

## **White Emotionality: Challenges and Opportunities for Change in Higher Education**

### **Glossary**

**Racialization:** A term acknowledging the socially-constructed nature of modern racial classifications. Racial groups were created and reinforced using the system of whiteness as justification through laws and social conventions. Individuals are racialized into those groups.

**Minoritized:** A term that highlights the ways that people with one-down identities have been subjected to oppression based on that identity, making them into a subjugated group. This avoids the implication of ‘minority’ as merely based on numeric distribution in a population. Some minoritized groups may be a numerical majority in some countries, institutions, or spaces.

**Double consciousness:** A Du Boisian concept to explain how Black Americans experience the world. Double consciousness refers to how Black people must view things both through their own eyes and through the eyes of white people in order to survive in America: “It is a peculiar sensation, this double-consciousness, this sense of always looking at one’s self through the eyes of others, of measuring one’s soul by the tape of a world that looks on in amused contempt and pity. One ever feels his two-ness,—an American, a Negro; two souls, two thoughts, two unreconciled strivings; two warring ideals in one dark body, whose dogged strength alone keeps it from being torn asunder” (Du Bois, 1903, p. 38).

**Wages of whiteness:** Another Du Boisian term explaining the lack of solidarity between poor white workers and poor Black workers. Du Bois argued that white workers receive a kind of supplemental wage, the wages of whiteness, which allows them to feel superior to Black workers and limits their willingness to align through organized labor against the wealthy business class.

**Racial ambush:** Racial ambush was described by Yancy as a disorienting moment where the presence of race and whiteness as an organizing force moves from an unconscious, background condition to being visible and unable to be ignored. This might be a racist hate crime that reminds someone that anti-Black violence is still happening in the USA or it could be the experience of being called out by a colleague for unwittingly saying something racist. Racial ambush feels like an attack but has the potential to be an important learning experience for white individuals seeking to better understand whiteness.

**Allyship as performance:** An undesirable form of behavior where ally actions (such as discussing issues of marginalization and oppression, intervening when oppressive behaviors are occurring, etc.) or attitudes (such as agreeing with social activist movements, sharing educational materials supporting social justice, etc.) are primarily done in order to receive praise or recognition as an ally. This is sometimes called wanting an “ally cookie” as a reward for engaging in basic actions of solidarity.

**Racial caucus group:** Racial caucus groups, also called racial affinity groups, are spaces that include dedicated time for monoracial groups to engage around racial justice. This means creating separate spaces for white people and for People of Color. Racial Equity Tools (2020) describes these spaces as having distinct purposes: “For white people, a caucus provides time

and space to work explicitly and intentionally on understanding white culture and white privilege and to increase one's critical analysis around these concepts. A white caucus also puts the onus on white people to teach each other about these ideas, rather than placing a burden on people of color to teach them. For people of color, a caucus is a place to work with peers to address the impact of racism, to interrupt experiences of internalized racism, and to create a space for healing and working for individual and collective liberation" (para. 1).

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