Glossary

Critical Race Theory – Popularised by Kimberle Crenshaw and Eduardo Bonilla-Silva, the theoretical argument that societies are divided on the basis of ‘race’ and that racism structures individuals’ life chances.

Direct Racism - Employment procedures which obviously discriminate on the basis of race, for example saying that no black people may apply for the job.

Ethnicity – The idea of being able to categorise people on the basis of shared culture and heritage.

Everyday Racism – Popularised by Philomena Essed, the idea that microaggressions are everyday acts of racism made legitimate by structurally racist societies, also serving to reproduce these racist structures. Microaggressions thus involve what some see as ‘subtle’ acts of racism such as choosing to stand-up on the bus rather than sit next to a black person, or crossing the road when you see a racial minority walking toward you.

Indirect Racism - Indirect racism occurs when policies are applied equally to all people, but actually result in discrimination towards members of particular groups. For example, banning employees from wearing headwear indirectly discriminates against particular individuals who wear headscarves or turbans for religious reasons.

Institutional Racism – Institutions, simply put, are organisations that regulate society. This includes not only employers and official laws, but also includes religious institutions (e.g. the Church), educational institutions (schools and universities), and particular moral codes. The idea of institutional racism was developed through black power activism in the UK and US, and argued that such institutions in societies are racially exclusive or racially prejudiced. For instance, the show business industry has recently been labelled as institutionally racist. This was represented by the #OscarsSoWhite twitter trend where people criticised both the representation of black people in popular television and the absence of black actors in lead roles. In the US and UK, as represented by the growth of both country’s ‘Black Lives Matter’ groups, charges have also been made that the police forces are institutionally racist for using brutal (to the point of death) policing methods towards black people that are not used towards white people.

Jim Crow: The former practice of legalised segregation along racial lines in the US.

Microaggressions – Commonplace insults based on racial stereotypes.

Miscegenation – Sexual relations between two people of different races.

Post-racialism - The idea that society has transcended previous racial inequality.

Race - The idea of being able to categorise people according to shared physical characteristics based upon colour and phenotype.

Racialisation - The process of ascribing a ‘race’ to a person or group.
**Systemic Racism Theory** - Popularised by Joe Feagin, the theoretical argument that racism has total organising power over society, from its institutions through to the attitudes and mentalities of individuals.

**Union Soldiers**: Soldiers who fought against the confederate army during the American Civil War.

**Xenophobia**: Hostility or negative attitudes towards those from other countries.