

Goal 7: Acknowledging and Eliminating Structural Racism in the United States

To build knowledge and understanding of historical and contemporary phenomena related to the ongoing legacy of structural racism and other forms of intersectional oppression in the United States. Students will identify how they interact with these topics and identify opportunities that yield equitable outcomes. Specifically, they will:

- A. Explain structural racism as a primary source of historical and ongoing oppression of people of color and how the dominant group changes the definition of race to maintain power in the United States.
- B. Describe individual and institutional dynamics of unequal power relations among racial groups in the United States and how this division exponentially harms other intersecting identities.
- C. Analyze implicit and explicit biases, behaviors, concepts, and beliefs about structural inequality with a focus on racism.
- D. Examine significant contributions in the United States by people who have experienced racial oppression as it intersects with gender, class, sexuality, disability, and other social identities.
- E. Identify communication and leadership skills necessary for living and working effectively in a heterogeneous racial society with historic and ongoing exclusion.
- F. Identify anti-racist and other liberating practices that increase equitable outcomes and inclusion in American society.