



## **An Introduction to the Work of United to End Racism**

Groups of humans have been oppressed in a variety of ways throughout much of human history. Racism, one form of oppression, has existed for many centuries. Racism not only damages individuals, it also shapes our societies and perpetuates societal inequities. It has become a part of our societal institutions.

Racism is an integral part of our societies. It is not just the aberration of some small collection of people. To end racism, the following must be done: policies must change, racist behavior must stop, the injustices from racism must be redressed, and all people must recover from the damage done to them by racism.

Racism is the one-way, institutionalized mistreatment of Africans, Indigenous peoples, Asians, Chicanos/Chicanas, Mestizos/Mestizas, Arabs and their descendants—Global Majority and Indigenous people (GMI)\*. These are the groups of people targeted by racism. Racism conditions people of European descent—white people—to act as agents of this mistreatment. All people are deeply hurt by

racism. However, this system—of unequal access to the resources of society supported by violence, threats of violence, misinformation, lies, isolation, and greed—is directed at GMI people and carried out by white people.

Again, one group is targeted by racist institutions, attitudes, and behaviors and another is conditioned to act as the agent of racist oppression. This targeting has destroyed and damaged the lives of hundreds of millions of people, through slavery, apartheid, colonization, genocide, and racial discrimination in many forms. This conditioning has also deeply corrupted the lives of those who have been conditioned to act as agents of racism.

In the present time, racism is based in the ideas of white superiority and domination. These ideas are enforced globally through violence and the threat of violence, war, and the threat of war, and a global economic system that puts profit and greed above human life and a healthy environment.

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\* The peoples of Africa, Asia, the Pacific Islands, the Caribbean, and Latin America, and those descended from them, and Indigenous people, are over eighty percent of the global population. These people also occupy most of the global land mass.

Using the term “Global Majority and Indigenous (GMI)” for these people acknowledges their majority status in the world and interrupts how the dominant (U.S. and European) culture assigns them a minority status.

Many Global Majority and Indigenous people living in dominant-culture countries have been assimilated into the dominant culture—by force, in order to survive, in seeking a better life for themselves and their families, or in pursuing the economic, political, or other inclusion of their communities. Calling these people “Global Majority and Indigenous” contradicts the assimilation.



No group or individual should ever be targeted by racism. No characteristic, real or imagined, justifies racism. Those who have been targeted by racism comprise the vast majority of the human population. They are from a multitude of rich and vibrant cultures, cultures that have produced many of the best achievements of our species. There has never been, nor can there be, any rational justification of racism.

Although racism is aimed at particular sections of the population, it corrodes and corrupts the entire society, severely limiting society's progress. It also limits the progress of every individual in that society in their efforts to achieve a full and meaningful life. Racism and class oppression are at the core of the degradation of our environment and severely hamper our efforts to take on this huge challenge (this is described more fully in our pamphlet *Sustaining All Life*).

An important part of the work of United to End Racism is ending the racist behavior of those who have been conditioned to be agents of racism. Those of us who have been conditioned by society to act as agents of racism must make the ending of racism our goal. Racism has corrupted our lives, and it is in our interest that it be ended as quickly as possible. The progress of all humans depends on it.

The struggle to understand racism and to take action to eliminate it has progressed sufficiently that we believe racism will be ended in this century. People in many places have interrupted the worst manifestations of racism (such as slavery and apartheid) and have begun to secure broad agreement on policies to root out racism from all of society's institutions.

To end racism, it is vital that we remove racist policies from our institutions and ensure fair and

just conditions of life for all. Accomplishing this will save future generations from the damage done to past generations. It is also vital to heal the damage done to individuals by racism. Healing this damage is not the same as ending racist policies. *Only by healing the damage done to individuals can we be confident that racist attitudes and behaviors will not continue and that racist policies will not reappear in other guises.*

### **TO FULLY ELIMINATE RACISM, WE MUST HEAL THREE FORMS OF DAMAGE**

The first form is the damage done to GMI people—the hurts from being treated as inferior, denied basic material needs, denied a fair share of resources, demeaned, attacked, threatened with and targeted by destruction, and much more. This damage is done to individuals through their contact with society's institutions and by the actions of other individuals.

The second form is the damage to members of targeted groups from having "internalized" racism. Racist attitudes can be so overpowering that they are absorbed by the GMI people. Racism shapes the way GMI people think and feel about themselves. It can make people mistreat themselves (and other members of their group or other groups of GMI people) in ways that are similar to the mistreatment they have received from the agents of oppression. We call this "internalized" racism.

