



NHCS' DEFINITION OF RACISM & ORGANIZATIONAL COMMITMENT

People of Color cannot be racist.

Racism is the upholding and perpetuating of white supremacy, a socially constructed racial hierarchy that intentionally and structurally privileges white people through personal behaviors, practices, and policies designed to maintain power. While racial categories have no biological basis, they fuel forms of hatred and fear of the “other.” Race operates to structure society, and our individual choices, at conscious and subconscious levels inside all racialized beings.

Racism has infected and affected all of us.

However racism is perpetuated by and for white people, either through the outright harm of white supremacy with the implicit, explicit, and systemic acts against People of Color, or through anti-Blackness, colorism, patriarchy, and homophobia that plague many Communities of Color.

Racism deeply intersects with all forms of hatred and domination to diminish people based on their identity.

This includes but is not limited to bigotry, bias, prejudices, and discrimination based on ability, age, education, employment status, ethnicity, familial status, gender expression, gender identity, immigration status, language, mental health, nationality, physical health, physicality, religion, sexuality, sexual orientation, and socioeconomic status.

All types of racism exist at Neighborhood House Charter School.

As our community commits to dismantle the hierarchy of racialized power within and beyond NHCS, we all have the ability and mandate to be anti-racist and to actively practice anti-racism every day.