, 65 values and beliefs in, 87 Eurocentric ways of thinking, 154

**Experiential reality:**

empirical reality vs., 66–68 learning from, 220–221 math problem and, 67–68 reliability/validity and, 67

Eye contact, 119–120, 122, 123

Facebook, 170 Facial expression, 121

Facilitation skills. See also Difficult dialogues ineffective strategies, 230–234 narrative, 226–229 successful strategies, 234–244

Faculty of color, 27–30 “False bill of goods,” 203 Favoritism, White privilege and, 156 Fear(s):

of appearing racist, 31, 46 categories of, 138 of confronting White privilege, 32 of divide and conquer, 171–174
Fear(s): (continued)
- emotional avoidance and, 139–140
- helplessness, hopelessness and, 144
- intersecting layers of, 30–33
- irrational, 216
- nonverbal communications and, 122–123
- overcoming, 218
- raising issues and, 127
- of realizing one’s racism, 31–32
- of taking personal responsibility to end racism, 32–33
- vigilance of your, 221–223

Fearful guilt, 142

Feelings. See also Emotion(s)
- embedded or nested, 70
- most common, 237
- refocusing dialogue on, 240
- validate/facilitate discussion of, 237–238

Ferguson, Missouri, 6
Filipino Americans, 181
Films, 242
“Five block follow,” 49
Focus groups, 22
Freud, Sigmund, 238
Friendliness, phony, 31
Fundraiser, political, 55–56

Gates, Henry Louis, 15
Gender. See also Black men; Women
- introduced in conversation, 60
- gender microaggression, 226
- Ghettos, 40
- Global marketplace, 16
- Government subsidy, 19–20

Ground rules:
- for facilitator, 233
- interracial/interethnic dialogues, 171–172
- interracial/interethnic race talk, 172–174
- preventing race talk by Whites, 174

societal, 23–27

Group(s): of color (see Groups of color)
- culturally diverse, 214
- denial of differences and, 150
- ethnic (see Ethnic groups)
- problems attributed to, 43
- social reference, 194

Groups of color: divide and conquer, fears of, 171–174
- historical relationships between, 178–183
- interracial/interethnic relationship issues, 169–171
- sources of conflict and, 174–185
- stereotypes and, 177

Guilt:
- Dissonance phase and, 194–195
- emotional avoidance and, 141–142
- shame and, 195–196
- White, 141–142

Hardball, 49

Hard work. See also Protestant work ethic
- Asian Americans and, 36
- rags-to-riches theme, 40
Harlem, 4, 16, 17, 197
Harlins, Latasha, 176
Hate crimes, 31
Hatred, racial, 72–73
Healing process, 70, 200, 201
Helplessness, 142–144
Heterosexism, 137
Hidden biases, 86, 104
Hidden curriculum, 38–39
Historical relationships, groups of color and, 178–183
Honesty, 223
Hopelessness, 96, 97, 142–144
Hot-buttons:
- emotional reactions and, 41
- race talk pushing, 11–13
- topics, 183–184
Subject Index

The House on Mango Street, 215
Human condition:
   experimental design and, 65
   mind-body dualism and, 25
   sensory information and, 72
   studying the, 67
   truths about, 217
Human race, 82