The third form of damage is the corruption of the minds and spirits of those conditioned by society to act as the agents of racism (i.e., European heritage/white people). No one is born an agent of racism. No one is born with a racist attitude. Anyone with a racist attitude has first been mistreated and misinformed. They have been conditioned to play that role. Every day they were confronted with and dominated by the racist attitudes and behaviors that are imbedded in our society. It is deeply confusing and damaging to experience, from the earliest times in one's life, these irrational and inhuman attitudes and behaviors as "normal" and the way things are and should be.

It is significant that individuals of the oppressor group are accorded more rights and better material

lives than people in the oppressed group. However, the lives and minds of people of the oppressor group are deeply corrupted by racism. Racism damages *everyone*. It is in no one's real human interest.

(Each of these forms of damage is described more fully in the pamphlet *Working Together to End Racism*.)

### **ALL THREE OF THESE FORMS OF DAMAGE CAN BE HEALED**

Even under the most severe racist oppression, people are able to move forward simply through the force of their own thinking and determination. However, unless they recover from the emotional hurts of racism, they continue to carry the effects of those hurts, and their thinking and behavior are affected by them. These hurts weigh heavily on them personally; they also slow the work to bring about institutional change. Unhealed, racism limits and damages everyone's abilities to think and work cooperatively and limits our capacity to end the other forms of oppression in our societies. It makes the work and lives of those fighting institutionalized racism more difficult. In contrast, when people can heal from the effects of racism, they find it easier to work together, building strong alliances within their own liberation movement and between all liberation movements.

If all racist behavior stopped immediately and racist policies were removed, the damage from past racism would not disappear. For GMI people, feelings—feeling attacked, worthless, mistreated, ignored, doubting of ourselves—would continue to confuse us and erode our lives. For those of us trained by society to act as the agents of racism, the damage of having been conditioned to believe and act on the basis of racism (for example, feeling that one's own group is superior, feeling fear or discomfort around people targeted by racism) would also continue. It would confuse and corrupt both our thinking and behavior and lead to the re-enactment of racist policies and actions.

The work of United to End Racism is to remove the damage done to individuals by racism. Both for GMI people and for white people, healing from racism

involves releasing the emotional tensions left from early hurtful experiences in our lives. When we are allowed and encouraged to tell fully the stories of how racism has affected us, with others listening and giving their full attention, we will begin to heal. When we are able not only to recount the facts of these stories, but also to allow ourselves to feel and show what it was like personally—feel and express the rage, grief, or terror—we become increasingly free of the damage of racism. All the emotional effects of racism can be healed if the person is given enough time, attention, and understanding.

Healing from mistreatment is not easy work. Many of us resist it, even though without this healing, the rage, grief, and terror from the past continue to affect us. We may feel that we have been able to persist in life only by numbing ourselves and holding inside how we were hurt. It may seem unbearable to look at and feel those hurts again—perhaps because for so long most of us had no opportunity to tell our stories and release the emotional hurt stored in these stories. Some of us believe that we are no longer hurting since we continued to function in our lives, often very well, after the incidents of mistreatment. We mistakenly believe that we “got over it.” Or we unawarely accept the idea that it is impossible to heal fully from racism.

From our work in UER, we now know that it is possible for us to get completely free of the damage done by racism. We know that all of us are capable of freeing ourselves. We know that the apparently unbearable feelings do not persist once the healing process begins. And we find that once we begin healing from these hurts, we can think more clearly and act more powerfully in our work to end racism. Healing from the effects of racism is not a substitute for organizing and taking action against institutional racism, but we in UER have found it to be a vital component in acting powerfully to end racism.





## UNITED TO END RACISM

United to End Racism (UER) is a group of people of many racial groups and all ages and backgrounds in many different countries who are dedicated to eliminating racism in the world. We understand that the elimination of racism is necessary for humankind to progress. We are committed to ending racism, and we support the efforts of other groups to accomplish this goal.

United to End Racism is a project of the Re-evaluation Counseling Communities, and all of the members of UER have learned and use the theory and tools of Re-evaluation Counseling. Re-evaluation Counseling (RC) has existed since the early 1950's, and the RC Communities have directly taken on the work of eliminating racism since the 1970's. In the late 1990's the RC Communities decided to make the elimination of racism central to their work, and subsequently United to End Racism was created.

The main work of UER is to illuminate the damage done to individuals by racism and to undo this damage on an individual basis, using the resources and process of Re-evaluation Counseling. As people do this work, they become better able:

- ❖ to interrupt racism in their daily lives,
- ❖ to free themselves from all of racism's effects,
- ❖ to take leadership,
- ❖ to form deep relationships across racial lines,
- ❖ to remove racism from our societies' institutions, and
- ❖ to support the work of other individuals and organizations in ending racism.

United to End Racism offers both an ongoing support system that assists people to sustain their efforts to eliminate racism, and effective tools for the elimination of racism that can be taught and used on a one-to-one basis.