

# Racism Iceberg

Hate crimes  
Microaggressions  
Nazi protests

Media portrayals  
Mass incarceration  
Political representation  
Occupational, residential, school segregation  
Mortgage redlining

# White Supremacy Culture

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perfectionism

sense of urgency (short term, quick fix, visibility vs depth)

quantity over quality

worship of the written word

only one right way

objectivity

paternalism

either/or thinking

power hoarding

fear of open conflict

i'm the only one

progress is bigger, more

right to comfort

# Using 7 Community-Centered, Racial Equity Principles as the Foundation for Results Work