Ideal self, 59, 60
Identity. See also Racial identity
   antiracist (see Antiracist racial identity)
   dual, 109
   ethnic, 149
   nonracist (see Nonracist identity)
   racist-free, 199
   universal level of, 43
   White racial (see White racial identity development)
Immigrants:
   early European/White, 45, 105
   harassment of early Chinese, 179
   melting pot concept and, 45
   White groups of, 88
Immigration debate, 182, 183
Implicit Attitudes Task (IAT), 85
Impression management. See also
   Politeness protocol
   most widely used strategy, 61–62
   as natural/inherent strategy, 64
   psychic toll and, 79
   roles and, 57
   roles played and, 59–60
   self and, 62
Inauthentic self, 13, 46
Indigenous peoples. See Native Americans
Individualism:
   dehumanization and, 72
   Protestant work ethic and, 71
   rugged, 40, 87, 156
Individual racism:
   back talk and, 40
   denial of, 45–46
Inferiority of others, belief in, 101–102
Ingratiation, 61–62
Injustices and inequities, past, 44
Institutional racism:
   biases of, 102
   defined, 90
   detrimental effects of, 200
   oppression and, 157–158
   standard operating procedures (SOPs) and, 90
   as systemic factor, 40
   Institutions, ethnocentric
   monoculturalism in, 102–103
   Integrated neighborhood, 16
   Integrative Awareness phase, White racial identity development, 198–201, 204
Internal dialogue, 126
Internalized racism, 184
Interpersonal dynamics, 228
Interpersonal space. See Proxemics
Interracial contact, stereotypes and, 16
Interracial/interethnic dialogues:
   difficult topical, 183–185
   ground rules for, 171–172
   race talk issues, 183–184
Interracial/interethnic relationship issues, 169–171
Interracial marriage and relationships, 184
Introspection phase, White racial identity development, 197–198, 204
Invisibility of Whiteness:
   acknowledgment of, 47
   as barrier to race talk, 148
   color blindness and, 150, 151–152
   harmful consequences and, 10–11
   meaning of, 152–154
   racism and, 190–191
   White privilege and, 152–153
   The Invisible Man, 158
Ivins, Molly, 156
Ivy League institutions, 28
Japanese, kinesics and, 119
Japanese Americans. See also Asian Americans
incarceration of, 44, 97
internment of, 155–156
Japanese citizens, 72
Jefferson, Thomas, 105
Jensen, Robert, 152–153
Johnson, Magic, 20
Jokes, racist, 162
Jones, Alvin, 74, 75, 76
The Joy Luck Club, 216
Kinesics, 119–120
King, Martin Luther, 35, 158, 195
King, Rodney, 174–176, 195
The Klan, 46, 103
Korean/Korean American community, 175–176
Ku Klux Klan, 46, 103
Language(s):
of denials, 134
founding of America and, 105
of society, 81
of Western society, 111
words and memories, 70, 145, 200
Latin America, Spanish colonialism in, 182
Latinos/as/Hispanics:
Asian Americans and, 181
Black Americans and, 182
as ethnic group, 9
light-skinned, 180, 182
malicious treatment of, 97
Native Americans and, 183
racial stereotypes of, 84
segregation of, 107
Law, norms and, 60
Leadership:
Asian Americans and, 113, 115
Western European standards of, 116
Lee, Spike, 104, 173
Lee, Thomas, 9
A Lesson Before Dying, 216
Lewinsky, Monica, 16
Lewis and Clark expedition, 156
Literature, 215
Los Angeles Clippers, 20, 60
Los Angeles riots, 172, 174–176
Male-female relationships, 184
The Man, 108
Managing appearances, 61
Manifest destiny argument, 156
Marginalized persons/groups:
Black movement and, 180
healing process and, 201
nonverbals and, 121
personal responsibility and, 161–162
White privilege and, 157
Marketplace, global, 16
Martin, Trayvon:
hoodie reference, 20
killing of, 6, 10, 15, 50, 176
racial reality and, 49
Mass media, racial biases and, 192
Master narrative:
counter-narrative and, 23–24
people of color suffering in, 40–41
sincere fictions, 24
symbolic reflection of, 37–38
White Americans and, 39
of Whiteness, 138
Math problem, 67–68
Matthews, Chris, 49–51
McCain, John, 55
Melting pot concept:
assimilation of groups and, 88
blending cultures and, 87
forced compliance and, 45
as myth, 87–88, 89–91
statements, 44–45
ultimate goal of, 81
Memberships, 224
Memories, personal, 70, 145, 200
Subject Index

