**OVERT RACISM**
(Socially Unacceptable)

- Racial Slurs
- Lynching
- Hate Mongering
- Hate Crimes
- “Your type isn’t welcome here”
- Burning Crosses
- KKK
- “Speak English, you’re in America now.”
- Skin Heads
- Racist Jokes
- “You People”
- Neo-Nazis
- Confederate Flags
- “Make America Great Again.”
- Discriminatory Lending

**COVERT RACISM**
(Socially Acceptable)

- Euro-Centric Curriculum
- Colorblindness
- Health Disparities
- Police Brutality
- Racist Mascots
- Victim Blaming
- “US” & “THEM” notion
- Racial Profiling
- Paternalism
- Confederate Flags
- “Make America Great Again.”
- Discriminatory Lending

- White Savior Complex
- Not Believing Experiences of POC
- Hiring Discrimination
- Self-Appointed White Ally
- School-to-Prison Pipeline
- English-Only Initiatives
- “But we are just one human family”
- Tokenism
- Anti-Immigration Policies/Practices
- Housing Discrimination
- “All Lives Matter”
- Claiming Reverse Racism
- Assuming that Good Intentions are Enough
- Cultural Appropriation
- Denial of White Privilege
- Celebration of Columbus Day
- Against Affirmative Action but Pro Social & Economic Advantages
- “Bootstraps” Theory
- Mass Incarceration
- Low Expectations
- “It’s just a joke!”
- Fearing People of Color
- Believing we are “Post-Racial”