

- a. All racist behavior falls into the sociological phenomena of groups and power dynamics. It is a tool for domination and social control, a psychological tool for dominating one group over another.
- b. Racist behavior can be:
 - 1) Directed toward an individual or group.
 - 2) Intentional (conscious).
 - 3) Unintentional (unconscious).
 - 4) Based on skin color, ethnicity, or race.
 - 5) Perpetrated by an individual and/or an institution.
- c. Examples of racism include graffiti, racial and ethnic slurs, jokes, intimidation, and physical violence.

3. Contemporary Models

| Racist Behavior | | | | |
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| Models of Racism | | | | |
| | TRADITIONAL | SYMBOLIC (circa 1965) | MODERN (circa 1978) | AVERSIVE (circa 1986 – Today) |
| Ideology | Biological Superiority | Individual Effort is Key To Success | People Get What They Deserve | All People Should Have Equal Political, Social, & Economic Rights |
| Beliefs about minorities | Innately Inferior | Could Succeed if Worked Harder | Undeserving of Special Efforts to Redress Past Inequities | Victims of Past Injustices |
| Attitude toward discrimination | Deemed Justifiable & Desirable | Systematic Barriers to Advancement Ignored | A Thing of The Past | Non-Discriminatory Practices Favored |
| Attitude toward policies that address racial equality | Affront To Superior Status | Threat to The Cultural Ideals That Symbolize American Ethics | Violation of Norms and Fairness | Publicly Supported |
| Behavioral Consequences | Bigoted Language, Overt Discrimination, Violence | Opposition to Policies Designed to Promote Racial Equality | Opposition to Policies Designed to Promote Racial Equality | Avoidance, Interracial Anxiety, Unintentional Discrimination |

- a. Subtle racism appears nonracial on the surface.