Men. See Black men
MENA (Middle Eastern/North African) groups, 184
Meritocracy:
  baseball analogy and, 156
  belief in, 157
  myth of, 24, 40
  power-evasion and, 86
  ultimate illusion of, 156
Meritocratic society, 39–41
Mestizos, 182
Mexican Americans, 181
Microaggressions. See also Racial microaggressions
gender, 226
to students of color, 230
Millennials, 42
Mind-body dualism, 25, 66
Minority experiences, 216
Minority inferiority, 192
Minority neighborhood, 216, 219
Minority-owned businesses, 218
Mistrust, trust and, 107–109
Misunderstanding, communication styles and, 123
Monoculturalism. See Ethnocentric monoculturalism
Monologues, blame game and, 240
“A More Perfect Union,“ 14
Multicultural competence, 190
Multicultural counseling, 74
Multicultural ideology, 79–80
Multiculturalism, 223
Multicultural sensitivity, 190
Multicultural training, 85, 160
Muslims, 177
Myth(s):
  melting pot concept as, 87–88, 89–91
  meritocracy and, 24, 40
Naïveté phase, White racial identity development, 191–192, 202
Name-dropping, 61
Narratives, counter-narratives and, 37–38
National polls, 41–42
Native Americans:
  assimilation and, 45
  colonization of, 88–89, 97
  genocide of, 108
  and groups of color, 183
  land taking and, 36, 44, 156, 226
  Navaho Indians, 215
  oppression of, 105, 107
  racial stereotypes of, 84
  trust/mistrust and, 109
  Navaho Indians, 215
Negative actions, 230–234
Neglect, as form of oppression, 107
Negroes, roles as, 109
Neo-Nazis, 103
Nested feelings, 138–139
New York Times, 215
Nicholas, Val, 49, 50
Nigeria/Nigerian students, 67–68
Nonracist awareness, personal responsibility and, 159
Nonracist identity:
  development of, 189–202
  racial dialogues and, 188–189
Nonracist White identity, 199, 200
Nonverbal communication(s):
  about, 118
  accurate reading of, 111
  African American styles of, 117–118
  classroom situation and, 127
  kinesics, 119–120
  paralanguage, 120–121
  politeness protocol and, 63
  proxemics, 118–119
  sociopolitical considerations, 121–123
  as triggers to biases and fears, 122–123
Norms
egalitarian, 161
implicit, 58
impression management and, 64
law and, 60
Norms (continued)
racist White, 196
societal ground rules, 23–27
Western European, 28
White culture as, 11
White Euro-American, 10, 123

Obama, Barack:
as first Black president, 55, 58, 136
parents of, 15
personal reflections of, 7, 8
responses to remarks of, 8
speeches of, 7, 14

Objectivism versus subjectivism,
70–73, 233

Old boy’s network, 114

Opinion conformity, 62

Oppression:
awakening to realities of, 196
deprivation, 107
detrimental effects of, 200
by force, 106–107
inaction and, 187
neglect as form of, 107
perceptual wisdom and, 109–111
power and, 105–111
profit, benefit and, 44
White privilege and, 155–156
White supremacy and, 155

Oregon Territory, 156
Organizations, color-blind
philosophy and, 27

Ostracism, 98
Other enhancement, 62

“Parable of Ups and Downs,” 48
Paralanguage, 120–121
Paranorm, 108
Parenting, antiracist, 224
Partnerships, 223–224
Passive racist behavior, walkway
metaphor and, 186
Past injustices and inequities, 44

PBS (Public Broadcasting System),
217

Pedagogy of the Oppressed, 106

People of color. See also Groups of
color; specific racial group
ally of, 224
Asian Americans and, 167–168
association of race and, 83
faculty of color, 27–30
healthy and strong individuals,
217–219
learning about, 214–217
sources of conflict between,
174–185
students of color, 27–30
suffering, in master narrative,
40–41
vigilance when traveling, 111
Whiteness and, 151
in White world, 47–48
worldviews of, 96

Perceived incompatibility, 174
Perceptual wisdom, 109–111
Personal memories, 70, 145

Personal responsibility. See also
Change agent, fear of taking,
32–33, 159–163

Personal space. See Proxemics
Perspicacity, 110, 111
Phony friendliness, 31
Physical differences, 82–83
Physical sciences, 67
“Playing along to get along,” 25
“Playing it cool,” 108
“Playing the race card,” 10, 14, 25,
137–138

