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| **Talking About Race: Traditional View v. Transformative View** |
| **Traditional View** | **Transformative View** |
| Affirmative action is unnecessary and leads to “reverse discrimination.” | Affirmative action is a vital--if imperfect--tool for removing discriminatory obstacles that confront women and people of color. The goal of affirmative action is to give all people equal access to opportunities in education and employment. |
| Talking about race is divisive and polarizing. Colorblindness is the answer. | There are unifying transformative ways to talk about race. Even when race is not talked about, people see race and make racialized decisions and policies. Not talking about race masks racial disparities and inhibits movement toward social justice. |
| We get what we deserve in life. If some racial groups aren’t doing as well as others, people just need to work harder. | While individual efforts matter, our well-being is also powerfully shaped by institutional conditions/arrangements and opportunity structures. |
| People like Tiger Woods, Beyonce, and Oprah Winfrey are proof that anyone can be successful in America. | Cumulative structural inequality has its greatest impact on groups, not individuals. There have always been exceptionally successful people from all races and ethnicities. |
| Racism is about blatant, intentional bigotry. | The consequences of structural/institutional racism are significantly greater than those of personal racial animus. |
| The kind of overt racial bias and discrimination that we saw in the past does not exist today. | While research indicates that implicit (subconscious) racial bias is more pervasive than explicit bias, overt discrimination in sectors like housing and lending tells us that racial prejudice is still alive. |
| Segregation exists because African Americans and other people color prefer to live among “their own.” | Segregated “racialized” space is created by structural racism and discrimination. Our choices are informed by structures, institutional arrangements, and our sense of what is possible. People do not choose to live in low-opportunity communities. |
| What happens outside my family and friendship circles doesn't have much to do with me. | We share a "linked fate." the consequences of structural racism impact the entire society--not just people of color--and threaten our democracy. |