

# Ibram X. Kendi, *How to Be an Antiracist*

## Chapter 1: Definitions



- Kendi defines racism as “a marriage of racist policies and racist ideas that normalizes racial inequities” (pg. 17-18). What does he mean by racist policies (pg.18)? racist ideas (pg. 20)? racist inequities (pg.18)?
- Kendi provides definitions of “racist” and “antiracist” as nouns at the beginning of the chapter (pg.13), but the terms are regularly employed as adjectives. What does he mean, in particular, by “racist discrimination” and “anti-racist discrimination” (pg.19)?
- All “policies,” defined broadly as “written and unwritten laws, rules, procedures, processes, regulations, and guidelines that govern people” are either racist or antiracist (pg 18). Can you describe a policy which appears to be racially neutral but actually creates racial inequities (examples on pg. 21-22)?

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- Throughout *How to Be an Antiracist*, Kendi shares his own experience with racism and antiracism. In chapter one, how does his discussion of his parents and grandparents shed light on these definitions (pg. 13-17?)?
- “As President Lyndon B. Johnson said in 1965, ‘You do not take a person who, for years, has been hobbled by chains and liberate him, bring him up to the starting line of a race and then say, ‘You are free to compete with all the others,’ and still justly believe that you have been completely fair” (pg. 19). What policies/actions can/should be taken to provide equity (or strive for equity) at Chico State?
- In the definitions of antiracist vs racist, why do you think inaction is included as a racist stance (pg.13)? Do you agree or disagree with these definitions?