Politeness protocol. See also
Impression management
theory
about, 24–25, 57
acting strategies/techniques,
61–64
dynamics/outcomes and, 64
following/not following script of,
63
impression management and,
59–60
nonverbal communications and, 63
staging and, 57–59
Political correctness, 46, 85, 137
Political fundraiser, 55–56
Political oppression, melting pot concept and, 45
Political tourist, 218–219
Polls, 41–42
Positive actions, 234–244
Postracial era, 41
Postracial society, 10, 26
Poverty, 40
Power:
assimilation as concept of, 89
cognitive level and, 126
invisibility of, 43–45
oppression and, 105–111, 137
Power denial, 158
Power-evasion, 86–89
consequences of, 87
defined, 43, 87
Prejudice(s). See also Racial prejudice
being White and, 151
interracial/interethnic, 176–178
socialization process and, 104
statistics on, 42
toward groups of color, 83
unlearning, 212
Presentation of Self in Everyday Life, 57
Presidency. See American presidency
Prevention, 212
Privilege. See also White privilege
invisibility of, 43–45
Process:
controlling, 238–239
observation/interventions, 239–240
Professors of color, plight of, 124–125
Profiling, 10
Progressive change, 41
Protestant background, 45
Protestant work ethic, 40, 71, 156.
See also Hard work
Proxemics, 118–119
Psychological survival, 122
Puerto Ricans, 131
Race:
attaining comfort in discussing, 236
introduced in conversation, 60, 62
negative association of, 83, 85
talking to children about, 213–214
Race talk:
awkward silences and, 222
characteristics of, 21–23
hidden transcript and, 239
instigating, 242–243
interracial/interethnic, 172–174
lost opportunity, 221–222
major impediments to, 192
process of, controlling, 238–239
safe space for, 243
students and faculty of color and, 27–30
White racial identity development and, 202–205
Racial awakening, 145, 213–214
Racial awareness, early childhood and, 83
Racial bias. See Bias(es)
Racial blunders, unintentional, 31, 244
Racial consciousness, 38, 161
Racial dialogues. See also Difficult dialogues; Internal dialogue
defensive statements in, 46
denial and, 34
difficult, 229–230
opportunities and, 64
psychology of, 5, 6, 21
successful, 205, 228–229
unsuccessful, 226–228
White people and, 15
Racial differences, 82–83
Racial discrimination. See also Discrimination
law and, 60
Racial epithets, 72
Racial groups, curriculum and, 160
Racial hatred, 72–73
Racial identity:
  understanding one’s, 235
  of Whites, 11
Racial microaggressions:
  avoidant behavior and, 23
  dealing with, 125–126
  defined, 7, 27
  deprivation and, 107
  emotional reactions and, 127
  faculty of color and, 28
  forms of, 63
  racial profiling and, 9–10
  reactions related to, 7, 28
  statements found to be, 81
  students of color and, 28
Racial microinvalidations, 9
Racial minorities, knowledge base
  of, 48
Racial prejudice. See also Prejudice
  law and, 60
Racial profiling:
  racial microaggressions and, 9–10
  terminology and, 10
Racial realities:
  clash of, 6, 7–11
  dialogues on race and, 230
  road less traveled, 244
Racial recognition and
categorization, 78
Racial relationships as binary,
perception of, 169
Racial slurs, 178
Racial stereotypes. See also
  Stereotyping
Racial stereotypes:
  African Americans, 70, 84, 85, 125,
    200, 241
  Asian Americans, 84, 112–113, 171
  children and, 83–84
  Chinese Americans, 4
  ethnic groups and, 84
  inter racial contact and, 16
  managing, 124–125
  Racial stigma, 124–125
Racism:
  attaining comfort in discussing,
    236
  avoidance of topic, 4, 199
  awareness (see Racism awareness)
  commitment to personal action
    against, 223–225
  condemnation of, 161
  denial of individual, 45–46
  denials (see Racism denial(s))
  fear of realizing one’s, 31–32
  fear of taking personal
    responsibility to end, 32–33
  individual (see Individual racism)
  institutional (see Institutional
    racism)
  as integral part of U.S. society, 197
  internalized, 184
  invisibility of Whiteness and,
    153–154, 190–191
  just being Black and, 181
  modern form of, 84
  paying attention and, 199
  perpetuation of, role in, 160
  as the “R” word, 4
