

# Contents

Acknowledgments . . . . .	xi
Introduction . . . . .	1
<b>Chapter 1. Bridging the Chasm—</b>	
<b>Starting the Conversation about Race . . . . .</b>	<b>7</b>
The Importance of Genuine Conversation. . . . .	17
Why We Need to Talk about Race. . . . .	20
What’s to Come . . . . .	24
<b>Chapter 2. Identifying Racism—</b>	
<b>Where Fiction Becomes Reality . . . . .</b>	<b>29</b>
Types of Racism . . . . .	31
Interpersonal Racism . . . . .	31
Institutional/Structural Racism. . . . .	35
Internalized Racism . . . . .	38
Racially Identified Cultures . . . . .	40
Moving the Conversation Forward . . . . .	44
Things Not to Do. . . . .	44
Things to Do . . . . .	45
<b>Chapter 3. Erasing Our Race—</b>	
<b>Normalizing and Privileging Whiteness . . . . .</b>	<b>49</b>
Being White . . . . .	50
White Privilege. . . . .	50

Seeing White Privilege . . . . .	55
White Guilt . . . . .	60
Being Black . . . . .	62
The Gulf between Blacks and Whites . . . . .	65
Bridging the Gulf . . . . .	66
Moving the Conversation Forward . . . . .	71
Things Not to Do . . . . .	71
Things to Do . . . . .	72
<b>Chapter 4. Raising Your Racial IQ—What Whites Don't Know about Living in a Racialized World . . . . .</b>	<b>75</b>
African Americans in Historical Context . . . . .	77
Racial Disparities in Education . . . . .	83
<i>Brown v. Board of Education</i> . . . . .	83
The Curriculum . . . . .	85
Teachers and Professors . . . . .	88
Student Experiences . . . . .	89
Race and Health . . . . .	91
Health Risks . . . . .	93
Medical Care . . . . .	95
Race and the Justice System . . . . .	96
Policing and Law Enforcement . . . . .	96
Prison . . . . .	98
Evidence and DNA . . . . .	99
The Wealth Gap . . . . .	101
Institutional/Structural Racism and Wealth . . . . .	101
Reducing the Wealth Gap . . . . .	102
Implications . . . . .	104
Moving the Conversation Forward . . . . .	105
Things Not to Do . . . . .	105
Things to Do . . . . .	106

<b>Chapter 5. Recognizing Differences— Cultural Misunderstandings and Misinterpretations . . . .</b>	<b>109</b>
Language and Communication . . . . .	112
African American English . . . . .	113
Naming Practices . . . . .	117
The N-word . . . . .	118
Social Networks in African American Culture . . . . .	122
Religious and Church-Affiliated Networks . . . . .	123
Political Networks . . . . .	124
Family Networks . . . . .	126
Social Affinity Networks . . . . .	127
Clothing and Hair in African American Culture . . . . .	129
Clothing and Style . . . . .	130
Hair and Heritage . . . . .	132
Moving the Conversation Forward . . . . .	137
Things Not to Do . . . . .	137
Things to Do . . . . .	138
<b>Chapter 6. Better Talk—Putting It All Together . . . . .</b>	<b>139</b>
Guidelines for Engagement . . . . .	140
Talk Versus Action . . . . .	145
Finding Conversational Partners . . . . .	148
Resources . . . . .	152
Moving the Conversation Forward . . . . .	154
Things Not to Do . . . . .	154
Things to Do . . . . .	157
Endnotes . . . . .	159
Index . . . . .	169
About the Authors . . . . .	179
A Note about the Publisher . . . . .	180