  social deterrents to, 161
  social psychological literature on,
    46
  talking to children about,
    213–214
  as thing of past, 41–42
  as toxic force, 95
  two-way process and, 173
  White racial identity awareness
    and, 189
  witnessing acts of, 160–161
Racism awareness:
  course, 219
  training, 160
Racism denial(s), 133–138
  of personal bias, prejudice,
    discrimination, 134–135
of societal bias, prejudice, discrimination, 135–136 through deflection, 136–138
Racist:
accusation, politeness protocol and, 25
attitudes, deeply ingrained, 122–123
fear of appearing, 31, 46
label of, 60
Racist-free identity, 199
Racist jokes, 162
Rationalizations, 195
Reason vs. emotion, 68–70
Regret, emotional avoidance and, 141–142
Relational issues, 174
Remediation, 212
Remorse, emotional avoidance and, 141–142
Resistance and Immersion phase, White racial identity development, 196–197, 203
Reverse racism, 137
Rhetorical incoherence, 22
Robinson, Gene, 49
Role model, 224
Role plays, 242
Roles:
as Negroes, 109
theatrical drama and, 56–57
Romney, Mitt, 55
Roots, 216
“R” word, 4
Sanchez, Sylvia, 113–114
Second-class citizenship, 4, 7, 12, 155, 194
Segregated system, child rearing and, 108–109
Selective self-presentation, 61
Self-awareness, 142
Self-deception, 141
Self-disclosure, 61, 108, 236
Self-healing, 213
Self-presentation techniques, 59
Self-protection, 231
Self-regulation strategies, 79
Service workers:
people of color and, 7
stereotypes and, 4, 9, 12
Sexism, 137
Shadowwoman’s Way, 215
Shootings of suspects, race and, 10
Shylock (character), 81
Silence:
conspiracy of, 23
constraint and, 123–127
culture of, 106
difficult dialogues and, 240–241
false belief and, 34
journey of, 244
paralanguage and, 120
Whites and, 133, 134
Sincere fictions, 24
Skinheads, 46, 103
Slavery:
Africa and, 36
African Americans and, 107, 226
passivity in times of, 109
past injustices/inequities and, 44
Slight. See Racial microaggressions
Social categorization, 78
Social conditioning:
childhood and, 83
nonverbal communications and, 123
worldviews and, 105
Social harmony, 62
Social injustices, forms of, 137
Socialization process:
biases, prejudices and, 104
children and, 191
Social norms. See Norms
Social psychological literature, 46
Social psychological studies, 217
Social reference group, 194
Social rhythms, 118
Social synchrony, 62
Social workers, 217–218
Societal ground rules, 23–27
Societal stereotypes. See Racial stereotypes; Stereotyping
Society:
achievement in, 157–158
attribution of problems and, 43
disempowered groups in, 45
racism as integral part of in U.S., 197
social progress in, 41
Sociopolitical considerations, nonverbal communication and, 121–123
Soft science, 67
Southern Poverty Law Center, 61, 224–225
Speakers, encouragement of, 243–244
Spokesperson, 117
Standard operating procedures (SOPs), 90
Star Tribune, 3–4
Steele, Michael, 49
Stereotype-evasion, 82–86
Stereotyping. See also Racial stereotypes
falsehoods associated with, 84
by persons of color, 177
professors, 124–125
Sterling, Donald, 20, 60
Stigma, 98, 124–125
“Stop and frisk” policy, 4
Strategic color blindness, 26, 78
Student(s):
being a, 225
of color, race talk and, 27–30
impact of race talk on, 30–33
Subjectivism versus objectivism, 70–73, 233
Subordinate position, dominance and, 48
Superiority:
belief in, 100–101
White, 192
Survival mechanisms:
development of, 98
hypervigilance and, 111
indignities and, 96
nonverbals and, 122
oppression and, 97
in times of slavery, 109
trust/mistrust and, 108
Taboo subjects:
politeness protocol and, 59
race as, 10, 77
race talk, 25, 62
white privilege as, 154
Tactical self, 59
Tale of two stories, 39–47
“Talk is cheap,” 109
Teachable moments, 231
Teacher, being a, 224–225
Teaching Tolerance, 225
Terrorism, 184
Third World Counselor’s Training Program, 74
Three D’s, 68
Training, antiracism, 160
“True Americans,” 45
Trust:
Black salesman on, 151
mistrust and, 107–109
Truth(s):
human condition and, 217
residing in idea, 69
spokesperson and, 117
true story, determining, 47–48
Truth seeking, in Western science, 65
12 Years a Slave, 216, 242
Uncle Tom label/ploy, 25, 70, 109, 222
Unemployment, 40
Urban race riots, 172
Us-and-them thinking, 73
Value judgments, 123
Victim blame, 86, 136
Victimization:
  of children, 211
  of Whites, 198
Videos, 242
Vietnamese citizens:
  color-blindness and, 75–76, 77
  racial differences and, 82
  racial epithets and, 72
Vietnam War, 72
Vocal cues. See Paralanguage
Walkway/conveyor belt metaphor, 186, 187–188
Washington Post, 49
  “Ways of knowing,” 67
Western European classroom, 68
Western European norms, 29
Westernization, melting pot concept and, 45
Western science, truth seeking in, 65
Western society, language of, 111
Western values, objectivity and, 71
  “When in Rome, do as the Romans do,” 44, 89
  “When White Women Cry,” 29
White, Western perspective, 81
White ally, 224. See also Personal responsibility
White Americans:
  Black Americans and, 181
  Euro-Americans (see White Euro-Americans)
  fear categories and, 138
  paralanguage and, 120
White culture:
  Conformity phase and, 192
  invisibility of Whiteness and, 153
  retreating into, 195, 196, 197
  White European ethnic groups and, 87
  White deception, 122
  White entitlement, 204
  White Euro-Americans: cultural baggage and, 10
  ethic groups of, 87
safe space, 243
social group of, 198
as social reference group, 194
ways of, 106
White faculty, 30–33
White guilt, 141–142
White immigrants, early, 45
White liberal syndrome, 196
White lies, 44
Whiteness:
  advantage and, 151
  association with, 150
  Black salesman on, 150–151
  as default standard, 10, 44
  defining your, 225
  invisibility of (see Invisibility of Whiteness)
  master narrative of, 138
  meaning of being White, 148–152, 159
  power, privilege and, 87
  prejudicial associations with, 150
  responses to questions on, 147–148
  as sociodemographic racial category, 189
  as transparent, 153
  White privilege and, 149
  White supremacy and, 198
White people:
  communication styles of, 117
  discriminatory benefits and, 157
  silence and, 133, 134
  as victims of racism, 198
White privilege. See also Privilege
  color blindness and, 158–159
  deconstruction of, 154–159
  defined, 100, 154
  dominance and, 154–155
  favoritism and, 156
  fear of confronting, 32
  fear of owning, 154–159
  invisibility of, 154
  invisibility of Whiteness and, 152–153
White privilege (continued)
  melting pot concept and, 89
  playing field and, 157
  sense of entitlement and, 156
  triple purpose of, 157
  ultimate, 33
  Whiteness and, 149
  White supremacy and, 155–156
White racial identity development:
  about, 189–191
  awareness/awakening, 189
  Commitment to antiracist action phase, 201–202, 204
  Conformity phase, 192–194, 202–203
  Dissonance phase, 194–196, 203
  healthy, process of, 190
  Integrative Awareness phase, 198–201, 204
  Introspection phase, 197–198, 204
  Naïveté phase, 191–192, 202
  phases in, 191–202
  race talk and, 202–205
  Resistance and Immersion phase, 196–197, 203
  walkway metaphor and, 186, 187–188
White racial ideology, in
  worldviews, 103–104
White students, impact of race talk on, 30–33
White superiority, 192
White supremacists, 46, 103
White supremacy:
  defined, 155
  invisibility of Whiteness and, 153
  melting pot concept and, 89
  oppression and, 155
  visible actions and, 187
White talk. See also Master narrative
  accepting as accurate, 47
  common statements (content level), 238–239
  racism and, 41
  realities of racism and, 24
  tale of two stories and, 39–46
Whittier, John Greenleaf, 244
Why Are All the Black Kids Sitting Together in the Cafeteria? 187
Women:
  angry Black woman, 28
  of color, 29
  as oppressed minority group, 226–229
Words and memories, 145, 200
Work. See Hard work; Protestant work ethic
Worldview(s):
  Euro-American (see Euro-American worldview)
  of people of color, 96
  racial reality and, 10, 235
  social conditioning and, 105
  of universality, 103
  White racial ideology in, 103–104
  White society and, 214
World War II, 72
Wright, Jeremiah, 14
Yellow Peril, 72, 179
Zimmerman, George:
  acquittal of, 6, 50
  killing by, 176
  as person of color, 9
  trial of, 10, 15
Zuckerberg, Mark, 170